

National Bargaining News

January 2018

News from the national negotiations

T&C Ballot: use your vote, vote YES!

The ballot is now open (until 29 January) for FELA members to ratify the May and November 2017 Agreements. This is your chance to **vote** to accept or reject the new national T&C, and your negotiators and the FELA Executive unanimously recommend that you vote **YES** to accept the Agreements.

Why does this matter?

These changes represent the first national T&C in over 20 years. They will set core T&C such as class contact time, annual leave, transfer to permanence

and conservation across the sector.

These T&C represent at least a partial improvement for thousands of FELA members. Critically, they also offer 'no detriment' protection for those in post as of 31 December, including protection on renewal of a fixed term contract or transfer to a permanent contract.

Copies of both Agreements and FAQ are available at <http://www.eis.org.uk/FELA/Ballot2018.htm>

Not received your ballot?

Ballots were sent electronically last week—if you have not received yours, please email membership@eis.org.uk or phone 0131 225 6244—it takes two mins and you'll have a new ballot immediately.

A large ballot turnout is important in showing management that our members are engaged and care about their T&C—so use your vote and ask your colleagues to use theirs!

NJNC update: 2017/18 pay claim and beyond

We met with management again in January 2018, having been promised at our December meeting that they would consider an improved pay offer in advance of the meeting.

EIS FELA had submitted a pay claim for 2017/18 session (due back in April 2017!) for £1000 flat rated on every scale point. This claim was rejected by management some months ago, but they have failed to make an adequate counter offer and we entered into dispute in November 2017. Since then, two dispute meetings have been held and we will meet again in Febru-

ary 2017 to take forward negotiations.

Management continue to claim that lecturers have received a '9% pay rise' and that the sector cannot afford a cost of living rise without 'efficiency savings' and job cuts. EIS FELA has challenged this position on many occasions.

The March 2016 agreement delivered a **harmonisation** uplift to bring lecturers who had been systematically underpaid for decades to a national standard. This is not a cost of living pay rise. Other colleges gained little or nothing from this settlement,

with the largest colleges already at or close to £40,026.

Under pressure from the threat of further industrial action in the sector, the Scottish Government has previously made further funding available to those colleges struggling to afford the harmonisation uplift. Colleges continue to squander thousands on consultancy fees, PR firms and vastly inflated senior management salaries. We believe that one college has awarded its Principal a 5.4% cost of living rise over three years.

Inflation is running at 3% - we cannot and will not accept a three year pay freeze.