

## Vote "YES" to action over pay

### Pay Freeze

Employers have announced a 0% pay award for all FE staff. This was their response to a joint union 3% pay claim. This is a "final offer" and they are not prepared to negotiate with us.

In light of this UCU is holding an indicative e-ballot (in conjunction with the other FE unions) to determine the memberships view on declaring a formal industrial dispute and ballot on taking action up to and including strike action.

UCU Cymru Further Education Sector Committee is urging all members to vote "YES".

### Why you should vote "Yes" to both questions:

- This pay freeze is another massive blow to our standard of living. Over the past 6 years our pay has seen a real terms cut of over 18%! This is unprecedented in modern times.
- Many colleges had already budgeted for a pay increase of at least 1%. The pay freeze came as a complete surprise to many in the sector.
- Most other public sector workers, including school teachers, have been awarded at least 1%. (HE lecturers 2%) This freeze is a clear break with pay parity. Something we have fought hard for and won – until now.
- Many colleges are sitting on millions of pounds in reserves (£159.7 million in total). It's time that Principals put lecturers and staff as a higher priority than flashy new campuses. Lecturers teach not posh buildings!
- This pay freeze is just one of a package of co-ordinated attacks on our wages and workloads. These include scrapping remission, (for IV'ing for example) and making it harder to access UP2 and UP3. The latest proposal by the Colleges would see an end to normal incremental progression and introduce performance related pay and 'regression of pay.'
- Sooner or later we will have to resist this onslaught on our living standards. If we don't put up a fight

this year then guess what they will offer us next year.

## **What can we do to fight back?**

Make sure everyone in your Branch has heard the arguments.

Hold joint meetings with the other unions. If all the unions act together we will be stronger.

Make sure your membership lists are fully up to date.

Check all your colleagues are in UCU. If not then sign them up!

Contact local politicians, including MP's, Councillors and especially AM's. Our case is a fair one, but the arguments need to be won.

Urge your Principal and Governors to be reasonable and get them to call on ColegauCymru to return to the negotiating table for meaningful discussions.

We don't want this fight. This dispute can be avoided. All we are asking for is fair play and fair pay. Let's send a clear message to College Principals "Enough is enough" - We will no longer stand idly by whilst our living standards are destroyed.

Vote **YES** to action