



to strike action for:

- fair pay
- manageable workloads
- binding national bargaining



Let us know you have voted
or order a replacement ballot paper

RESPECT FE: A NEW DEAL FOR COLLEGE STAFF



[ucu.org.uk/RespectFE](https://www.ucu.org.uk/RespectFE)

WE DESERVE RESPECT

College staff play a crucial role empowering learners of all ages and backgrounds to realise their potential. Yet in recent years we've seen our pay, conditions and professionalism eroded and fall behind comparable roles in schools and other sectors.

WHY ARE UCU BALLOTING FOR STRIKE ACTION?

We will always try to negotiate with the employers but many refuse to make a decent offer and the Association of Colleges (AoC) has made no recommendation on pay for 2023/24 at all. With the cost of living crisis impacting FE staff across the country, ever more unmanageable workloads, and national negotiations that are broken, we can't sit around and wait for college bosses to do the right thing; it's time for us to act.

WHAT ARE OUR DEMANDS?

- **Pay:** the value of our pay has fallen by 35% in recent years putting us even further behind teaching roles in schools. Our claim for a 15.4% pay rise is reasonable and a good starting point to reverse the decline in pay.
- **Workload:** on average FE staff work two days for free every week. We need a national agreement to address unmanageable workloads.
- **National negotiations:** the current system of non-binding recommendations from the AoC doesn't work and this is failing the sector, staff, and students. We need a new settlement for FE.

ANOTHER FE IS POSSIBLE

Backing your union with a strong YES vote puts pressure on the employers to negotiate the settlement we need. This year, reclassification of colleges into the public sector and increased funding for FE gives us the opportunity to set out a new vision for FE.

This starts with your vote and your involvement. Please don't leave it to others to speak for you: **VOTE NOW, VOTE YES** and then remind your colleagues to do the same.