



**August 2018**

### **Cynnig mewn perthynas â'r Cais Cyflog**

Cyfarfu'r Cyd-Undebau Llafur â Colegau Cymru (CC), corff cynrychioliadol y pennaeth, ddydd Llun 18 Mehefin 2018. Yn y cyfarfod hwnnw, cyflwynwyd cais cyflog yr Cyd-Undebau ar gyfer y flwyddyn i ddod. Yn ddi-ddorol, atebodd y cyflogwyr â chynnig ar y diwrnod, y tro cyntaf yn yr un ar bymtheg mlynedd. Gwnaethant nid yn unig **gynnig 1%**, ond gwnaethant hefyd gadarnhau **NA** fyddent yn rhoi'r arian mewn pecynnau cyflog staff ar gyfrif fel y gwnânt fel arfer.

Mewn trafodaethau ar ôl y cyfarfod ffurfiol i drafod y camau nesaf, nododd swyddogion fod eu haelodau'n ddig am fod eu cyflog yn llai na'r gyfradd chwyddiant bob blwyddyn. Mewn gwirionedd, mae pawb yn cael toriad cyflog ac wedi cael toriad cyflog ers yr argyfwng economaidd yn 2008. Mae ein haelodau'n wynebu gwir dlodi 'mewn gwaith' ac mae'n rhaid inni fel cydweithwyr ac undebwyr llafur fynd i'r afael â hyn. Rhaid inni sefyll yn gadarn a sicrhau gyda'n gilydd bod arian ar gael i dalu codiad cyflog boddhaol i staff Addysg Bellach.

Mae ffigurau yn Adroddiad Gweithle Ymchwil Llafur, Gorffennaf 2018 yn dangos bod y Mynegai Prisiau Manwerthu'n 3.4% ym mis Gorffennaf 2018; ar hyn o bryd, mae codiadau cyflogau ar draws y sector cyhoeddus yn 2.2%, ac mae'r corff adolygu cyflog athrawon ysgol newydd argymhell cynnydd o 3.5% ar draws pob ystod cyflog a lwfans.

Cyfarfu'r Cyd-Undebau Llafur ar 1 Awst a chytunwyd i ddechrau anghydfod a rhoi gwybod i CC pa gynnig sydd ei angen er mwyn tynnu'r bygythiad o streic yn ôl. Cytunwyd i ddweud wrth bob aelod o'r Cyd-Undebau Llafur yng Nghymru bod yn rhaid i'r cynnig fod yn fwy na chyfradd chwyddiant y Mynegai Prisiau Manwerthu (sy'n cynnwys costau tai) ar y diwrnod y gwneir cynnig diwygiedig pellach. Pe byddai angen i'r undebau fynd ar streic sy'n arwain at ddi-dyniadau cyflog, bydd angen i'r cyflogwr wneud cynnig sy'n fwy na'r gyfradd chwyddiant **A** chynnydd canrannol i dalu am golledion ein haelodau yn sgil mynd ar streic.

### **Graddfa Gyflog Genedlaethol ar gyfer Staff Cymorth**

Ers 2002, mae trafodaethau cenedlaethol ym maes Addysg Bellach wedi cael eu datganoli ac mae gennym strwythur trafod yng Nghymru, sy'n ymdrin â chyflog ac amodau staff yng Nghymru. Dechreuodd y corff hwnnw weithio ar gyflwyno graddfeydd cyflog cenedlaethol ar gyfer pob grŵp o staff. Mae graddfeydd cenedlaethol ar gyfer rheolwyr a darlithwyr wedi bodoli ers 2006. Mae CC wedi bod yn addo cyflwyno graddfeydd ar gyfer staff cymorth busnes ers hynny, ond bellach, maent yn dadlau "*.....y byddai rhoi graddfa gyflog gyffredin ar gyfer staff cymorth busnes ar waith yn anodd ac yn heriol iawn...*" Fodd bynnag, maent bellach wedi atal unrhyw drafodaethau eraill hyd nes iddynt ddatrys y mater sy'n ymwneud â'r cyflog.

### **Beth Nesaf?**

Bydd ysgrifennydd y Cyd-Undebau Llafur yn hysbysu CC o'u penderfyniad i symud i anghydfod a rhoi gwybod iddynt am y penderfyniadau a wnaed gan y Gyd-Undebau Llafur mewn perthynas â datrys yr anghydfod. Caiff y llythyr hwn at cc ei gopïo i'r Gweinidog a gweision sifil.

### **Y Bleidlais**

Bydd pob aelod o bob undeb yn derbyn papur pleidleisio ar gyflog. Bydd y bleidlais **ar agor** ddydd Gwener 24 Medi ac yn **cau** am 12:00pm ddydd Gwener 19 Hydref. Os na chewch eich papur pleidleisio erbyn dydd Llun 1 Hydref, cysylltwch â swyddfa eich undeb.

Bydd Cymdeithas Genedlaethol yr Ysgolfeistri ac Undeb yr Athrawesau, UCAC ac Undeb Prifysgolion a Cholegau yn cynnal pleidleisiau statudol i ganiatáu iddynt fynd ar streic yn nhymor yr hydref.

Bydd GMB, NEU ac UNSAIN yn cynnal pleidleisiau dangosol, proses sy'n ofynnol gan eu strwythurau mewnol CYN y gallant gynnal pleidlais statudol. Os nad oes modd datrys yr anghydfod o hyd, bydd GMB, NEU ac UNSAIN yn gweithredu ochr yn ochr â Chymdeithas Genedlaethol yr Ysgolfeistri ac Undeb yr Athrawesau, UCAC ac Undeb Prifysgolion a Cholegau ar ôl gwyliau'r Nadolig.

### **Gweithredu Diwydiannol**

Ein bwriad ar hyn o bryd, gan dybio bod aelodau'n cefnogi ein penderfyniadau, yw streicio dros dair wythnos cyn gwyliau'r Nadolig. Caiff y dyddiadau eu cadarnhau maes o law.

**Wythnos Un-1 diwrnod o streic; Wythnos Dau-2 ddiwrnod o streic; Wythnos Tri 3 diwrnod o streic**



**August 2018**

### **Pay Claim Offer**

The Joint Trades Unions (JTUs) met with Colegau Cymru (CC), the principal's representative body, on Monday 18<sup>th</sup> June 2018. At that meeting we tabled the joint union pay claim for the coming year and interestingly the employers responded with an offer on the day, the first time in the sixteen years. Not only did they **offer 1%**, but they also confirmed that they would **NOT** put the money in staff pay packets on account as they usually do.

In discussions after the formal meeting to discuss the next steps officials reported that their members are angry that year on year their pay is falling behind the rate of inflation; effectively everyone gets a pay cut and has since economic crisis of 2008. Our members are facing very real 'in work' poverty and we as colleagues and trades unionists must address this, we must stand firm and collectively ensure that money is found to pay a decent increase in pay for FE staff.

Figures from Labour Research Workplace Report July 2018, show that in July 2018 RPI was running at 3.4%; wage rises across the public sector are currently running at 2.2 %, and school teacher's pay review body has just recommended 3.5% uplift across all pay and allowance ranges.

The JTUs met on 1<sup>st</sup> August and agreed to move into dispute and to notify CC of their decision on what the offer needed to be in order with withdraw the threat of strike action. It was agreed to recommend to all members of the JTUs in Wales that the offer must be greater than the Retail Price Index rate of inflation (which includes the costs of housing) on the day a further a revised offer is made. If the unions needed to take strike action which results in pay deductions then the employer will be required to provide an offer which is greater than the rate of inflation **PLUS** a percentage increase to cover the loses to our members through strike action.

### **National Pay Scale for Support Staff**

Since 2002, national negotiations in FE have been devolved and we have a negotiating structure in Wales, which deals with all the pay and conditions of staff in Wales. That body started work on introducing national pay scales for all groups of staff. We have had national scales for managers and lecturers since 2006. CC have been promising to introduce scales for business support staff ever since, but they are now arguing that "*.....there would be significant difficulties and challenges putting in place a common business support pay scale...*" However they have now halted all other negotiations until the issue of the pay has been resolved.

### **What Next?**

The secretary of the JTUs will notify CC of their decision to move into dispute and inform them of the decisions made by the JTUs in relation to resolving the dispute. This letter to cc will be copied to the Minster and civil servants.

### **The Ballot**

All members of every union will receive a ballot paper on pay. The ballot will **open** on Monday 24<sup>th</sup> September and **close** at noon on Friday 19<sup>th</sup> October. If you do not receive you ballot paper by Monday 1<sup>st</sup> October please contact your own union office.

NASUWT, UCAC and UCU will be running statutory ballots to allow them to take strike action in the autumn term.

GMB, NEU and UNISON will be running indicative ballots, a process required by their internal structures BEFORE they can undertake a statutory ballot. If the dispute remains unresolved then GMB, NEU and UNISON will take action alongside NASUWT, UCAC and UCU after the Christmas holidays.

### **Industrial action**

It is currently our intention, assuming members support our decisions, to take escalating strike action over three weeks before Christmas holidays, dates will be advised in due course.

**Week One 1 day of strike action**  
**Week Two 2 days of strike action**  
**Week three 3 days of strike action**