

# UCU pay Ballot – do you deserve to be much poorer than 10 years ago?

## Why are members being re-balloted?

- In 2016, the Conservative government introduced anti-trade union laws. These mean that unless at least 50% of the membership submit ballot papers, nobody's vote counts. It is worth noting that in Local Council Elections, only 30-40% of the electorate votes and in Local Crime Commissioner Elections this is nearer 17%.
- Last time, 9 out of 10 of our members who voted, wanted strike action, but their votes didn't count, because we fell short of the 50%.
- To get a valid ballot result this time, we need as many members as possible to vote in order to hit this figure.

## Who is being balloted?

- All FE branches who polled over 35% but didn't reach the required 50% are being re-balloted. This includes 3 West Midlands FE colleges, SCCB + Bournville, Wolverhampton and Coventry.
- Please be aware that this is a **re-balloting**. Even if you voted in September, you still need to vote this month (December) for your vote to count.
- In the last ballot, UCU SCCB + Bournville had a turnout of 41%. 89% voted "yes" to industrial action. We need 50% or more this time.

## What will we be campaigning for?

- The claim is 5% or £1500, whichever is greater.
- For pay which fully recognises the highly professional work we do, both at SCCB + Bournville
- A substantial increase in the AoC's national pay recommendation for FE

## Why vote yes?

- SCCB + Bournville's last consolidated pay rise was only 1% for the year 2017-2018. This was our first pay rise since before the merger of SBC and CCB in August 2012.
- **Would you prefer to be on £43,000/year?** We, teachers would be if our pay had kept pace with inflation - £6,000 more than at the moment.



### What is the average salary for Professional jobs?

The average salary for Professional jobs is £47,500.

In October 2018, the average salary for Professional jobs fell by £6,704 (10%).

Read on to find out how much Professional jobs pay across various UK locations and industries.



- College staff get on average £7,000/year less than school teachers.
- The average salary for professional jobs has been calculated as being £47,500, almost £10K more than MGLs at the top of the pay scale.
- A 25% real terms pay cut nationally in FE since August 2009.
- Unprecedented levels of redundancies in last 10 years.
- Workload escalating
- Increase in mental health issues

## What are the ballot dates?

- Members should have received ballot papers by now.
- The ballot closes on 19<sup>th</sup> December. However, **members should post their papers back by 14<sup>th</sup> December** to be sure of getting them back in the Christmas post.
- If you haven't received a paper by now, firstly please check your details on the UCU website. If these are correct, get in touch with Safia Flissi.

## What form will the industrial action take?

- The branches currently balloting would take an initial two days of action in January and then the original six striking colleges would also take a further two days at the same time.
- Action will be escalating where the disputes haven't been resolved.

## Will industrial action be effective this time?

- The escalating, nationally co-ordinated nature of action this time will make it far harder to ignore by management than one-off strike days.
- SCCB have generally followed AoC pay recommendations, so a national campaign which persuaded the AoC to change their recommendation could push SCCB to follow this recommendation.
- Similar action in other colleges has achieved impressive results. In May, Sandwell College achieved a 6.25% pay rise over 2 years, as a result of an escalating campaign of strike action. Just two weeks ago, The Capital City College Group achieved an immediately effective 5% consolidated pay rise after 8 days of strike action.
- The government is currently working towards a Comprehensive Spending Review where they will determine funding for all government departments over the coming years from 2020. The results of this will be announced in November next year. Therefore there has never been a more important time in the decade for us to make some noise about pay in FE. There is no louder noise than strike action.

## What about strike pay?

- Strike pay will apply from the fourth day of any strike - £75 per day.