

Dear Derek

I write on behalf of the Glasgow Kelvin College EIS-FELA Branch in response to the threat issued on 9th February 2024 in relation to EIS-FELA members undertaking legitimate industrial action short of strike (ASOS) in pursuit of a fair pay settlement.

EIS-FELA believes that threats of pay deductions for participating in ASOS are a clear and blatant attempt to undermine the confidence of trade union members, with a view to ensuring that they do not take part in legitimate industrial action. The EIS will robustly challenge the intimidation of any EIS-FELA member, at this and any college.

Threats, such as those detailed on 9th February, represent an aggressive, vindictive, and anti-trade union mindset, and have no place in any workplace where the rights of employees are valued and respected. As such, it is the view of Glasgow Kelvin College EIS-FELA Branch that the actions of management in relation to this legitimate industrial action call into serious question the commitment of Glasgow Kelvin College to be seen and to act as a Fair Work employer.

As such, Glasgow Kelvin College EIS-FELA Branch demand that the threat outlined on 9th February is withdrawn immediately and that no further such threats are made towards trade union members. The Branch would urge that efforts instead be channelled towards reaching a fair resolution to the dispute,

EIS-FELA nationally is closely monitoring the behaviour of individual college employers towards members who are participating legitimately in action short of strike in consideration of an appropriate industrial and political response.

Regards,

Glasgow Kelvin College EIS-FELA Branch