

Adult and Community Education National Meeting

UCU's Adult and Community Education National Meeting was held on 25 March 2017.

At the meeting, delegates from branches across the country participated in a workshop on the priorities for their branch and to look at ways UCU could facilitate campaigning on these issues.

Various concerns came out in the discussion. For most branches recruitment is a priority, as is campaigning to improve contracts, and to tackle workload, precarious funding and safeguarding of staff.

Ideas for ways UCU can support ACE nationally included developing better communication between reps; providing training (including at the next national meeting); building a clearer picture of ACE membership and workplaces; and providing support on issues such as recognition agreements and facility time.

It is apparent that there is broad range of ACE provision nationally and many different types of contracts being used by the providers.

There were some excellent ideas about what could be done to support the building of more ACE branches and active campaigns which we can assist with in the coming year.

Thanks to all those who attended the meeting for their enthusiasm and their input.



ACE UCU members at the national meeting

Keep in touch with UCU ACE members - UCU Adult Education Network

UCU has an email network for members working in Adult and Community Education. The forum is a place to discuss issues, share victories and get tips on how to organise effectively in your workplace.

You can find out more about the list and register to join it by clicking on this link - www.ucu.org.uk/elists

Recruit a work colleague to the union

People can join UCU online at <http://join.ucu.org.uk>

Or by phone on 0333 207 0719. Phone lines are open 9.15am to 4.45pm, Monday to Friday.

National Recruitment Week 15 – 19 May

Join UCU's national recruitment week to help build your union and your branch. ACE specific materials, including a poster, leaflet and letter to your colleagues asking them to join UCU, can be found here - <https://www.ucu.org.uk/adulteducation>

You can also request generic UCU materials here - <https://yoursay.ucu.org.uk/s3/UCU-promotional-materials> or download them here - <http://btu.web.ucu.org.uk/recruitment/> Please distribute this newsletter among your colleagues, so they can see the work of UCU in ACE. If you need printed copies please email Ronnie at rkershaw@ucu.org.uk with a postal address and the number of copies required.

From Zero to Heroes

How should you respond if your employer tries to put you on a zero-hours contract? Members in Westminster faced exactly that situation, and this is how they responded.

Without consultation or notice, Westminster Adult Education Service introduced new contracts which changed the status of variable and fixed term staff to 'zero hours' tutors. Compensatory payments for short notice course cancellation were removed. This was driven by the employer adopting the Westminster Council template.

The Reps at the time did an exceptional job in quickly responding to the issue. They organised meetings with all staff affected and increased membership by over a third within 10 days. A formal grievance was lodged.

Communication with the increased membership was crucial, and they kept everyone informed of the progress they made. The buzz they created definitely ensured the employer knew they needed to listen to the issues being raised.

The resulting resolutions offered by the employer led to a withdrawal of the contract pending agreement through a consultation period, and then as a consequence of that period the zero hours element was changed back to the original wording, and the compensatory elements were reinstated. Any tutors that had signed the original new contracts were offered the opportunity to take on the newly agreed contracts.

Campaigns like these demonstrate effectively that when branches organise well around an issue they can increase membership and win.

UCU CPD courses – free to members

We are pleased to offer a range of personal and professional development courses and resources that will provide practical help throughout your career. Courses include: voice care for educators; classroom management; mentoring; getting the most from your career; and leadership in education. For more details: <http://cpd.web.ucu.org.uk/course-information/>

Reasons to join UCU

We are the main union representing teaching staff and managers in adult and community education, including full-time, fractional salaried and hourly-paid part-time lecturers.

UCU members can get advice from trained local reps and full-time union officials. Where appropriate, expert legal advice is available. Our legal scheme covers personal injury claims at no cost to members.

A local voice: UCU branches negotiate pay and conditions of service at a local level.

A national voice: we represent your profession to government and professional bodies. UCU campaigns to defend jobs and education provision, including opposing cuts to ESOL.

24/7 support through Education Support Partnership: counselling, advice, financial assistance.

Examples of monthly subscription fees:

Salary	Subs
Below £5,000	£1.01
£5,000 - £9,999	£5.12
£10,000 - £19,999	£11.30
£20,000 - £29,999	£18.55
£30,000 - £39,999	£19.66

Claiming income tax relief reduces subs.

Action for ESOL during the General Election

Action for ESOL have produced some teaching materials to help ESOL teachers bring discussions about the General Election into the classroom, giving them a voice in the process. The resources can be found here - <http://actionforesol.org/>