

A bulletin for education workers by education workers

Produced by Socialist Party members in education

Round 1 to the term-time workers- Now finish the job!

Following a two year campaign the term time dispute reached a settlement on the 12 March 2001.

The settlement, although not a complete victory for the term time workers, represented a major step forward. These workers who, as a matter of course, were treated as cheap labour have proved themselves to be courageous fighters and deserve the victory they have achieved.

What are the options?

The agreement offers 3 options. Term time workers can switch options until 2003.

1. Remain term time.
2. Remain term time with 2 additional weeks paid work in the year.
3. Take a 52 week contract, which means full pay all year round.

The agreement contains many other sections such as a possible requirement to work during school closure periods but if workers are in a position to accept the 52 week contracts the benefits are enormous. It would mean:

**An extra 3 months pay; Extra annual leave entitlement; Extra statutory days leave; Full sick pay
Full maternity and paternity rights**

Those who wish to go on to the full 52 week contract but can not be available all year round, can request unpaid leave.

Temporary Jobs

Another element of the agreement is a review of temporary term time posts. Education is plagued with these posts (one school in Belfast has 20 temporary staff) where workers are sacked in June and re-employed in September. In some cases, this has gone on for 15 years.

Now all these posts will be reviewed and the unions should fight to make every one of them permanent.

Class Room *Voice* Spring 2001

A Victory – but NOT full Equality

Overall, the agreement was a step forward but it was not full equality. Term time workers will still be worse off than their workmates and if they take the 52 week contract they may have to work additional weeks. This is unacceptable in the long run and is an issue that the unions will have to return to in the future when more work has been done on the ground to build for action.

Management break their word

It was accepted that the agreement would take time to put in place. It was even accepted that, at times, there would be disputes. But now management have taken the incredible step of breaking their word and the agreement.

Management now say that anyone who takes the option of staying term time can not change at a later date. Workers will be forced to use all leave at Christmas and Easter leaving none for the summer. But worst of all, management have gone back on their word and have excluded term time workers from the deal if they are not classroom assistants, secretaries or technicians.

This act of bad faith must be fought. A one day protest strike may be necessary to send a clear message to management that their days of bullying are over. Full time union officials and union headquarters must throw their weight behind the local activists and union members on the ground. Term time workers should be in direct control of this dispute. Every school must have a union representative and all the unions must work together for the good of the term time workers.

A clear message must be sent “We will no longer be treated as second class citizens. Justice and equality for all term time workers”



***A voice for
workers and youth***

Socialist Party activists in trade unions believe that to fully represent workers we must have a coherent political strategy. The Stormont Assembly takes decisions daily on health, education, housing, PFI projects, the future of government departments and public spending. All these decisions affect us. No party in the Assembly can be relied upon to put a position in defence of public services. We must build a political alternative which is non sectarian and delivers for working class people. The trade unions have the resources and membership to call a conference of all unions, community groups and socialist groups to begin the process of giving the working class a political voice.

If you would like to attend Socialist Party education workers meetings, join the Socialist Party or would like more information, then fill in the form below.



I would like to attend SP education workers meetings ☐

I would like to join Socialist Party ☐

I would like more info ☐

Name: _____ **Phone:** _____

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