

Consultative Ballot of the SOAS Community

SOAS management will be making a decision on the future of the currently outsourced cleaning contract and the future employment conditions of our cleaning staff over the next two months and will be considering the three options listed below.

BALLOT PAPER

AS A MEMBER OF THE SOAS COMMUNITY WE ARE ASKING YOU TO INDICATE YOUR PREFERRED OPTION

Place a cross (X) in a single box of your choice below

Option 1—In house solution with pay at a rate determined by the Framework Agreement and the HERA results

This option would mean:

- That our cleaners would be employed directly by SOAS*
- They would be entitled to salaries and benefits the same as equivalent members of SOAS staff*
- They would also have the right to join a trade union*
- Their rights could be protected.*

Option 2—Outsourced solution with pay at the rate determined with reference to the Framework Agreement and the HERA results

This option would mean:

- They our cleaners would still be left working for a private contractor*
- Wages in-line with, but not guaranteed to be the same as, that paid to equivalent SOAS staff*
- There would be no guarantee of equivalent terms & conditions with other SOAS staff*
- No guarantee that our cleaners would have access to a recognised trade union*

Option 3—Outsourced solution with pay at the rate determined by current market conditions

This option would leave our cleaners:

- Being paid the minimum wage*
- Working for a private contractor*
- On legal minimum terms & conditions significantly less than staff working directly for the SOAS*

PLEASE RETURN YOUR COMPLETED BALLOT PAPER IMMEDIATELY IN THE BALLOT BOX PROVIDED

The count will take place on 16 May 2008 under the supervision of an independent returning officer.

Your vote is completely secret.