**Motion for Kaplan dispute**

The TEFL Workers’ Union (IWW) is taking Kaplan language school to tribunal for denying redundancy and furlough pay to fixed-term employees - and we’re asking for your help with legal fees. Fixed-term contracts don't only undermine job security and employment rights, they deny workers redundancy pay. This is exactly what happened last autumn when Kaplan language school made a huge percentage of their workforce redundant.

The good news is that, with union support, workers forced Kaplan to recognise the full length of service for employees with 4 or more years at the company. But this still leaves staff with three years or less out of pocket. To right this injustice, six former and current Kaplan employees are taking the company to employment tribunal.

Kaplan's already had to largely concede to workers' demands, including moving all current staff on to permanent contracts. The purpose of this tribunal is to see this through to the end: get the proper redundancy pay for those with less than three years of service and to secure a ruling that forces Kaplan to stop using fixed-term contracts once and for all.

The tribunal is larger than just the workers involved. It’s about casualisation and insecurity across education and the wider UK economy.  A win for the Kaplan workers is a win for anyone working in education!

More information on the dispute can be found here:

<https://iww.org.uk/news/tefl-workers-union-vs-kaplan/>

It is proposed that Norfolk NEU donate £100 to their campaign

Proposed: Scott Lyons

Seconded: Vicky Warnes