

Colleges of Education Teachers Association of Ghana



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Our Ref: CET/NEO/NS.2024-6/V8/1



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Your Ref:

3rd June, 2024

For Immediate Release
All Media Houses & Outlets

NOTICE OF STRIKE

The leadership of the Colleges of Education Teachers Association of Ghana (CETAG) writes to serve notice of the Union's intention to embark on an industrial action to protect our economic rights as workers under article 24 (1) of the 1992 Constitution of Ghana and section 10 (a&b) of the Labour Act, 2003 (Act 651). The reasons for the union's decision to resort to strike are as follows:

1. That, the Ministry of Education has wilfully failed to comply with the National Labour Commission's (NLC) Compulsory Arbitration Award issued on **2nd May 2023** in breach of section 167 (2&3) and section 64 (4) of the Labour Act, 2003 (Act 651).
2. That, NLC which issued the Compulsory Arbitration Award is reluctant to trigger section 172 of the Labour Act, 2003 (Act 651) to compel our Employer to comply with the **2nd May 2023** and **31st August 2023** orders and directives even though the union complied with the directive of the Commission to call off our strike in August 2023. Additionally, the union since November 2023 has written several letters to the Commission requesting for enforcement of the Compulsory Arbitration Awards as specified in section 172 of the Labour Act, 2003 (Act 651) which the Commission has refused to act to date.
3. That, both NLC and the Ministry of Education have denied CETAG members what is due us based on the Compulsory Arbitration Award issued on **2nd May 2023** in violation of the 1992 Constitution of Ghana which makes it obligatory for all state institutions to respect the rule of law.
4. That, the Ministry of Education has deliberately refused to pay deserving members of CETAG a top-up of research allowance as arrears arising from the 2023 Conditions of Service (CoS) Agreement signed with Fair Wages and Salaries Commission (FWSC) with approval from the Ministry of Finance (MoF) in July 2023 with an ending date of 31st December 2024.
5. That, to date, the frozen August 2023 salaries of our National President and a host of our members continue to remain unpaid for no justifiable cause.
6. That, the Conference of Principals of Colleges of Education (PRINCOF) and the Ghana Tertiary Education Commission (GTEC) have unilaterally varied our existing office-holding positions and allowances in violation of our 2023 Conditions of Service (CoS) Agreement signed with FWSC with approval from MoF in July 2023 with an ending date of 31st December 2024.

In conclusion, we wish to state unequivocally that the union shall no longer countenance any further violations of our rights as workers by any authority under the 1992 Constitution of Ghana. Therefore, we implore the NLC, the Ministry of Education and FWSC to uphold the Constitution of Ghana and the Labour Act, 2003 (Act 651). The union wishes to affirm our decision to proceed on strike by notifying our Employer that we will not call off our strike action until all the outstanding Compulsory Arbitration Awards and related concerns raised in this notice are settled through payments to our members.

Thank you.

NATIONAL PRESIDENT: Mr. Prince Obeng-Himah (0203811964 / 0244891154)

AG. NATIONAL SECRETARY: Mr. Thomas Ampomah (0244036146)