



Dear _____,

I have recently been asked to sign an individual flexibility arrangement which related to the 15% ECEC Worker Retention Payment.

I understand that signing an IFA cannot be made a condition of my employment and nobody can be coerced to join an IFA.

I do not want to sign an individual flexibility arrangement. Employers can access the ECEC Worker Retention Payment by joining up to the union-approved ECEC multi-employer agreement instead. 64 other employers are already on this agreement.

I want you to join the ECEC multi-employer agreement because this is the fastest and simplest way to provide the 15% and offers the most security and protection for workers.

Regards
Kind regards,

Name:

Signature:

_____/_____/20____

Date: