

University of Leeds University & College Union

Pay and equality



All UCU members should have by now received their ballot papers on industrial action, following the derisory pay offer of 2% from the University and Colleges Employers Association (UCEA) and their refusal to take any meaningful action on gender inequality and casualisation. We urge you to vote "yes" to strike action, and "yes" to action short of a strike. We need to send a strong message to university Vice Chancellors up and down the country that the resolve and solidarity we showed during the USS pension strike hasn't gone away. This is doubly important at this time because of how entwined the pay and equality dispute is with the pensions dispute.

Against inflation, the 2% offer is effectively a real terms pay cut. Given that this has happened at the same time as sizeable increases in our pensions contributions are proposed, the offer is even more paltry. And this is in the context of a decade of falling wages.

This year's reporting of the gender pay gap in HE institutions reveals just how much less women are earning. In addition, rampant casualisation holds back the careers and pay of many colleagues. Low pay, pay inequality and casualisation have all had a detrimental knock-on effect on people's future pensions: fighting for fair and equal pay and decent contracts is vital to defending pensions.

Our ballot on pay and equality is an opportunity to show the employers that we are still strong.

Please vote #YesYes!

More on pay at leedsucu.org.uk/pay

USS Pensions



Earlier this year, members voted to suspend our strike action in the pension dispute in order to establish a 'Joint Expert Panel', composed of half of representatives of the employers and half of UCU representatives. One of the first things this panel did was consider the 2017 valuation (and associated assumptions) of the USS pension scheme, and they published their report on that matter on 13 September.

The experts' report contains criticism of the USS trustees, of the employers and of the Pension Regulator and in effect validates and recommends positions that UCU has consistently adopted in this and the last pension dispute. It nonetheless contains some compromises for UCU members. The UCU has now formally accepted the JEP report, and we await the employers' response.

Come to a meeting to hear about the implications of the report, which now might form the basis of ongoing negotiations.

What about USS, and the JEP? Open Pensions Meeting

Thursday 11th October, 2-3pm

Worsley Dental Lecture Theatre (level 6)

Chaired by Mark Taylor-Batty, our resident pensions expert, with Sam Marsh, Sheffield mathematician and national UCU pensions negotiator!

All welcome, whether members or not.

More on pensions at leedsucu.org.uk/pensions

Anti casualisation roadshow IGNITION - Friday 26 October



Precarious and insecure contracts are on the rise in universities. How can we tackle this at Leeds? This day event kicks off a roadshow aiming to support members with casualised contracts and to look at what's

been done elsewhere. More details coming soon, see www.leedsucu.org.uk

IT

UCU is still really concerned about what's going on with the IT restructure. Issues include:

- Loss of many highly experienced staff and their expertise
- Moving IT staff out of schools and faculties
- Reduced opening hours of the Service Desk

We know IT staff are working hard to provide the best service they can in difficult circumstances – but the decisions of IT management are making that hard, and the effects of this across the university are getting worse. The union is also supporting many members in IT over issues about changes in job roles and working practices.

Gender pay claim



Leeds UCU has submitted a gender pay claim to university management, aimed at closing the Gender Pay Gap, which at this university is currently 22.5%. The first part of the claim is to get detailed data to give a fuller picture of the

gender pay gap at Leeds. The second part of the claim is to develop a wide-reaching and practical action plan, building on an analysis of the full data. We want to halve the current Gender Pay Gap by 2020 and eliminate it by 2025.

To download the full claim, and for more info, see leedsucu.org.uk/genderpaygap

Casework – UCU supporting members every day



You rarely hear about the casework unions do, but there's lots of it going on in the background all the time. We help members with a huge range of issues, from contracts to promotions, from harassment to voluntary redundancy. Last year Leeds UCU handled 156 cases. A big thank you to all the union members who give up their time to help others.

Got a problem that's worrying you? Is something going wrong at work? Contact ucu@leeds.ac.uk for advice and support.

Would you like to become a caseworker? UCU provides training and support – contact ucu@leeds.ac.uk

Join your union!

UCU negotiates on behalf of academic and academic-related staff, both locally and nationally. If you're not already a member, join the union to have your democratic say on these issues, and for protection and support at work. Visit www.ucu.org.uk/join

Next UCU Meetings

The next Leeds UCU members meeting is:

- **General Meeting**

Friday 19 October, noon - 1pm

All members welcome, venue & agenda in email.

PS Remember to vote in the pay ballot!

This is important for pensions. A good turnout and a strong YES vote will show the employers we're still strong, so they can't ignore the JEP report and cut pensions or raise contributions.