

## University of Leeds University & College Union

### 2016 Pay claim

The derisory 1.1% 'final offer' will be imposed in our September pay – but don't be fooled, the unions have not agreed it and the dispute continues. Unison have recently voted for industrial action too, so we hope to coordinate action over the next months for maximum effect.



← Mysteriously altered university signage during the last UCU strike on 23 June!

Prospective students and parents at the Open Day were shocked by the gender pay gap and the casualisation situation, and supported our campaign. We also pointed out that vice chancellors enjoyed an average 6.1% pay rise last year.

Remember we've suffered below inflation pay rises every year since 2009 except in 2014 when we took strike action. The pay claim also seeks substantive action (not just words) on the gender pay gap (12.6%) and on casualisation (to reduce fixed term/zero hours contracts). Universities can clearly afford more - the sector as a whole has over £1 billion in operating surpluses, and Leeds salted away £57 million last year.

### Brexit – Open Meeting

Wednesday 19 October 1-2 pm  
Baines Wing SR2.10

#### Consequences of the EU Referendum Result

All welcome (EU/UK/international, union members and non-members) to discuss the effects of the referendum result and what we can do to support you.

### Policy negotiations

At present, UCU is negotiating on behalf of members on new university policies on:

- Promotions (academic & academic-related)
- Statute VII (disciplinary, ill health, grievance, capability, etc.)
- 'Rewards' and 'Leadership Development'
- Working in partnership with the university
- Organizational change (the formal mechanism for protecting jobs and terms/conditions during restructures)

Your UCU negotiators scrutinise new policy, consult the UCU committee, draft and negotiate changes, check them against national policy with UCU officials, and finally sign off agreed policies in the Joint Committee of the University and the UCU. It's a huge amount of work, but very important to ensure staff are treated fairly.

### UCU members volunteer in Calais

During her fortnight in the 'jungle' refugee camp in July, Lesley, our branch Campaigns Officer, chronicled the experience in a blog:

[www.calaiscalling.wordpress.com](http://www.calaiscalling.wordpress.com)



"I hope this blog may inspire and provide confidence for you to visit the camps to deliver supplies, teach, or raise desperately needed funds. My goal is to be part of collective solidarity offering strength and hope to the refugees."

