

PLACE IN
INTERNAL
MAIL

Vice-Chancellor Sir Alan Langlands
c/o University of Leeds UCU
Room 751, EC Stoner Building
University of Leeds
LS2 9JT

Support University of Leeds staff

UCU is the trade union representing academic and related staff in the UK. For students, many of our members will be teaching and supporting you throughout your studies. We need your support in our industrial dispute.



**YOU'RE
FIRED!**
**FOR SOME OTHER
SUBSTANTIAL REASON**

Dear Vice Chancellor

I have read about your plan to introduce 'some other substantial reason' as a grounds for dismissing staff at the University of Leeds. I don't think this is fair and reasonable in a University. Your existing procedures already contain the appropriate grounds for dismissing staff in an academic institution and have worked well for decades.

Please avoid further disruption and remove this controversial clause from your proposed Statutes.

Yours sincerely

I am a (please circle):
Leeds student Leeds staff member Leeds graduate Leeds resident
Student or staff at another university Prospective student or parent

We have deep concerns about management's plan to introduce new undefined grounds for dismissing staff - 'Some Other Substantial Reason' (SOSR). Existing dismissal grounds are capability, ill health, misconduct, redundancy.

Academic freedom is a key concern because lecturers do research as well as teaching. We believe that the 'SOSR' clause for dismissing staff is likely to undermine key UNESCO recommendations: (<http://tinyurl.com/6bthtjl>) "31. Higher-education teaching personnel should have the right and opportunity, without discrimination of any kind, to criticize the functioning of higher education institutions, including their own..."

Academic freedom is vitally important for independent, cutting edge research – it allows us to put forward new or controversial ideas or theories without the fear of losing our jobs. If the 'SOSR' clause is introduced, companies with vested interests might persuade the University to dismiss a researcher or suppress their research findings.

UCU has had lengthy talks with management, but they refuse to remove the clause. So our members voted for and took industrial action. We will be on strike again on 11, 12 & 13 October. If the University drops its proposed dismissal clause then disruption will be avoided. Please sign our petition <http://tinyurl.com/yak6zbwe> and sign and send the attached postcard. Thank you.