

November 2013

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What is a union and why join one?

Trade unions are organisations which represent people at work, individually and collectively. Joining a union means you are adding your voice to those of others in your place of work. Unions negotiate and bargain with employers to improve and protect employees' rights and working conditions, and can do this all the more effectively the higher their membership rates.

Unions also represent workers individually or in smaller groups. Union officials can offer you advice and accompany you to meetings if you have trouble at work, or if you just want to talk about something.

Above all, trade unions represent and speak on behalf of their members. So by becoming a member of a union, you will be joining a local and national organisation which exists to represent you, and stands up for your pay and working conditions. City's trade unions participated in negotiations with management throughout Phase One of the Professional Services Review, opposing compulsory redundancies and arguing for re-allocation and job sharing wherever possible. They will do the same in Phase Two and in future negotiations with management. Nationally, unions campaign on wider issues: job security, pensions, pay and working conditions. The last time higher education unions went out on strike over pay in 2006, for example, salaries rose by around 17% in two years.

Almost 120,000 of your colleagues have chosen to belong to UCU - the largest union and most effective voice for people like you working in post-school education.

UCU is the largest post-school union in the world: a force working for education that your employer and the

government cannot ignore. It understands the work you do, and the problems you face. Whether you are an academic, lecturer, trainer, instructor, researcher, administrator, manager, computer staff, librarian or postgraduate from a university, college, prison, adult education or training organisation, UCU is the union for you.

Why I am a member

Rosie Waterhouse, Director, MA Investigative Journalism

I've been working in the Journalism Department at City for over ten years, first teaching on various courses including the post graduate Newspaper and the TV and current affairs journalism courses, and also on undergraduate Journalism courses. In 2007 I



developed a new course which became the MA in Investigative Journalism, my pride and joy. It's public interest only journalism – no sex or celebs. In its short history my colleague Melanie Mcfadyean and I have turned out some of the brightest and best journalism students, who are getting great jobs and winning awards.

I've been a member of the National Union of Journalists since I started out and I joined the AUT (now UCU) when I joined City. I'm a member of these trade unions because I value the power of collective bargaining in pay and conditions negotiations - so individuals are not disempowered or isolated - and because of the protection and support a trade union provides.

It seems we need this now, more than ever!

Drop-in sessions for members:
Every Monday 3-5pm
Union Office (C317, Tait building)

ucu@city.ac.uk
[@CityUCU](https://www.cityucu.org)
cityucu.wordpress.com

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How much does membership cost, and what is it spent on?

Membership fees (including a small local subscription) are calculated based on your earnings, as follows:

Annual earnings	Monthly sub
Less than £5,000	£3.83
£5,000 - £9,999	£6.13
£10,000 - £19,000	£12.01
£20,000 - £29,999	£18.91
£30,000 - £39,000	£19.97
£40,000 - £59,000	£21.84
£60,000 and over	£23.84

Join UCU now at ucu.org.uk/join

City UCU Contacts

President Keith Simpson (Law) k.simpson@city.ac.uk

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Branch Administrator Sara Wilkinson
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Branch Meeting

Tuesday 19 November

1-2 pm

CG04 (Ground Floor, Tait)

Agenda:

PSR Phase 2

Academic Excellence Proposals: Consultations

HE Pay Dispute: Working to Contract

Do you know your School/Service Rep?

Interested in getting more involved in UCU?

Come to the meeting to discuss forming local reps meetings.

Members' questions corner

From 1st November, UCU members are working to contract. What does that mean?

It means strictly abiding by the terms of your contract, so the first thing to do is to dig out your contract of employment and refer to that when reading this advice.

We advise all members to look at the advice at www.ucu.org.uk/workingtocontract and refer any problems to Keith Simpson (see left for branch contact details).

I'm on a temporary contract. Does that mean I can't join UCU? How are my employment rights affected?

As a part-time, fixed-term or hourly-paid worker, you should still have a contract from your employer. You should have the same access to work facilities and resources as any other employee. Part-time and hourly-paid members of staff should get the same equivalent hourly rate of pay, and are entitled to sick pay, maternity pay, parental leave, holiday and staff development. If you've been working for the same employer for more than two years, you are entitled to redundancy pay, and after four years you may be entitled to a permanent contract.

Join UCU, and encourage colleagues to do so, by going to ucu.org.uk/join. UCU is opposed to fixed-term contracts and campaigns for the transfer of all fixed-term staff to permanent contracts.

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