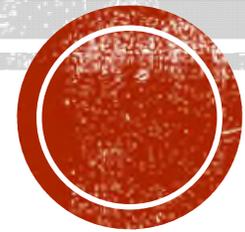


# UCU\* STRIKE

25 NOVEMBER — 4 DECEMBER 2019 (INCLUSIVE)

\* University Colleges Union (UCU) is the trade union representing over 120,000 academics, lecturers, trainers, instructors, researchers, managers, administrators, computer staff, librarians and postgraduates in universities, colleges, prisons, adult education and training organisations across the UK.



# WHY THE STRIKE?

## TO IMPROVE OUR PAY & WORKING CONDITIONS & SECURE THE FUTURE OF UK HIGHER EDUCATION

### 1. **Casualisation**

- 25 % - 30 % of teaching being done by staff on precarious contracts
- Disproportionate impact on women and BAME university workers, fixed-term contracts do not allow staff to plan for futures & casualization affects mental health

### 2. **Pay**

- 20% reduction in real-term pay since 2009
- 26% sector-wider race pay gap
- Gender pay gap stands at 15% with 78% of universities paying men more than women

### 3. **Working Conditions**

- 67% of all teaching staff say they don't have enough time to prepare for all their teaching
- 75% say they do not have time to research to stay on top of teaching and scholarship needs
- Part-time teachers not being paid for up to 45% of their time
- 90% of BAME staff say they face barriers to promotion & 72% have experienced bullying and harassment

### 4. **Pensions**

- Universities are trying to restructure our pension scheme which significantly cut our pension on retirement
- Allegations of mismanagement and breach of trust at our pension scheme, the USS



## How will this affect you?

- During the strike action (25 November – 4 December), classes, meetings, office hours, events will be cancelled
- Action short of a strike will be continuous from 25 November. This means UCU members will work to contract; will not reschedule any classes or lectures cancelled due to industrial action; will not cover for absent colleagues and will not undertake any voluntary activities
- UCU members will be on the picket lines and may be holding voluntary teach-ins/ free university events. You are more welcome to join in

## How will this affect us?

- We do this job because we love teaching. We want to be here in front of you.
- We lose all our pay in the run up to Christmas
- Many sessional staff are already struggling with rent
- All our modules that we have spent months planning will be disrupted
- But the failure of the employers associations to negotiate means that we feel that we have no choice!
- We feel that we have to defend the university sector from its gradual destruction
- This means we are fighting to improve the quality of teaching and research, giving staff time to prepare their teaching & paying them properly.
- And it means making sure that women & BAME staff do not suffer



# WHERE CAN I FIND OUT MORE?

- UCU website: <https://www.ucu.org.uk/>
- Warwick UCU: <http://warwickucu.org.uk/>
- ‘University staff don't want to strike for fair pensions and pay, but we're being forced to’ by Dr Jo Grady, 7 November 2019, *The Guardian*  
<https://www.theguardian.com/education/2019/nov/07/university-staff-dont-want-to-strike-for-fair-pensions-and-pay-but-were-being-forced-to>

