

A FUTURE WORTH FIGHTING FOR

OUR DEMANDS	THE EMPLOYERS' NATIONAL RESPONSE
Tackle the scandal of casualisation	NO
Recognise & address excessive workloads	NO
Address the gender pay gap	NO
Provide a real-terms pay rise	NO



The employers will keep saying **NO**
until we say **YES**
If you support our demands
vote for them

VOTE **YES** TO STRIKE ACTION

VOTE **YES** TO ACTION SHORT OF A STRIKE

*Don't leave it to others to vote - we need a turnout
of at least **50%** or we cannot take action*

www.ucu.org.uk/hepay

UCU
University and College Union

A future worth fighting for

Higher education is beset by inequality. The sector relies on more than 100,000 casualised staff yet does little to improve their job security and status. Workload has spiralled with more than 80% of UCU members reporting increases in the last two years. The gender pay gap is stuck at more than 10%. Salaries have failed to keep pace with inflation.

Employers say no

Yet the employers refuse to reach a national agreement to address these urgent issues. Their only response is to impose an inadequate 2% pay increase and offer yet more non-binding discussions on casualisation, workloads and the gender pay gap.

Priorities are wrong

With spending on buildings rising, surpluses increasing and ever higher salaries at the top, UCU believes that the employers have got their priorities badly wrong. It is staff who make a university what it is, yet the employers refuse to sit down with UCU and agree a national approach to the unfairness and inequality we have identified.

We need every vote

The law requires that UCU needs a 50% turnout in any ballot before members can take industrial action to persuade the employers to change their stance. The simple truth is that while we will continue to press for local improvements, without such action by UCU members the employers will continue to say no to a national agreement on the key issues affecting the sector.

UCU is committed to fighting for every vote but we need your help. If you care about the inequality and unfairness within higher education please make sure you vote in the ballot - and please encourage your colleagues to do the same.



To read more go to: www.ucu.org.uk/hepay

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Not a member yet?

Join us: www.ucu.org.uk/join

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