

# ARE YOU ON A FIXED-TERM CONTRACT? THEN THIS APPLIES TO YOU!

## **KNOW YOUR RIGHTS:**

- ▶ YOU HAVE THE LEGAL RIGHT TO EQUAL TREATMENT AS YOUR PERMANENT COLLEAGUES
- ▶ THE END OF YOUR CONTRACT IS CONSIDERED A REDUNDANCY
- ▶ YOU HAVE THE RIGHT TO REDUNDANCY PAY IF YOU HAVE BEEN EMPLOYED FOR 2 YEARS
- ▶ YOU CANNOT BE SELECTED FOR REDUNDANCY ON THE GROUNDS OF YOUR CONTRACT
- ▶ YOUR EMPLOYER MUST SEEK ALTERNATIVE WORK FOR YOU AND PROVIDE TRAINING
- ▶ IF YOU HAVE WORKED AT ANY ONE INSTITUTION ON THE SAME CONTRACT FOR 4 YEARS ON 2 OR MORE CONTRACTS – YOU ARE NOW LIKELY TO BE CONSIDERED A PERMANENT EMPLOYEE
- ▶ YOU NOW HAVE THE RIGHT TO CHALLENGE ANY CONTINUATION OF FIXED-TERM CONTRACTS

## **WHAT CAN YOU DO?**

- ▶ JOIN UCU TODAY: [WWW.UCU.ORG.UK](http://WWW.UCU.ORG.UK)
- ▶ GET INVOLVED – YOU WILL BE MORE POWERFUL AS PART OF A COLLECTIVE VOICE THAN YOU EVER COULD BE ALONE
- ▶ LOCALLY UCU WILL BE NEGOTIATING A MODEL FIXED-TERM POLICY TO TRANSFER ALL STAFF TO PERMANENT CONTRACTS – GET IN TOUCH WITH YOUR UCU LOCAL ASSOCIATION OR BRANCH AND ADD YOUR VOICE

**JOIN THE UNION, JOIN THE CAMPAIGN  
[WWW.UCU.ORG.UK](http://WWW.UCU.ORG.UK)**