



UCU: Your questions answered

The University and College Union – campaigning for union recognition at CU Coventry

What is UCU?

- ☐ UCU is a trade union of **110,000 members** which represents staff working in for the further and higher education sector.
- ☐ Every day we help hundreds of people like you with problems at work. We are the largest post-school union in the world. We are a force that your employer cannot ignore. We understand the work you do and the problems you face.
- ☐ And, of course, the more members we have the more effective the support and protection we offer will be.

Unions are good for you!

- ☐ Research by the government in 2008 showed that union members in general receive **higher pay, better sickness and pension benefits, more holiday and more flexible working hours than non-members.**
- ☐ This is thanks to **collective bargaining between employers and recognised unions**
- ☐ **Collective bargaining** takes place every day in colleges, universities and companies all over our sector, wherever unions are 'recognised'.

What is recognition?

- ☐ Recognition is where employers and unions have a framework within which they can consult and most importantly **negotiate** pay and working conditions.
- ☐ Where employers 'recognises' us, we negotiate pay rates and conditions of service for staff. That means that **staff have a collective voice** and that **employers have to try to reach agreement** with us on how you're

paid, employed and treated at work.

- ❑ Recognition can be voluntary – by agreement between the two parties – or it can be statutory, where an independent government body awards it to a union.

Why don't we have recognition at CU Coventry?

- ❑ It seems that your management and the management of the University don't want you to have recognition. The minutes of a Board meeting in December 2016 reveal that they took an active decision not to engage in a voluntary recognition agreement with the UCU, in spite of our repeated requests.
- ❑ Recognition is a **normal expectation in our sector**. Your colleagues in the University that owns CU Coventry have it. And we're winning recognition at a growing number of private HE companies and subsidiary companies.
- ❑ The management of CU Coventry are out of step with sector. That's regrettable, but it's not the end of the story...

You have a legal right to a union

- ❑ The law will grant UCU recognised status if a majority of staff say they support it.
- ❑ There are two ways you can ensure that you get your legal right.
 1. JOIN UCU. It's very cheap to join, even for people on low incomes. It's the best protection you have at work and it's the best evidence we have of your support.
 2. You can sign a pledge form which will never be shown to your employer but which allows us to show the independent government body that oversees the law that we have your support. Join our mailing list to find out more about this...

What to do now:

1. Get on our mailing list to receive regular campaign updates by emailing jwhite@ucu.org.uk
2. Join UCU now online. It doesn't take long, it will help you throughout your working life in education and it will help us to build a union at CU Coventry today.

<https://www.ucu.org.uk/join>