



9 January 2007

Dear Sarah,

It has come to the attention of the 3 campus unions that the formula used to calculate redundancy payments has been unilaterally changed. Although UCL argues that the previous scheme is “non-contractual” its consistent application over a period of several years and wide knowledge of it within UCL mean that it is an implied term acquired through custom and practice.

This will have a detrimental effect on our members who are facing redundancy and we are disappointed that UCL has made this decision without negotiation or meaningful consultation with UCL’s recognised trade unions.

We would like to meet to discuss this as a matter of urgency.

Yours sincerely,

Sean Wallis Branch Secretary UCU

Tom Silverlock Branch Secretary UNISON

Tamsin Piper Branch Secretary Amicus

cc. Malcolm Grant/Provost
Respective union committees