

A very warm welcome to UCL from

UCU

University and College Union

UCU is a staff Trade Union representing over 120,000 academics, lecturers, trainers, instructors, researchers, managers, administrators, computer staff, librarians and postgraduates across the UK.

Each university in the UK has its own branch of UCU. The **UCL UCU** branch is the largest in the UK, and with over 3,500 UCL staff members, including your Course Leaders, Tutors, Administrators, Library Staff and Professors.

Most university staff are experiencing declining levels of pay, unsustainably high workloads, and insecure contracts. Inequality is rampant, with widespread casualisation putting many early career staff on worse pay and conditions than other groups.

We campaign for better and safer working conditions for our staff and this sometimes means we need to take industrial action in order to achieve improvements.

When we take strike action you'll see our picket lines at the main entrances and we'll ask you not to cross the picket line and to stay off campus.



We are currently reballoting our members to decide whether to take more strike action this academic year. Please turn over to read what our dispute is about and how the issues affect you too.

Student speech at graduation ceremony

“There is no other way to put it, students and workers have been continuously let down by the management of this university”



PAY: University staff pay has fallen in real terms by 34% since 2009. The result of this is that even if someone who started work in 2009 had progressed up the salary scale every year (which never happens!), they would now be receiving the same pay as when they started. Yet, at the same time, the overall surplus in the university sector averages 2.4% every year.

WORKLOAD: The most recent UCU survey found that, on average, staff are having to work an additional 14 hours (2 days) per week, unpaid, in order to complete tasks.

INEQUALITY: There are large gender and ethnic pay gaps, and a large proportion of staff (especially research staff) are on insecure contracts.

We had to take industrial action to improve our situation. Yet university management have refused to meaningfully negotiate and have punished staff for taking action by imposing hugely disproportionate wage deductions, only to still demand work is carried out anyway.

This matters to you:

Our fight with our employers is not just about our own working conditions. If these continue, more and more of your teachers will leave academia, and your teaching and learning will suffer.

Our working conditions are your learning conditions

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