

# FOUR FIGHTS ONE VOICE

- Pay inequality • Job insecurity
- Rising workloads • Pay devaluation



**SUPPORT  
THE  
STRIKES**

## **WHY ARE WE STRIKING?**

We are university staff and members of the University and College Union (UCU) and we are taking strike action over falling pay, the gender and ethnic pay gap, precarious employment practices, and unsafe workloads. University employers consistently fail to address these issues.

## **ALL TALK, NO ACTION**

Since 2009, pay has been effectively cut by nearly 20% in real terms, while staff are being asked to work harder and longer than ever before. The employers' own analysis highlights that women and black and minority ethnic staff experience significant pay discrimination. Casual contracts remain entrenched. Yet the university employers are refusing to commit themselves to meaningful action on any of these appalling conditions.

## **STRIKING IS ALWAYS THE LAST RESORT**

UCU members want to be at work, not on strike, but the future of higher education is under threat. Growing inequality affects both students and staff - poor working conditions mean poor learning conditions.

UCU members continue to ask our employers and university leaders to work with us, end the strikes, and avoid widespread disruption for students, staff, their families, and the community.

## **THE DISPUTE CAN BE RESOLVED**

In November and December 2019, thousands of members took eight days of strike action in furtherance of this dispute. The employers made an improved offer. The union's Higher Education Committee (HEC) considered the offer and whilst some limited progress had been made, it fell far short of settling the dispute. It is not too late for the employers to improve their offer in order to seek a resolution to this dispute.

## **PLEASE SUPPORT OUR STRIKE**

We ask you to stand with us and defend higher education.

- Find out more about what's at stake by visiting [www.ucu.org.uk/fourfights](http://www.ucu.org.uk/fourfights)
- Visit the picket lines to express your support
- Tweet your support using the hashtag #UCUstrike
- Email the vice chancellor to ask for fresh negotiations – you can do this online at [www.ucu.org.uk/studentvoice](http://www.ucu.org.uk/studentvoice) by entering your institution name
- Support striking staff and donate to the UCU fighting fund at [www.ucu.org.uk/fightingfund](http://www.ucu.org.uk/fightingfund)

