



UEA

STRIKE

2019



FROM 25/11 → 4/12/2019

Members of the Universities and Colleges Union (UCU) will be undertaking industrial action **a strike** and action short of strike.

staff engaging in the strike will lose 100% of their pay for the duration of the strike.

This means losing up to 40% of our monthly income before Christmas.

UEA Staff are also at risk of losing up to 100% of their pay for undertaking

action short of strike. UCU have requested members not reschedule

cancelled classes (ASOS) as rescheduling will dilute the impact of the original

action. We don't want to be on strike or cause disruption to students. However employers

must recognise that this dispute

threatens their long-term ability to recruit and retain high quality staff.

WHY

Nationally UCU is on strike over ① pay inequality & unsustainable workloads & ② pensions

Local branches voted on whether to take strike action & ASOS: UEA UCU members are currently only on strike over pensions, specifically due to concerns over changes to USS. These concerns are related to the dispute in 2018 when strike action was resolved when both sides (UCU & UUK) agreed to take advice from an independent panel of pensions experts. Currently, employers & UUK want to end guaranteed pensions benefits (D-B) & increase members contributions despite experts saying this is unfair & unnecessary.

TLDR: younger & newer employees will pay £40K more in pension contributions & receive £200K less in pension.

JARGON

BUSTER

UCU

UNIVERSITIES & COLLEGES UNION. (UNION REPRESENTING STAFF IN HIGHER EDUCATION)

UUK

UNIVERSITIES U.K (REPRESENTS THE EMPLOYER - THE UNIVERSITY)

USIS

UNIVERSITIES SUPER-ANNUATION SCHEME (OUR PENSION SCHEME)

asos

ACTION SHORT OF STRIKE (WORKING STRICTLY TO CONTRACTED HOURS, NOT RESCHEDULING CLASSES, NOT COVERING FOR SICK COLLEAGUES, NOT ANSWERING EMAILS OUT OF WORK HOURS ETC)

MYTHS

A STRIKE IS A PAID HOLIDAY

Staff will lose 100% of their pay
& many will be on picket lines

PENSIONS CONTRIBUTIONS ARE LESS THAN THEY WOULD HAVE BEEN UNDER ORIGINAL PROPOSALS

This is a result of lobbying & negotiation by UCU

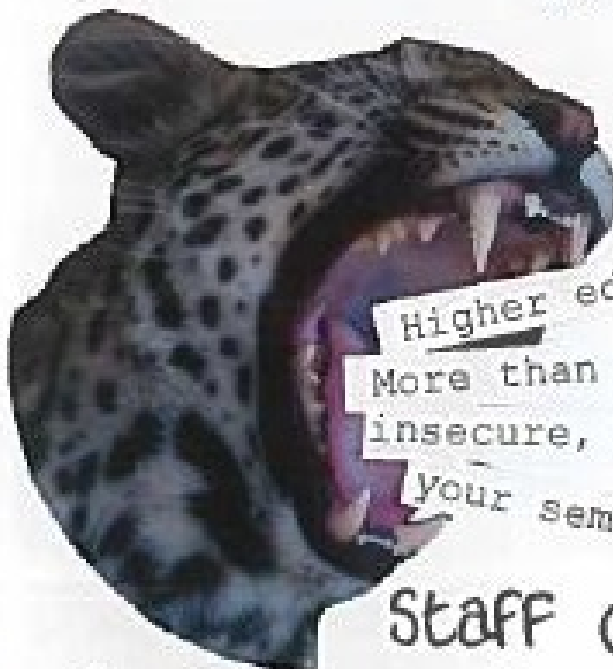
THERE WILL ONLY BE A SMALL INCREASE IN COST TO STAFF

on average members will lose £500 p.a. with no increase in retirement benefit. £500 might seem small to the V.C but not to us (His benefits for the year is over £300k)

DID YOU KNOW

The pay of higher education staff has decreased nearly 20% over the past decade.
Women and BME members of staff face massive pay inequality and are much more likely to be employed on casual and insecure short-term contracts.

H.E relies on us doing work for free...



Higher education staff do billions of pounds of unpaid labour
More than half the teaching staff in higher education are on insecure, hourly-paid, short-term contracts (including many of your seminar leaders).

Staff on insecure contracts/low pay are being priced out of USS pension scheme & so cannot save for retirement.

HOW YOU CAN SUPPORT US

Email the v.c. & ask him to return to negotiations with UCU

<https://tinyurl.com/emailUEAVc>

Send messages of solidarity to staff on strike

- on picket lines
- on twitter
- by email



REMEMBER, OUR WORKING
CONDITIONS ARE YOUR LEARNING
CONDITIONS

THANK YOU