

**APRIL
2016**



LISTENING TO, WORKING WITH, PROMOTING THE NEEDS OF MEMBERS AND STRIVING FOR A SECURE FUTURE.

Current Pay Dispute - Use Your Vote!!

Message from Branch Chair, Robert Pardoe:

Dear Colleagues,

Please use your VOTE – it is REALLY IMPORTANT! Experience tells us that pay claims are more likely to succeed when we show our collective strength and fully engage with industrial action.

Between now and 4 May, UCU face a critical ballot and together we can make a real change to pay and working conditions right across the higher education (HE) sector.

Salaries are worth 14.5% less today than in 2009 when measured against inflation. Yet the sector has a £1.85bn surplus, and with more students than ever staff are working harder.

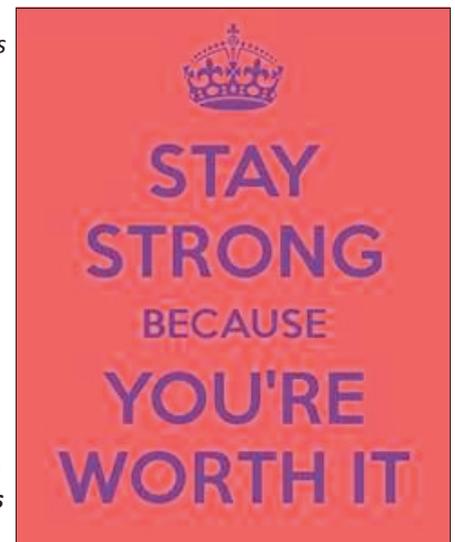
Set against that and the substantial increases senior management have awarded themselves, the latest offer of 1% is wholly inadequate.

Whatever your views on this matter – we need you to make your voice heard and that you VOTE in this ballot. Please make sure you return your ballot and also let fellow members know why their ballot is so important.

Your ballot paper should arrive at the latest by **Wednesday 20 April** and when it does please vote and immediately return it in the envelope provided. Once you have voted please encourage others to do likewise – every single vote matters a great deal.

The current government is trying to change the law so that they and not union members decide when a ballot provides enough support for a strike.

That means it has never been more important to participate in your union – **and that your vote has never been more important than it is today.**



UCU are clear that the initial offer from the Universities and Colleges Employers Association (UCEA) was less than universities could afford to pay, and does little to address the real terms pay cut of 14.5% suffered by higher education staff since 2009.

UCU head of bargaining, Michael MacNeil, said: 'Staff working in higher education want to see a sensible offer which begins to address the real-terms pay cut they have endured since 2009.

'A 1% offer is disappointing, and much less than universities can afford to pay. UCEA urgently needs to review its approach and come back to the next meeting with an appropriate offer.'

The ballot will close on Wednesday 4 May. The next joint meeting of employers and unions will take place on Thursday 28 April.

Look up this article in the Independent recently:

**“The academic fat cats: Vice-chancellors at Britain's top universities get £22,000 pay rises – as lecturers are stuck on 1%”
You will recognise the highest paid VC in a post-92 University!**



usheen.Tumblr

April Quiz Question:

**Who is the highest
paid VC in a UK
Post-92 University?**

**Read all about it in
the Independent!
Email the branch
with the answer-
there are prizes!!!!**



Upcoming Branch Events:

- **The Branch will be running WAMS workshops in May. Details to be released soon. Come along and talk to us about your ‘Bundle Bungles’!**
- **The new Branch thermal mugs have arrived. Help with recruitment and support your Union by helping to publicise it and claim your top quality branded Mug.**
- **There will be a joint recruitment/ Rep surgery held at Glenside in May. Come along and meet your Reps.**

RECRUITMENT WEEK COMING UP 16TH– 20TH MAY 2016

The Branch will be running a ‘join the union’ week.

Over the course of the week we will again shine the spotlight on UCU, with lots of different activities put on to recruit new members.

Please help us to put up posters in every department, on every campus.

We will endeavour to once again establish contact with every member and non-member.

We will be holding information stalls at Glenside and in the Frenchay Union Office.

We will be asking members to help us by recruiting a colleague and claim their thermal when they have done so.



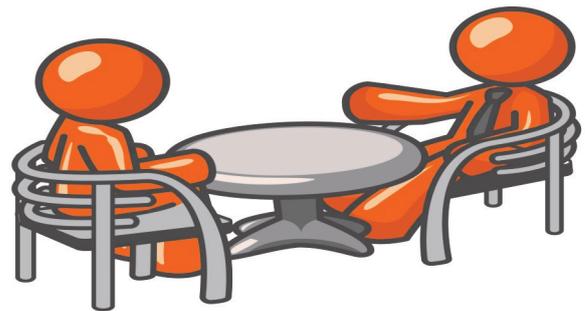
**Newsletter Editor: Nicky Goodall
UCU Rep/ Recruitment Officer
All copy to be emailed to Nicky.Goodall@uwe.ac.uk**

PROCESS FOR CONTACTING / WORKING WITH YOUR UCU REPRESENTATIVE

Know who your local REPs are - find out now before you need them. Check the UCU UWE Branch web site for details.



**Phone or email-
note date and time**



Meet confidentially and make sure details are recorded on casework form. Keep a copy.

Share the important and relevant facts of the case with your REP

GET THE FACTS

Maintain calm, clarity and evidence

Share the responsibility for good record keeping


**KEEP CALM
AND ANSWER
THE QUESTION**



Important Notice

Important Notice



Croatia Calling Fund Raising Event Friday 29th April



8:00pm

**FEATURING PER-
FORMANCES FROM
STAFF & STUDENTS
FROM THE MENTAL
HEALTH AND
LEARNING
DISABILITIES
NURSING TEAM
AND COHORT :
INCLUDING: SOLO
ACOUSTIC GUITAR
PERFORMANCES,
SINGING, A CHOIR
AND SOME BOOGIE
PIANO!
OTHER ACTS TO BE
ANNOUNCED!**



Glenside Student Union

Free Entry: Please make
a small donation

All Proceeds Donated to Ser-
vices for people with Autism in
Croatia

For Details contact Nick.Preddy@uwe.ac.uk