



**VOTE YES to support strike action.  
VOTE YES to support action short of a strike.**

Dear Member

Please read this. It will take approximately 2 minutes.

You will have received communication both from the national union and your local branch last week about the national ballot and the four fights dispute. Each member is being asked to vote 'YES' in the ballot, to demonstrate commitment to strike action / action short of a strike in support of 4 important demands.

The four demands are:

1. address the scandal of the gender, ethnic, and disability pay gap
2. an end to contract casualisation and rising job insecurity
3. tackling the rising workloads driving our members to breaking point
4. an increase to all spine points on the national pay scale of £2,500.

As UCU@UWE members, we experience the effects of these problems week in week out.

Indeed, the four disputes reflect much of the ever-increasing casework that members bring to Reps on a daily basis. More and more staff are appealing to us for help and support with their workload. Increasing numbers are signed off with stress. This impacts on all staff across the university. This is distressing for staff involved including immediate colleagues. Team members want to be supportive but find in turn they are having to take on additional workload on top of already unreasonable workloads, not being able to take leave, some inevitably succumbing to the same endemic stress.

Branch executive officers and members alike have identified themes, including that many Associate Heads of Departments are "between a rock and a hard place". Senior management have simply not provided enough resources to deliver the excellent teaching we are all capable of.

As noted in the recent newsletter, there is significant cross-over between our local '3 demands campaign' and our national 'four fights'. If we don't all use the voice we have, no one will listen to these demands. Therefore, open your ballot paper, vote YES and post it by 2<sup>nd</sup> November.

Further reminders will be offered over the ballot period. If you would like to know more about the national campaign, the following link will take you to the FAQs

<https://www.ucu.org.uk/article/11818/Four-fights-dispute-FAQs>

Should you have any local questions or comments, or can actively help in 'getting the vote out', just email us via [UCU@uwe.ac.uk](mailto:UCU@uwe.ac.uk)

Regards

UCU Executive committee

