

Workers should be leading and at the heart of institutional change. Our voices are best heard collectively; working in community with colleagues means we cannot be ignored.

We've got just the infrastructure for that.

# HOW DO WE ORGANISE?

Together, we are aware of issues that affect us all, and will not leave individuals to think they are alone and suffer in isolation.

- We noticed irregularities in holiday pay: staff who had taken parental leave did not receive accrued holiday pay. We ensured they claimed that.
- We challenged historic underpayment of lower-paid staff and won thousands of pounds back.
- We campaigned for "Don't Steal Our Weekends" to protect weekend working patterns in Cleaning and Portering

## NEGOTIATE

Trained reps and caseworkers help members navigate workplace policies and procedures, such as grievances, disciplinaries etc. They support members who may face ill-treatment at work or other challenging circumstances that may have impact on their work.

## CASEWORK

## COLLECTIVISE

Union do not just believe a different QMUL is possible, but act for it. Thanks to our work and bargaining, we got USS pensions restored, local London Weighting increased, and Teaching Fellows received thousands of pounds in back pay.

We continue to campaign to abolish Grade 1, protect health and safety, and challenge precarious contracts.

## ACTION

Industrial action is the collective action taken by workers to make visible the value of their labour and the need for managers to show respect & provide adequate remuneration to keep institutions running. Industrial action is the last resort when managers don't engage in meaningful talks.

It is also a way of reminding workers that they are not alone, that there are structural problems that they can't carry on their own, and that a different world is possible.

Colleagues can help each other navigate the university and the changes ahead in HSS, PGR education, and TATF contracts.

# LET'S ACT TOGETHER

We need **transparency**. The university is embarking on a big programme of change. Staff need to have access to the right information to trust that process and shape it.

**Students and staff are the university** and should have a say in its future. All should be formally consulted on organisational change, including risk and equality impact assessments.

We are **collectively affected** by restructures, not single programmes, isolated Schools, or particular employee groups. 'Doing more with less' leads to staff subsidising the university with our labour in skyrocketing workloads.

JOIN INFORMATION SESSIONS.  
ORGANISE YOUR DEPARTMENT.  
SHARE CONCERNS. RAISE  
QUESTIONS.

Collectively, we are better equipped to ensure our university acts and shapes its future in line with its mission and with the concerns and interests of staff and students at its heart. **When unions are strong, everyone at the university benefits.**



## JOIN UCU

Not just a 'lecturers union', UCU has members among academic, research and teaching staff, as well as professional staff in IT, libraries and administrative roles, mostly Grades 4-8.



## JOIN UNISON

Unison represents professional services and support staff, in security, cleaning, libraries, IT and administration roles, mostly between Grades 1-4.



## KEEP INFORMED

We keep track of all information that is shaping decision making to generate transparency and enable colleagues to make well-informed assessments and decisions.