

# UCU NEC BY-ELECTION NORTH EAST HE SEAT VOTE MIKE LAMMIMAN

Ballot opens from 6th September to 3rd October

**For an NEC that defends education and fights for members**



**I have been a member of UCU / AUT since I joined the University of Hull in 2002. I am active in negotiations and consultations with management, in case work and have been an officer most of that time. In 2009 I was elected branch president.**

I have worked in Universities and been an active trade unionist for almost 30 years.

As a supporter of UCU Left and an active member of the local Green Party I care about social justice, equality and the preservation of our Universities as places of learning and research. I am committed to defending education and the reversal of rampant marketisation.

## **Climate change: UCU needs to adapt and build**

Over recent years, since the Browne Review, we have seen workloads increase, pay suffer and job security disappear. That's why we need a strong, campaigning union, not one that drifts towards an over-centralised call-centre model.

For the last three years HE lecturers have had pay rises below inflation. This year we have been offered 1%, another real terms pay cut.

Very low pay rises in the name of austerity are undermining our living standards and the value of pensions. We need to say enough is enough. It is time for a fight on pay. I hope this election will be taking place at the same time as an industrial action ballot.

UCU needs to build as a campaigning union. Our prolife in the media has all but disappeared. The PCS, NUT, NASUWT and RMT are good examples of how unions can be vocal and stand up for their members against the Tory / LibDem Coalition's austerity agenda. Staff will want to join a union that fights for equality, decent pay and working conditions.

But we cannot do this alone. We need to build

links with the campus unions and the student unions, to work with them wherever possible

## **Job security and workloads: UCU needs to lead the way**

Higher Education is changing. Education itself is becoming a commodity led by a culture of managerialism. Students are seen as customers who pay for a service, and lecturers are under increasing pressure to deliver against the constant threat of student complaints they feel powerless to defend against. Academic freedom is replaced by service delivery and the requirement to fit the needs of the REF.

As an academic related member of staff I can see how our roles are becoming part of this service culture.

They are re-advertised at lower grades; administration areas are "restructured" to realign into new corporate structures. But we know this is just so that grades – and the university's salary bill - can be cut further. Our work is under increasing threat of being outsourced to lower cost providers— providers who offer worse terms and conditions to do the work.

UCU must lead the way

in fighting these trends and defending education by running active campaigns and build the membership at every University.

## **Resisting casualisation**

Recent criticism by Vince Cable of the use of zero hours contracts by employers falls on deaf ears in our sector. Second only to the catering industry, Universities persist in using these and fixed term contracts (FTCs) to employ staff. I have long campaigned against the inappropriate use of these contracts. In 2009 I asked the University of Hull to consult with us over the ending of FTCs. They refused so we took them to an employment tribunal and won. Now we meet us every month to discuss FTCs that are due to end in the following 6 months. We have succeeded in having many of these contracts either extended or converted to continuing contracts.

We should push for this in every University. Campaigns like this will help us increase UCU's membership.

**It would be a privilege to serve you, the members, as your representative on the NEC.**

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