

*After the employers' pay docking offensive...*

# Members have shown their resolve to fight – now let's escalate our action

## UCU members heed the call to action

The first of our two-hour strikes went better than expected. Well supported picket lines, rallies and stunts were mounted across the country.

Although many members are disappointed or angry that the Higher Education Committee overturned the original escalation plan for two-day strikes and January marking sanctions, they know that some action is better than none and they turned out on strike day to show this.

This is great news and shows our employers that this battle is still very much alive. It puts UCU in a strong position to respond to the employers' offensive on pay docking. Where UCU has threatened zealous managements with one day strikes if they dock full pay, we've had some great successes in overturning their decisions eg. Essex.

## All out for a full day on 10 February

UCU now needs to urgently authorise full day strikes on 10 February in *all* institutions in response to those employers who haven't backed down on deducting a day's pay.

This will further weaken an already divided group of employers. This type of decisive response gives members

confidence in their union and shows the employers we are a force to be reckoned with.

The legal threats can continue in the background but, as we know from the BA dispute in 2010, workers cannot rely on the courts for fairness. This can be a very costly route at a time when UCU has been struggling with its finances.

## A good time to review our strategy

Even before we had the employers' pay docking offensive, two-hour strikes were a risky strategy making some members more vulnerable than others to aggressive employers. In addition, members lose a full day of TPS and USS pension contributions.

Unlike in a factory or fire station, short strikes in our sector don't have the same impact as a full shut down.

We can put the pay campaign back on track. This means:

- Building for the national strike on 6 February that UCU, Unison and EIS have now announced (Unite is currently consulting).
- Turning 10 February into an official full strike day.
- The General Secretary must organise an urgent meeting of the Higher Education Committee (HEC) to review the current strategy.
- Branches need to pass motions calling

for a special Higher Education Sector Conference (HESC) to allow members to democratically determine the strategy for winning this pay campaign and initiating the marking sanctions.

## Recognise our strength

The marketisation of our sector has brought with it some risks for our employers and also some rare opportunities for us. Universities are charging huge fees and have fostered a consumerist culture amongst students; this means management is vulnerable when staff interrupt 'business as usual'.

Members turned out on the picket lines for two-hours even when facing the loss of a full day's pay; this shows they are prepared for robust action – they know we can win.

## Union democracy

Vote in the forthcoming NEC elections (opening on 3 February) only for those candidates (UCU Left and others) who are in favour of carrying out the decisions taken through our democratic procedures, and are committed to winning the campaign for fair pay.

**Get your branch to support the activist meeting called by UCL UCU branch and others for immediately after the UCU education conference on 1 February**

## Candidates in the national officer and NEC elections supported by UCU Left

Vice President FE  
**Loraine Monk**  
North East HE  
**Paul Blackledge,**  
**Mike Lammiman,**  
**Jeff Fowler**

North East FE  
**Lee Short,**  
**Umit Yildiz**  
London & the  
East HE  
**Adrian Budd,**  
**Ionna Ioannou,**  
**Sean Wallis**

Women  
members HE  
**Sue Abbott,**  
**Nadia Edmond,**  
**Saira Weiner**  
Women  
members FE  
**Rhiannon**  
**Lockley,**  
**Margot Hill**

UK-elected  
members HE  
**Andreas Bieler,**  
**Paul Blackledge,**  
**Karen Evans,**  
**Lesley McGorrigan,**  
**Eleni Michalopoulou,**  
**Carlo Morelli,**  
**Jelena Timotijevich**

UK-elected FE  
**Alan Barker,**  
**Margot Hill,**  
**Allister Mactaggart,**  
**Paul Pritchard,**  
**Darren Tolliday**

## STV voting system

To maximise votes for progressive candidates we ask you to do the following:

- Please use your votes to **first endorse all UCU Left candidates** and only after that use lower preferences for other progressive candidates in each relevant list; and
- Give your highest preferences in the UK-Elected list to UCU Left candidate(s) **from your region**

**Find out more at [www.uculeft.org](http://www.uculeft.org)**