

Resist the matrix culture of the employers

Building an active union

We need to build a united, democratic, strong and effective UCU. Membership recruitment is important. UCU must support branches and union activists to recruit more members.

Huddersfield UCU branch effectively negotiated the lecture capture and doctoral policies with our employer with the assistance from both regional branches and office. We gained more new members and developed into an active local branch due to these activities.

UCU needs to build strong local branches by recruiting more local activists and equipping them with more resources and skills necessary to enhance the health of local branches. UCU also needs to actively support both Regional and National committees as they are democratic forums for debate within UCU.

Strengthen our voice

For years, we have suffered under austerity. UCU needs to urge the government to stop the cuts to education and end decades of under-investment.

University employers are actively attacking our jobs with bullying tactics, voluntary severance scheme and redundancy, and challenging University staff contracts. University employers are eroding staff work-life balance by intensification of workload; this was reflected in the recent "Quality of Working Life" survey. Universities staff are facing



higher mental health risk than other professions.

UCU must protect all members to avoid undue workload pressure and must resist the matrix culture of the University employers for their TEF and REF targets. We must defend decent pensions, both USS and TPS schemes, for university staff.

Equality

For the past year, I have worked with BMSC and Y+H black staff network highlighting race equality issues.

We put on play on refugee crisis in Huddersfield University in October 2017 with over 120 attendees including Mayor of Kirklees, Thelma Walker MP, and members of UCU and other Unions.

UCU needs to address the whole equality issues: gender, ethnicity, sexuality and disability. We need to enhance equality structures in UCU by actively promoting the regional equality networks.

Are we international?

We are all affected by the Brexit vote. UCU needs to positively campaign to defend the rights of EU and non-EU colleagues and their right to work in the UK. We must defend academic freedom and reclaim universities as institutions of learning. International solidarity should be part of UCU's work. We should affirm our support for the right of Palestinian independent state and oppose the erosion of democracy by Trump, Putin and others. We must uphold democratic rights internationally.

Biographical information including service to the union

- Senior Lecturer, University of Huddersfield
- Branch Chair since 2012
- Treasurer Yorkshire and Humberside Region
- Co-convenor Yorkshire and Humberside Black Staff Network
- Member Black Members' Standing Committee
- Delegate to UCU Annual Congress
- Member UCU Left

STV voting system

Please note that all members can vote in the elections for Equality, Casually Employed members' and Trustees seats

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
- Give your highest preferences in the UK-elected list to UCU Left candidate(s) **from your region**

UCU Left is supporting the following candidates in the NEC elections

Vice President FE
Nita Sanghera

London & East HE
Paul Anderson
Rachel Cohen
Ioanna Ioannou
Sean Wallis

London & East FE
Julia Roberts
Sean Vernell

North East HE
Jeff Fowler
Mike Lammiman
Steve Lui (Sun Chong Lui)

North East FE
Saleem Rashid

North West FE
Carol Cody

N. Ireland HE
Peter Collins

UK-elected HE
Mark Abel
Sunil Banga
Elio Di Muccio
Julie Hearn
Jo McNeill

UK elected HE (casual vacancy)
Marion Hersh

UK-elected FE
Margot Hill
Naina Kent
Richard McEwan

Women members HE
Sue Abbott
Pura Ariza
Marian Mayer

Women members FE
Martha Harris
Elaine White

Land-based education
Eleni Michalopoulou

For a lay leadership that will:

- Fight to defend post-16 education
- Defend members' pensions, pay and conditions
- Respect democratic mandates
- Seek to build a campaigning, member-led union

More election materials can be found at: uculeft.org

Find out more: uculeft.org