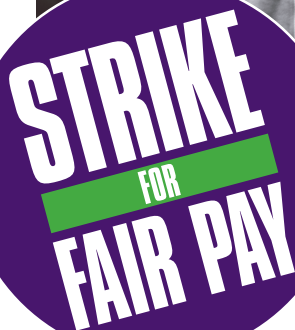




**your pay
matters!**



**STRIKE
FOR
FAIR PAY**

Chris Taylor

Vote 'YES' for strike action

UNISON wants fair pay and a Living Wage for all higher education staff. UNISON is recommending members vote **'YES'** to take strike action over pay in a ballot this autumn.

We believe taking strike action for a better pay offer from the employers is the only way to improve the current offer of 1%.

UNISON members in higher education have had their incomes squeezed over five years of austerity; have greater job insecurity; and are seeing terms and conditions under attack. Most universities have huge cash surpluses and can afford to pay more. Below inflation pay awards for over five years have hit members hard, with some losing income of between £663 and £3,574.

More than 4,000 of the lowest paid staff earn below the Living Wage and face poverty pay, but vice-chancellors have seen their incomes increase with an average pay package of £242,000.

your pay matters!

Vote 'YES' for strike action

UNISON wants fair pay—

- a pay rise that matches living costs and addresses a 13% cut in your pay over the last four years.
- the Living Wage for all staff in higher education
- an increase in London Weighting
- nationally agreed measures to avoid redundancy and improve redeployment
- all hourly paid staff to be put on the national pay spine and employed on fractional contracts
- the removal of zero hour contracts
- national measures to address the gender pay gap
- a national agreement on disability leave
- a national agreement on workloads.



A Living Wage

Some vice-chancellors pay themselves more than the prime minister receives for running the country. Meanwhile more than 4,000 higher education staff are not paid the basic Living Wage (of £7.45 an hour or £8.55 in London).

Inequality

Job losses in higher education have not been held back by lower pay awards. Members face greater job insecurity, privatisation and increased demands on flexibility, across the sector. And the gender pay gap in higher education remains higher than in the rest of the economy.

The implementation of higher tuition fees has resulted in a real increase in funding of around 10%. UNISON members work hard to provide a positive experience for students and deserve to be valued and rewarded and not see their incomes squeezed even further.

Vote 'YES'

UNISON urges members to vote 'YES' to industrial action. This would mean members taking strike action in the autumn. We believe it is time to make a stand and show the employers that 1% is simply not enough.

Keep in touch with your local branch, make sure your contact details are up to date and encourage your colleagues to join UNISON in its campaign for better pay in higher education.

Not in UNISON?

Join us now and take part in the ballot.

Three simple ways to join UNISON today:



Join online at
joinunison.org



Call us on
0800 171 2193



Ask your UNISON rep
for an application form