



July 2018

UCU is *the* union in Cambridge for academics, researchers at grade 5 and above, and academic-related staff at grade 6 and above. Nationally we represent all members of the USS pension scheme and negotiate on pay and conditions. Locally our branch works hard to support and campaign on behalf of our members.



Consultative Ballot on Pay

Our employers made a final and paltry 2% pay offer in May, which we have recommended you reject.

- 2% is **well below the current rate of inflation**, which is 3.4% (as measured by the Retail Price Index: RPI)
- Since 2010 the value of our pay **has declined by approximately 21% in real terms** when pay settlements are cumulatively compared to RPI rises
- The 2% reflects a continuing **de-prioritisation of staff**; the proportion of university expenditure spent on wages has fallen to just 54.7%, while reserves held by institutions have increased by 259% and capital expenditure by 34.9%.
- Employers have made **no meaningful proposals to roll back casualisation or gender pay inequality**.

The degradation of staff pay over the last decade has been a choice, not a necessity – as soaring senior administrative and executive remuneration in our universities might suggest. It is high time the sector was made to reassess its priorities.

The consultative ballot on the deal closed on June 27, and depending on the outcome, an official ballot will follow. We'll keep you informed on the results and what that will mean for local members.

Dates for your diary

Anti-Casualisation Working Group Fri 6 July, 1-2pm, Seminar Room G, 17 Mill Lane

Caseworker Training Tue 10 July, 10am-4pm, Thomas Gray Room, Pembroke College

National Recall congress 18 October 2018

USS Pensions

After huge local support for the strikes earlier this year the union has continued to work on the USS dispute. The Joint Expert Panel (JEP) formed to assess the widely-disputed 2017 valuation has met three times and taken evidence from USS representatives and the Pensions Regulator.

Our branch will submit evidence based on data gathered during the strike regarding the appetite for risk at the University and Colleges. Individual submissions are welcomed and should be sent to submit@ussjep.org.uk.

CUCU delegates recently took part in a half day **Special Higher Education Conference** on 21 June to discuss the USS dispute. A motion passed by this branch on transparency for the JEP that this branch sent was carried in amended form. The motions that passed can be seen on www.ucu.org.uk/hescjune18

Update your contact details and salary @

www.ucu.org.uk 'My UCU'. This is important during a ballot, and if you ever need legal advice from UCU, you may not get the level of representation needed if paying the wrong rate.

Job Evaluation

Our President recently attended a 2 day workshop with Unite and Unison to discuss HR's Job Evaluation team, and its implementation of the HERA role evaluation scheme, which is used to grade assistant and academic-related roles.

The unions demonstrated major deficiencies in HERA' use, all tending to under-grade posts. HR is resisting changes which might increase the salary bill, but we will keep pushing.

JOIN UCU ONLINE TODAY

<http://join.ucu.org.uk>

Building the Union

Branch membership has swollen to c.1700, with growth among graduate students to professors; the exec has expanded and there is lots of activism and enthusiasm in departments and working groups. We want to keep up momentum so we can strengthen our negotiating power: so speak to your colleagues about joining UCU!

Could you be a Rep or contact? This can mean supporting an existing Rep or being the face of the union in your workplace. You don't need to take up a formal role in representing members or meeting managers, but you can receive training and support to do this. Helping to raise UCU's profile in your workplace is key. We are particularly looking for grad reps and reps in colleges. Email us on admin@ucu.cam.ac.uk.

JOIN our casework team: It's wonderful to report that 10 members have expressed an interest in becoming caseworkers and helping to support members with problems at work. An initial training day is set for the 10 July. It isn't too late to get involved: email admin@ucu.cam.ac.uk

Help and Advice: CUCU has a team of experienced caseworkers. If you are being disciplined or taking a grievance against another member of staff you have a legal right to be accompanied by a union rep.

Contact: admin@ucu.cam.ac.uk.

www.ucu.cam.ac.uk/help-and-advice.html

Exec Committee

President: Michael Rutter

Vice President: Sam James

Secretary: Waseem Yaqoob

Treasurer: vacant

Membership: Heather Stallard

Anti-Casualisation: Sandra Cortijo

Equality reps: Joe Sutliff Sanders, Paulina Sliwa

Postgrad Rep: Rox Middleton

Pensions: Richard Farndale

Green: Joe Gluza

Ordinary members: Jana Bacevic, Will Hudson, Jennifer Marchant

LA Administrator: Rachel Hayes

Contact: admin@ucu.cam.ac.uk,
01223 764944, www.ucu.cam.ac.uk

Local Working Group Updates

Equality and Diversity The Equality exec post has been filled by a job share; this brings greater experience to this broad role than a single individual would be able to provide and is a new way of working for CUCU. We also have a thriving working group taking a particular interest in the Gender Pay Gap and in nursery provision and the University's approach to the Race Equality Charter. It has just written to the University to request better data on the Gender Pay Gap.

International Staff The first meeting of this group took place on 22 June. Inspired by gains made by Sheffield UCU in securing reimbursement for prohibitive visas and health costs, the group is planning a local campaign.

You can claim tax relief on UCU subs.

See www.ucu.org.uk and search for 'Tax'

Anti-casualisation and precarity Our working group is pushing back on the growing use of precarious contracts in Cambridge. It will be challenging the use of Temporary Employment Service (TES), which the University uses to keep over 500 people on insecure workers' contracts with minimal pension rights and no sick pay. It is also starting to look into the problems members are reporting with hourly paid teaching.

Graduate Students Our Graduate Student Group is considering the rates for College supervisions and whether these fairly reflect preparation time.

Win for graduate student organising

Unionised grad students in the Faculty of History are also celebrating the victory of a campaign to win payment for unpaid teaching. The History Faculty Board agreed that future graduate teaching for the 'Historical Argument and Practice' paper will be paid, setting a precedent of payment for all face-to-face teaching by grads. This is an important win, achieved in just seven weeks by grad members of UCU. The campaign involved a public forum and open letter with almost 350 signatures. The result is a precedent that we hope will be adopted across university, improving working conditions for the graduate community as a whole.

To find out more, join one of our working groups or start up a new one, email admin@ucu.cam.ac.uk