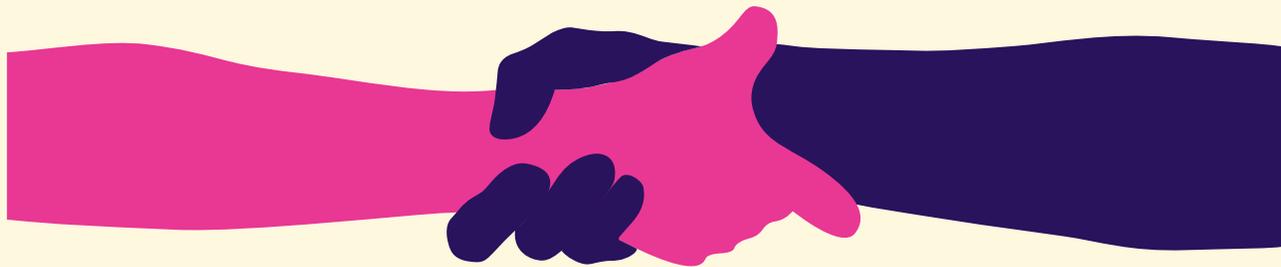


JOIN



UNIVERSITY COLLEGE UNION

University Colleege Union represents over 120,000 academics,lecturers, trainers, instructors, researchers, managers, administrators, technicians, computer staff, librarians and postgraduates in universities and colleges across the UK.

We campaign and negotiate for better pay and pensions, for equality and to challenge conditions of casualisation in the H.E Sector.

At Goldsmiths, UCU plays an active role in improving working conditions, providing individual representation and working collectively with the wider university community.

What we do:

Goldsmiths UCU represents staff grade 6 and above. GUCU regularly meets with senior members of University's management team and has consistently won better working conditions for staff. Examples include:

Increase in London Weighting to £3,400 (an additional £500)

Pushing back against casualisation: Achieving an assimilation agreement which bought

hourly-paid staff into the single pay spine. We are now reviewing the operationalisation of this to ensure AL/GTT and fractional colleagues are getting their entitlements and to identify areas where things need to be improved.

Bringing workers in-house working with UNISON and Justice for Cleaners to get cleaners bought back in-house; and now supporting the same for security staff.

Challenging surveillance – interrogating plans to introduce SEAtS software, a new online register which wrongly ties tracking and monitoring of students to pastoral care, is potentially discriminatory and especially concerning for international students. The pilot of SEAtS has now been paused and we will be consulting our members further.

The Gold Paper - a staff-student initiative that articulates alternative and achievable proposals at Goldsmiths which centre the value of education as a public good; and strive for democratic, inclusive and accountable structure and governance.

We are also currently organising around the following issues:

Maternity Pay – challenging for better maternity pay (with Goldsmiths offering just 8 weeks full pay, it is one of worse universities in the country).

Green new deal– working with UNISON and SU to campaign for Goldsmiths to implement the Green New Deal by 2020

Tackling workload– training specialised health and safety workload reps to consult members on campus to understand better the widespread problem of over-work; and put forward proposals which can help us tackle workload stress, end un-paid or underpaid labour, and encourage equity and transparency in departments.



JOIN AT UCU.ORG.UK/JOIN



UCU & representation

GUCU has a team of trained case workers who will advise and represent individual members when they find themselves in difficulty – this includes promotion appeals; contracts; redundancy; disciplinary and grievance cases; workload; bullying, and harassment. You don't have to face these things alone.

If you need advice contact the branch case work coordinator Pamela Beevers: p.beevers@gold.ac.uk

Other useful contacts are:

Department reps: goldsmithsucu.org/departamental-reps/

GUCU executive: goldsmithsucu.org/executive-committee/

UCU and Equalities

GUCU is committed to fighting all forms of discrimination at work and ensuring that our work place is free from racism, sexism, sexual harassment, disability, discrimination related to gender identity, sexual orientation, age, ethnicity and religion. We are committed to combatting inequalities in pay, progression, and attainment, promoting awareness of intersectional aspects of inequality and discrimination, and ensuring that our institution has robust policies of equality and inclusion.

Anti-racism: GUCU has supported students involved in GARA occupation and will continue to work with others to challenge structural discrimination and build effective anti-racist practice.

Equalities reps: We have a number of dedicated reps; International, BAME, and Equalities – see our equalities page: goldsmithsucu.org/equalities/

Pensions - Strength In Numbers

Last year GUCU members involvement in UCU national action over USS was crucial in defending the defined benefits pension scheme –this ensures colleagues receive a guaranteed pension income not vulnerable to market fluctuations.

By joining the union, you add to our collective strength to defend what we have, and to push back against the continual attempts to erode our working conditions and security.

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