

Vote YES for our proposals and a final conclusion to ICE negotiations

Our proposals offer a mechanism for all staff to hold UoL management to account

- ✓ -An OPEN and TRANSPARENT online and face-to-face forum for all staff for information and consultation.
- ✓ -YOUR questions answered. All staff guaranteed to have their queries directed to the University with responses provided in a timely manner.
- ✓ -OPENESS and TRANSPARENCY from the UNIVERSITY by publishing agendas, minutes and decisions and available to all staff in good time.

All members of UoL staff will be asked whether they wish to accept the proposals we put forward as your ICE reps.
We worked hard to ensure we got the best deal for all UoL staff.
The ballot opens on Monday 17th October and you will receive an email from the Electoral Reform Service with a link to your ballot paper.

ICE reps



Jon Bitmead



Sam Ferman



Angela Ireland



A 'NO' vote will mean a continuing cycle of negotiations with no solutions and potential for continuous balloting of staff.



join.ucu.org.uk



unison.co.uk/join



Here's what UNISON and UCU has already done for all staff, irrespective of Trade Union membership...

1. We won an **increase in London Weighting**, which will be fully implemented by 2018 at **£3,500**
2. We won an **increase in annual leave** for L01-L06 from 25 and 27 days and we are still pushing to make it equal for all staff in the future
3. We have **represented staff locally** on the following general issues
 - a. Health and Safety
 - b. Information and Consultation, which we already undertake.
 - c. Restructuring and redundancy
 - d. Staff policies (e.g. compassionate leave policy, leave carry over policy)
4. We have **negotiated nationally** on pay and pension issues. These are national issues and we do not negotiate annual uplifts locally
5. We have **supported HEE employees** on UoL contracts during a major department restructure, **negotiating successfully** with senior managers to avoid compulsory redundancies

**Vote YES on
Monday 17th October**