

Ewan McGaughey for UCU General Secretary

Rebuild UCU → Transform UK education → www.ewanmg.uk

Vote for **fair pay**, **democracy**, **equality**, **security**, a **living planet**, and **free public education**



About Ewan

- Worked in academic career in **labour rights**, **pensions**, **governance and public services**
- Over 20 casualised jobs since age 14
- **Professor of Law, King's College London**, research associate, University of Cambridge
- Volunteer **advocate**, Free Representation Unit – winning in Employment Tribunals
- Worked with **numerous unions and political parties**, including the TUC, ETUC, ACTU, **Labour Party**, **Bernie Sanders** 2020 campaign
- Branch president of KCL UCU Sept 2020 to Dec 2023, negotiating unprecedented deals:
 - **highest London Weighting**, 42% pay up
 - among **highest paid parental leave** in UK, 20 weeks maternity, 6 paternity, aiming to 26 weeks for all, non-gendered
 - **reversed three discriminatory dismissals** – for maternity, disability, got jobs back
 - more **staff-elected on governing Council**
 - first **written collective agreement** in over a decade, codifying job security rights
 - went from failing ballot threshold to **among highest turnouts in the UK**
 - biggest **crowdfunded court case against USS directors** – pension restored the week we got leave to appeal
 - **two local ballots to negotiate** our wins, and **succeeded without a strike**.

Support for Ewan

“proven his tactical and strategic understanding of how to fight successfully for UCU members” - Prof Diamond Ashiagbor, Kent

“internationally respected labour law scholar... will contribute to breaking the negotiating stalemate and falling standards that we’ve been witnessing” - Prof Nicola Countouris, UCL

“a force of nature... Add to this the bold legal action that he jointly co-ordinated to fight for our pensions and a picture emerges of an energetic + effective modern day union leader” - Prof Crawford Spence, KCL

“He has drive and commitment and seems to know how to get things done!” - Prof Ruth Dukes, Glasgow

“he led a successful local strike action at KCL during my tenure as Graduate Teaching Assistant Representative... adopted a local version of the Postgraduate Researchers as Staff 2023 Manifesto. - Dr Raul Zepeda Gil, Oxford

“Ewan is an extremely valued and committed academic colleague... His eight-point platform for the UCU GS addresses effectively all the issues that colleagues in universities are facing today...” - Prof Aristeia Koukiadaki, Manchester

“Ewan made the impossible possible. Having already greatly benefited from his work at King’s, I have the utmost confidence in Ewan’s ability to lead UCU” - Dr Christine Cheng, KCL

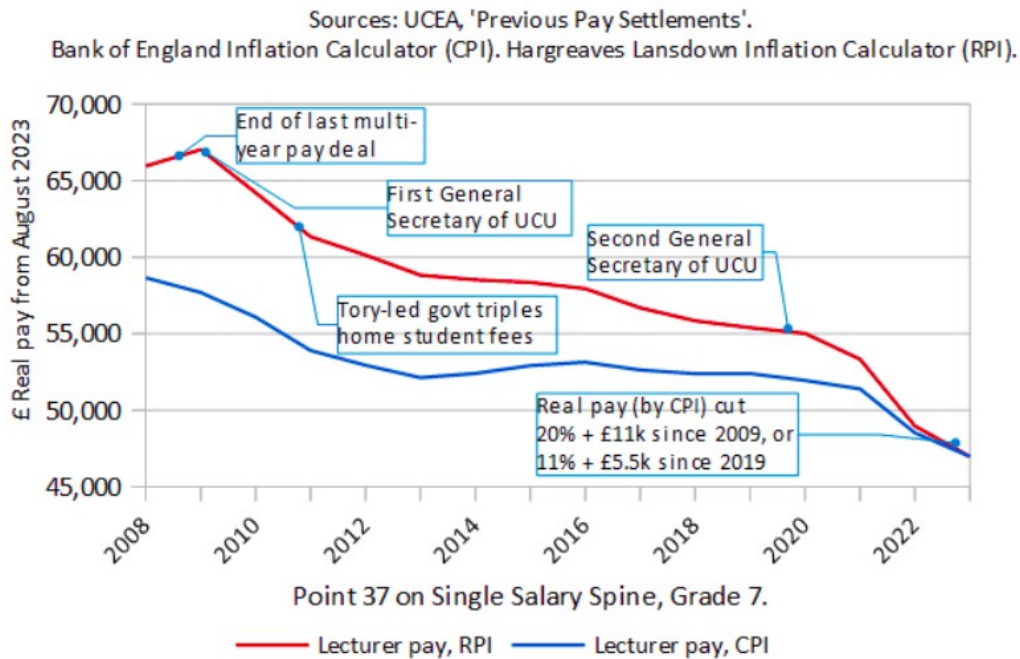
“Ewan is one of the most dedicated and focused advocates for university staff I have ever known.” - Prof Neil Davies, UCL

“used his academic expertise to campaign for pensions justice and has also led the KCL UCU branch to become one of the most successful in the country” - Dr Kevin Tennent, York

See more + join at www.ewanmg.uk/support

This is why **we must change UCU for HE – and in FE we must end the 20% pay gap** with teachers by restoring sector-wide bargaining. **We bargain in good faith, but take hard action if needed.**

University lecturer real pay cuts 2008-2023



We must tell the truth at UCU

Rebuilding UCU means changing the way we talk, organise and bargain. We also tell the truth:

- over **13% real pay cuts since 2019** alone, and over 20% pay gap in FE with teachers,
- **membership collapse**, 6000 people leaving, losing about £2m a year, since 2019,
- **failed aggregate ballot in 2023**, due to absence of simple data reforms at the centre to coordinate with branches,
- **zero court cases** for members despite the incumbent pledging “precedent-setting legal challenges” in 2019,
- **UCU as an employer in dispute with own staff** on pay, sanctioned by H&S Executive.

If you vote, we will:

1. restore **respectful dialogue** among ourselves, stop the infighting, unite on goals and action,
2. **collectively bargain across sectors**, including FE aggregated ballots, for fair pay now
3. take **legal action to defend every member's right**, making an example of law-breaker bosses
4. **never, ever call a ballot that we lose**, because the GS office will start functioning again
5. **lead by example with UCU staff**: fair pay, equality + security, as we bargain for it UK-wide

Eight core promises and goals

The way we do this is collective action, legal action, and publicity, and we negotiate from a position of strength, not disarray.

1. **Fair pay**: reverse the over 13% real pay cuts since 2019 with sectoral bargaining in HE and FE, never fail a ballot ever again. Every penny of employer USS contribution reductions to staff.
2. **Democracy**: majority staff-elected governing bodies in every university and college.
3. **Equality**: end the gender, race and disability pay gaps with structural reform, including 26 weeks paid parental leave regardless of gender.
4. **Job security**: written collective agreements in every workplace.
5. **Restore USS**: two-thirds elected board, and a pro-planet, pro-labour shareholder voting policy.
6. **Rebuild UCU**: boost our legal department, back UCU staff + back branches with facility time
7. **A living planet**: 100% clean energy at UCU, now, and universities, pensions + endowments
8. **Free public education**: fair tax, not forced-fees, in a new National Education Service

Check out more at www.ewanmg.uk + vote!