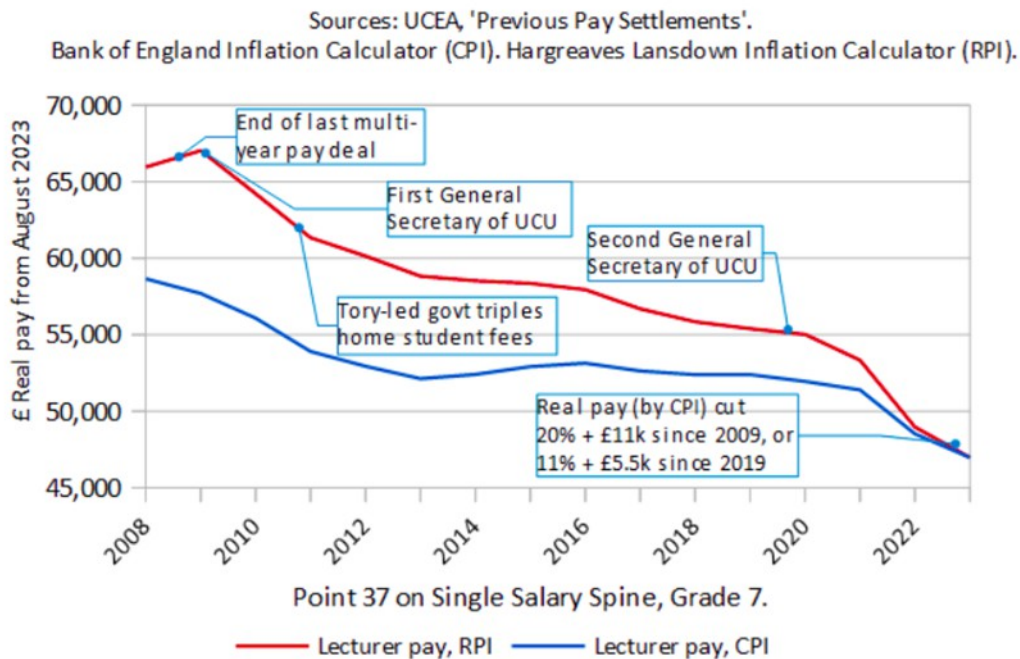


Ewan McGaughey for UCU General Secretary

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

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

University lecturer real pay cuts 2008-2023



Where We Went Wrong

Rebuilding UCU means changing the way we talk, organise and bargain. We must also tell the truth, be honest about what hasn't worked and how we will work together to make things better:

- over **13% real pay cuts since 2019** alone,
- **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,
- **zero court cases to defend worker rights** – not for punitive deductions, discrimination, or in Covid – even though in 2019 the incumbent pledged “precedent-setting legal challenges”.
- **UCU as an employer in dispute with own staff** on pay, withholding USS reductions, and in 2023 sanctioned by H&S Executive – if you vote, this will never happen again, ever.

How We Win

The way we transform UCU to win is to rebuild internally, and have a strategy of collective action, legal action, and publicity. If you vote, we'll negotiate from a position of strength, with these goals:

1. **Fair pay**: reverse the over 13% real pay cuts since 2019, 21% since 2009 with sectoral bargaining in HE and FE, never fail a ballot again. Every penny of reduced employer USS contributions 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**: write collective agreements in every workplace + zero tolerance for discrimination.
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.



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, the TUC, ETUC, the ILO, the 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**.

To get more information or get involved in the campaign, check out www.ewanmg.uk + vote!

