

From: **Jo Grady**
To: **Every UCU member**

Dear members,

Ballots for the rebalot in our pay and conditions and pension disputes start arriving from Wednesday 22 February. The union has no choice but to carry out another vote due to the anti-union legislation put in place by the Conservative government in 2016.

UCU has been engaged in intensive negotiations and has delivered real progress on restoring USS pensions, banning zero hour contracts, increasing the pay offer for lower grades and refreshing the pay spine and establishing talks on ending unpaid work, equality pay gaps and casualisation.

However, we know that progress is never handed to us. Whilst negotiations continue we have to hold employers' feet to the fire. None of the progress that we have right now is certain.

That is why we must go back to the employers with a resounding YES vote in this rebalot and an extension of our mandate through the summer.

When you receive your ballot you need to vote immediately - don't let it sit around. We need to smash the anti-union threshold and we need to do it early.

We can win this ballot. We can beat every indicator that we got on our last one. We can get the sector-defining agreements that we deserve.

We are on the brink of something really special. The power is all in your hands:

- Vote YES as soon as you receive your ballot
- Let your branch know when you have voted and share on social media using #ucuRISING
- Speak to ten colleagues today and ask them to do the same

Win the ballot. Win the dispute.

UCU and proud.



Jo Grady
UCU general secretary

**VOTE
YES
FROM
22.02.23**

UCU 