

UAL UCU SAYS

Negotiate Now!

UCU is taking a second day of strike action to defend jobs and defend education at our institution. We want this to be our last. We want the University of the Arts management to negotiate NOW.

Our first day of strike action on 27 May was very successful with picket lines at every college and an afternoon rally outside CSM.

At LCC, children at the nursery, which is under threat of closure, made their own banner, and they and their parents joined UCU members to oppose the cuts. But UAL management still fail to negotiate. They are still closing courses and making staff redundant, leaving larger class sizes and overworked staff behind.

That's why we are on strike today. It is a last resort after a year of trying to negotiate.

WHY ARE WE IN DISPUTE WITH UAL?

- Our dispute is about job cuts, course closures and the way management has behaved at UAL.
- We believe that UAL management was wrong to cut courses without telling incoming students before they started that their courses would cease to exist in the near future.
- We believe that UAL management were wrong when they failed to consult properly over redundancies, in some cases sending out notices of dismissal before staff consultation meetings had taken place.
- We believe that UAL management were wrong to ignore their own procedures for the closure of courses.

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- We believe that decisions about the future of courses at UAL should be subject to consultation, not rest on the discretion of unaccountable senior managers.

WHAT DO WE WANT?

We have three demands which are reasonable and measured:

- withdrawal of compulsory redundancy notices
- a review of course closures and an agreed protocol for future course reviews
- a properly negotiated and fair redundancy agreement with no reduced terms.

We are not opposed to change but we reject the destructive way it is being imposed at UAL, with little or no consideration for or consultation with the staff and students of the University. We believe that staff and students should be involved in decisions to change our university.

STAFF AND STUDENTS ARE ON THE SAME SIDE

We never take the decision to strike lightly.

We have given UAL management every chance to negotiate a resolution to this dispute, but our suggestions have been dismissed or ignored.

We understand that this action will cause short-term inconvenience but believe that this is nothing compared to the immense

long-term harm that students will face if management plans continue unchecked.

More cuts will mean fewer staff trying to teach more students, which is not good for anyone.

In making staff redundant in the middle of the academic year UAL management have already caused damage to final year students by leaving them without adequate project and dissertation supervision.

We cannot stand by while our staff and our students are treated this way.

DEFENDING JOBS, DEFENDING ARTS EDUCATION

In fighting to stop redundancies, UCU is defending education itself. Universities are nothing without their teachers and it is the teachers who know and care so much about the institution and students.

We work at the University of the Arts because we love art and we love education.

We believe we have a responsibility to educate the future artists, animators, designers, actors, marketing professionals, sculptors, photographers, and every other profession our graduates contribute to; and a responsibility to ensure that UAL remains a home of world-class arts education.

We urge UAL management to join with us in lobbying for a secure future for the education that UAL and its constituent colleges have provided for so long.

Please support us in seeking a negotiated resolution to this dispute.



Join your union now: www.ucu.org.uk/join