



**University College London UCU Branch**

President: Sean Wallis, Department of English  
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Monday, 2 March 2020

Prof Michael Arthur, President and Provost  
University College London

Dear Michael,

We are writing to ask you to use your influence to help resolve the current disputes in Higher Education. We appreciate that the negotiations are not in your hands, but we believe there are steps that you can take to ensure a rapid resolution.

On the USS dispute, we ask you to

1. Put your weight publicly behind the call for USS to cease (and potentially reverse) de-risking, both as an investment strategy and as a valuation modeling assumption, and recognise that employees will not accept any increase in contributions beyond 8%.
2. Agree to cover your employees' contributions for the interim (recognising that this interim may be short if USS accepts the above position).

On the 'four fights' dispute, we ask you to

1. Publicly give UCEA a mandate to enter into a UK level sector wide agreement establishing a series of expectations of employment rights and working conditions for the Higher Education Sector, including abolition of zero-hours contracts and 'worker contracts', aside from genuine one-off engagements.
2. Publicly give UCEA a mandate to agree a set of core principles for tackling race and gender inequality on pay outcomes, and an implementation timescale.
3. Publicly give UCEA a mandate to agree a set of commitments on workload review that reinforce the Pay Framework 2004 principle of Equal Pay for Equal Value and ensure it is properly realised in terms of Equal Pay for Equal Value for Equal Time (as required by law).
4. Commit to a meaningful pay increase based on RPI that meets the joint unions' claim.
5. Agree to immediately enter local negotiations with us and other recognised trade unions to develop local implementation agreements to progress action on all of the above.

6. Call on UCEA to agree to a series of time-bound task and finish groups to develop processes to monitor and review progress of the implementation of actions at a local level which will be fed back as aggregated data to the JNCHES National Bargaining table.

For the avoidance of doubt, we believe that making such commitments would go a long way to helping us resolve the national disputes.

Yours sincerely,

Tony Brown

UCL UCU Branch Secretary