

## What do trade unions do?

There are many ways in which your trade union can benefit you.

These include:

- ensuring safety at work
- supporting staff through probation
- protecting your hours of work and managing workload
- making sure you have access to promotion or regrading
- defending professional standards and academic freedom
- helping you know your rights so you can support others.

We negotiate policies that may affect your rights at work. For example, we negotiated the probation policy new members of staff are following. Negotiation is a serious responsibility and we ensure that our representatives are accountable to our members.

You may be unsure of what your rights are. We can offer you advice and support you in meetings with your manager, but you have to take the first step - **JOIN!** Many problems at work can be avoided by timely advice, so for your sake, don't leave it until you have a serious problem to join the union.

Unions help members with problems at work, organise general meetings where members can meet and debate the issues of the day with colleagues, and negotiate policies and procedures on your behalf.

## What have trade unions been doing at UCL?

**UCL's trade unions have proved to be remarkably effective.** We have negotiated improved terms and conditions for all staff, such as clearer processes for regrading support staff, improved maternity leave provision and better policies for supporting and managing research staff, such as a new 'bridging' scheme supporting staff between grants.

To take two very different examples, recently we negotiated increases in London Weighting by more than £1,000, including expanding the scheme to the wider South East of England. We also work together to defend academic freedom and free speech on campus. We continue to campaign for our members. For up-to-date information see our websites.

In a recent survey the TUC found that workers in workplaces without recognised trade unions were over twice as likely to be made redundant than those in unionised workplaces. We do not know what will happen to the UK and world economy in the future, but we do know that you will be better off joining a trade union now.

The more members we have, the more successful we can be. We therefore urge you to consider joining your union, and get involved if you can. Please encourage your colleagues to consider joining the union as well. The old trade union maxim that strength lies in numbers is as true today as it ever was.



## Have you thought about joining your trade union?

Maybe you were in a trade union in a previous job, maybe not. Trade unions are extremely important for staff in any workplace. UCL is no exception

## Why should I join a trade union?

### The unions provide a collective voice for staff

Together, we negotiate to:

- maintain a decent level of pay and conditions of work;
- maximise job security and challenge redundancies;
- ensure that employment policies are clear and fair.

# Which union should I join?

**UCL's three recognised trade unions are UCU, UNITE and UNISON. The three unions represent different groups of staff: the appropriate one to join is defined by the nature of your job. We are not in competition. We work together to further the interests of all our members and believe that unity is strength.**



UNITE is the trade union for technical and scientific support staff, from junior technicians to the most senior experimental officer. We also have a number of members in health professions (eg, clinical scientists, biomedical scientists and speech therapists).

**[unite@ucl.ac.uk](mailto:unite@ucl.ac.uk)**

**[unitetheunion.org](http://unitetheunion.org)**



UNISON is the trade union recognised for clerical / administrative staff up to and including Grade 6 and library workers; and manual and craft staff, for example, security, maintenance, domestic and post room staff.

**[unison@ucl.ac.uk](mailto:unison@ucl.ac.uk)**

**[ucl.unison.site](http://ucl.unison.site)**



UCU represents academic staff, including researchers, lecturers, teaching fellows and professors, and staff in 'academic-related' professional roles on Grade 7 and above. These senior administrative posts include departmental managers, computing, library, and business managers, and many more. PGTAs join at a special rate.

**[ucu@ucl.ac.uk](mailto:ucu@ucl.ac.uk)**

**[ucl-ucu.org.uk](http://ucl-ucu.org.uk)**