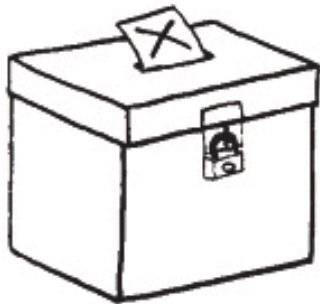


Emergency Update: Your Right To Vote Is Under Threat!

As you will be aware, UCU members are currently being asked to vote on highly significant issues to do with pension entitlements and pay in the midst of a devastating political attack on the HE sector. And against this backdrop, the University's Human Resources department has chosen to raise technical objections to the ballot in a blatant attempt to prevent it from going ahead or to undermine its legitimacy.

Members may recall that, in order to get anything sorted out properly in relation to the LETS departmental review, this branch had to declare a dispute with Management. Similarly, in order to get management to engage seriously with the plight of casualised workers at the University, a dispute had to be invoked. Again, after waiting for a very long time for Management to bring forward proposals to do with organisational change, Campus Unions were eventually forced to refuse to discuss any further procedural changes until this important issue was first addressed.



Imitating employers in other sectors, HR is trying to use *Section 226a of the Trade Union and Labour Relations (Consolidation) Act 1992* to challenge the accuracy of UCU membership numbers. Unhelpfully, the act enables the employer to challenge this data **without being specific about the precise records which it is challenging.** The law states simply that the membership data must be *as accurate as is reasonably practicable in the light of the information in the possession of the union.* UCU has provided the best data based on the information available.

We know, of course, that the university's own record keeping has proven to be flawed. For example, it has no centralised database of the hundreds of workers engaged for teaching and teaching-related duties, nor do most of these workers feature on the University's websites even though they teach on a regular basis throughout the semesters. By way of another example, the University's own internal directory is not always completely accurate... We could go on...

Members can rest assured that any challenge to our ballot will be vigorously defended.

Management should reflect very carefully indeed on the impact of such a challenge on industrial relations at this institution. The issues at the heart of this dispute are real and require a resolution acceptable to all. **We respectfully suggest that Management place its energy and resources into addressing the real issues rather than trying to interfere with the democratic rights of union members.**

No doubt the University feels it is gaining something from this shameful behaviour. We beg to differ!

Meanwhile, your committee urges members to **VOTE NOW** and **VOTE YES** to **BOTH** strike action and action short of a strike on **BOTH** the **PENSION** and **PAY** issues.

The **deadline is 2nd MARCH** (and therefore ballots require posting on Monday **28 FEBRUARY** at the latest).

There is no time to delay!

For more information about the ballots, please see: www.ucu.org.uk/heaction2011

February 2011

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COUNCIL BUDGET DAY PROTEST
12 NOON - FRIDAY 4TH MARCH - TOWN HALL



2

DEMONSTRATE AT THE LIB DEM CONFERENCE

4:30PM FRIDAY 11TH MARCH - TOWN HALL

11AM SATURDAY 12TH MARCH - DEVONSHIRE GREEN

SUPPORTED BY:

SHEFFIELD HALLAM UCU // SOUTH YORKSHIRE CWU AMAL // UNITE NEC // SHEFFIELD NUJ // SOUTH YORKSHIRE FBV
NATIONAL UNION OF MINERS // SHEFFIELD NUT // GMB S38 BRANCH // LABOUR REPRESENTATION COMMITTEE
DISABLED PEOPLE AGAINST THE CUTS // RIGHT TO WORK // SHEFFIELD ANTI CUTS ALLIANCE

AND MORE TO BE CONFIRMED...



3

TUC NATIONAL DEMONSTRATION SATURDAY 26TH MARCH

NOT TO BE FLIPPED

In the UCU ballots

Vote
YES

to protect your job and
your pay
to protect your pension

