

UCU Richmond | Newsletter | August/September 2022

Hello RAIUL UCU Members!

We hope that you have had a restful summer! UCU Richmond expresses solidarity with Richmond Upon Thames College and other London branches involved in strikes this semester over fire and rehire and other practices! As a new branch we urge you to [join UCU now](#) to help strengthen and shape our branch in 2022-2023! Fees are graduated depending on earnings (see below).

National UCU subscription rates for UCU members to 31 August 2022

Employment income band (excluding London Weighting)	Including political fund (per month)	Excluding political fund (per month)
£60,000 & above (F0)	£27.38	£27.11
£40,000 - £59,999 (F1)	£24.17	£23.94
£30,000 - £39,999 (F2)	£21.26	£21.06
£22,000 - £29,999 (F3)	£17.77	£17.60
£15,000 - £21,999 (F4)	£10.59	£10.49
£5,000 - £14,999 (F5)	£4.61	£4.57
Below £5,000 (F6)	£1.00	£0.99

There is Strength in the Union: Collective Bargaining on Pay and Contracts

The power of a union was evident this year as Richmond UCU represented faculty in collective bargaining over both pay and contracts. The Union put in a [claim for a pay increase](#). Faculty – in fact all employees – would not have received any [increase in pay](#) without our local UCU branch fighting for it. It

Unions are about workers coming together to take control of their own livelihood.

would have been another year with our salaries, and standard of living, falling further behind the rest of

the HE sector. Richmond UCU also scrutinized the new contracts.

Being connected to the larger UCU network, we were able to employ the resources and expertise of the regional officer to support our dedicated elected officers in strongly voicing the interests of all members in collective bargaining. Speaking together, we had the power to push back on issues of: above average length notice periods, clarity of roles and salary, loss of benefits (i.e., free lunches), and new punitive clauses, including one on intellectual property that denied us ownership of our scholarly work. Out of these

We can achieve more together than we do alone. Join the union to help promote equality and solidarity.

negotiations, UCU have been given a voice in setting new benchmarks on the pay structure at Richmond and scrutinizing a new benefits package.

The power of our Union was further demonstrated in our successful [campaign to address zero-hour contracts](#). As a result, in January 2023, some Adjunct Faculty will be moved to guaranteed courses contracts. While not perfect, it is a move in the right direction, and we will keep fighting to end casualization at Richmond. Having a union, means that bargaining to improve working conditions is ongoing. The strength of any union is in its members. Working together we are improving Richmond. We are stronger together; all members can make a difference, every action (small or large) helps. So, [get active](#), and if you are not a member yet; [join us!](#)

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PAY FACT SHEET ****a pay rise is needed****

@UCURICHMOND

MORE INFO HERE: <https://richmond.web.ucu.org.uk/pay-claim-2022/>

HE Sector Average Pay Vs Richmond Pay

HE Sector Salary Range*

RAIUL Salary Range

Lecturer • £34304 - £42149	Assistant Professor • £33330 - £39040
Senior Lecturer • £43434 - £50296	Associate Professor • £40200 - £46570
Associate Professor • £51799 - £63668	Professor • £46690 - £50650

*Salary data gathered from the HE single pay spine. The nationally agreed single pay spine covers the majority of HE institutions within the UK.

INCREASED INCOME PRESSURE

INFLATION

Inflation increased by 11.99% whilst pay only increased by 1% (2017-2021)
Inflation predicted to hit 11% by the end of 2022

COST OF LIVING

Energy price hike ↑ 54%
Food costs ↑ 5.9%
Rail Fares ↑ 3.8%
Fuel ↑ 11p-22p per litre

LOSS OF LUNCH

Equivalent to loss of around £500 per year

NI INCREASE

NI contributions increased by 1.25% in April 2022

Good News: Guaranteed Courses for Adjunct Faculty Coming

UCU Richmond is making headway in its campaign against zero-hours contracts for Adjunct Faculty. Our 'Zero-Hours' action day on campus in the spring helped raise awareness among Richmond students. A petition calling for an end to the University's use of zero-hours contracts was signed by over 200 people and delivered to the University's senior management.

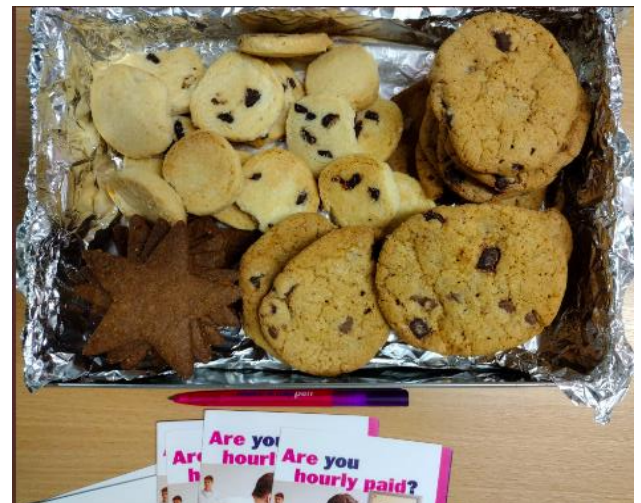
UCU Richmond and the University are currently in negotiations over new contracts for all faculty, including a new form of contract for Adjuncts with four plus years' employment at Richmond (the hiatus during the pandemic is not being viewed as a break in employment). This contract would offer a guaranteed number of courses to Adjunct Faculty who are regularly teaching them.



Richmond UCU Reps at 'Zero-Hours' Action Day

While UCU Richmond supports permanent full-time or fractional positions for Adjunct faculty, these new contracts would be a positive improvement over the zero-hours contracts which saw so many of our Adjunct colleagues without any gainful employment during the pandemic. The Open University branch of UCU has recently succeeded in moving an amazing 4,800 casualised Associate Lecturers onto permanent contracts; this marks a step-change in the higher education decasualisation movement in the UK, and we welcome Richmond's progress in the same direction.

All Richmond Adjunct Faculty are welcome to join the [Adjunct Whatsapp group](#). Contact the [Adjunct Rep at cddille@yahoo.com](mailto:cddille@yahoo.com) to be added.



UCU Richmond at UCU National Congress, 2022

Martin Brown attended three days of the UCU national congress, as a voting delegate, from Wednesday 1 to Friday 3 June. He also represented members from our sister branches at BPP, NCH and Coventry University in London.

Voting covered a wide array of motions, concerning working conditions, on-going disputes, and The Four Fights dispute. Not all motions were carried, or discussed. In future the branch should seek greater consultation from members on how to vote.



UCU Rising – National Campaign

UCU is continuing to fight against pay, workload, casualisation, and equality with many Branches balloting on industrial action this fall. Richmond is not part of this ballot, but stand in solidarity with our UCU colleagues in the UCU Rising campaign. For more see: <https://www.ucu.org.uk/rising>

Welcome Piola! Piola Massarotto is joining the Exec as Green Officer.

We Need Your Feedback!

- Please send us your feedback on the *Faculty Progression and Promotion*
- Please us your send feedback on the *campus move and working conditions* at Chiswick Park
- You can reach us at:
RichmondUCUBranch@richmond.ac.uk

Get Involved with your Union!

We are looking for volunteer Caseworkers and Departmental Reps to help build and diversify the voice of the Union.

Please get in touch with us (richmonducubranch@richmond.ac.uk) with any news, ideas, or concerns you might have.

Dates for your calendar!

The next Branch Members' Meeting will be held on 30th September at 10:00 - See you there!

Together we can improve working conditions at Richmond

UCU Richmond Branch Committee Officers

Chair - Sue Pell
Health and Safety Officer - Kandida Purnell
Secretary - Samantha Bracey
Adjunct Faculty Officer - Catherine Dille
Membership Officer - Ivan Cohen
Equalities Officer - Shuna Neilson
Treasurer - Emmanuel Okyere
Green Officer - Piola Massarotto (*to be ratified)
Staff Officer - Martin Brown (*to be ratified)
RIASA Officer - Lucia Morawska

Visit our website:

<https://richmond.web.ucu.org.uk/>

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International University in London**