

# HELLO STUDENTS!

If you're wondering why university staff\* across the UK are on strike here's why.

- **GENDER & ETHNIC PAY GAPS.** White men get paid more. We want uni heads (themselves paid £££££) to make concrete, actionable plans to fix this. Words of concern are not enough.
- **OVERWORK.** Many of us spend our lives struggling with guilt at not achieving our unachievable workloads. Mental illness is rising fast among staff as well as students. We love doing & teaching maths<sup>†</sup>, but we are humans too<sup>‡</sup> and need a healthy work/life balance.
- **CASUALIZATION.** Some of us have excellent job security, but precarious, temporary positions are a growing problem for more junior employees. We want UK university leaders to put a stop to exploitative contracts.
- **PAY.** In real terms, pay has fallen  $\geq 17\%$  since 2009.<sup>‡</sup>
- **PENSIONS.** Everyone deserves a decent pension in retirement. But our pension scheme has worsened dramatically in recent years, & we're fighting to save it. We've made constructive proposals, but those in charge have stalled, spun, gone back on commitments, refused to share basic information, sacked a whistleblower, & manoeuvred to block uni staff from controlling our own pensions.

**WE HATE STRIKING!** It's a last resort. We hate doing it to you. It messes up our carefully planned teaching. And we don't get paid while we're on strike (but end up doing most of the work anyway). Going without pay is a huge sacrifice for some. But it's our only option left

**VIRTUALLY EVERY EMPLOYEE RIGHT WE HAVE - FROM THE CONCEPT OF PAID HOLIDAY TO LGBT EQUALITY - IS THE DIRECT RESULT OF GRASSROOTS CAMPAIGNING & UNION ACTION<sup>§</sup>**

**THANK YOU**

for your support. We understand it's hard for you too, & disruptive. But when we see a student refuse to cross a picket line, or express support for our struggle, **it means the world to us.**

\*It's not just lecturers: also some staff in admin, IT, library, ...

† Maths & physics are the only subjects that have not seen a skills shortage in the last 7