

QMUL 2022 STRIKE BOOKLET

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WHY ARE QM

STAFF STRIKING?

EQUALITIES:

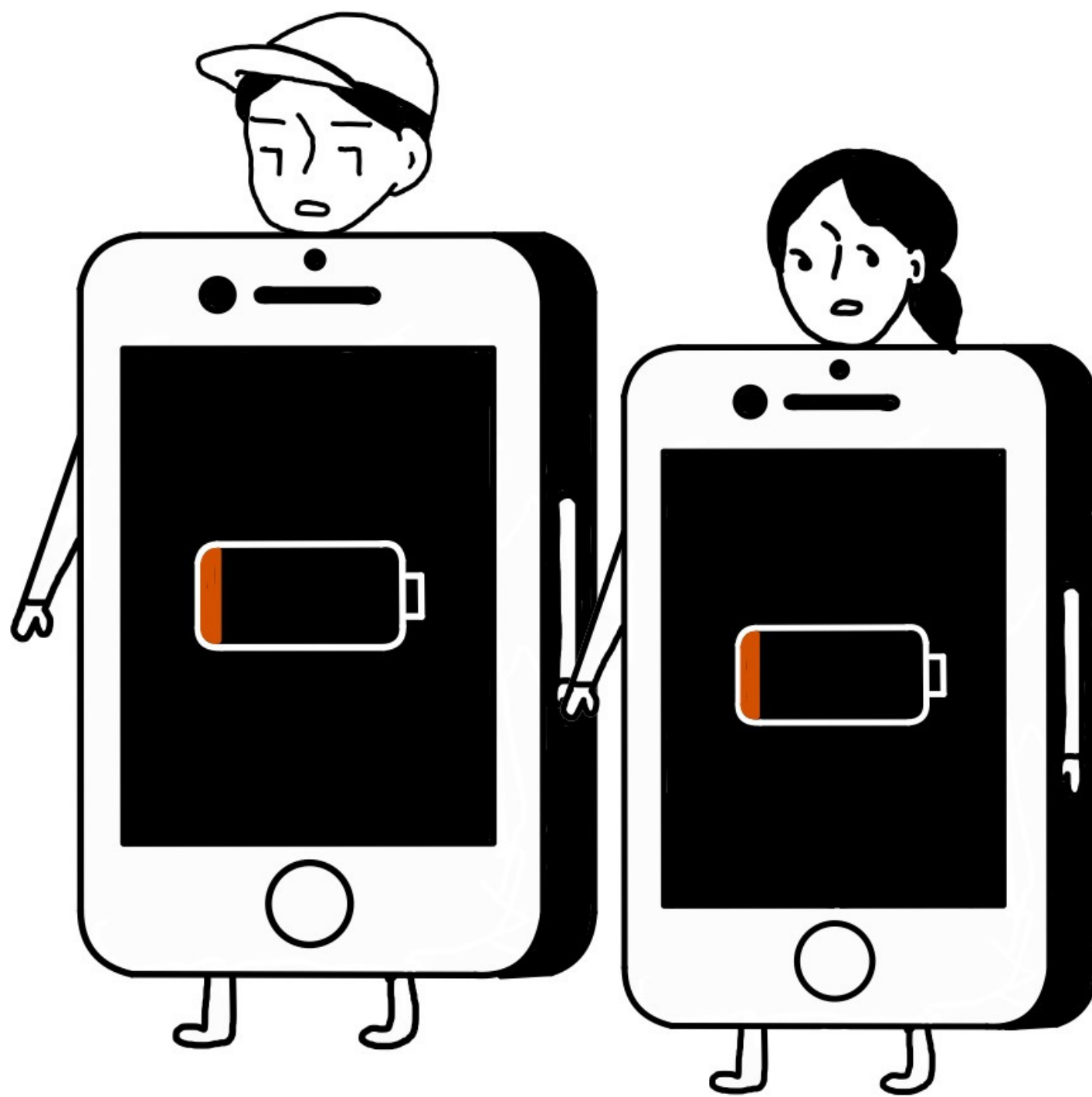
- Women paid 14% less
- BAME staff paid 22% less
- BAME women paid 31% less

WORKLOAD

- Average 51hrs per week vs. 35 contracted
- Overstretched staff = less time for students

PENSION JUSTICE

- Changes to scheme means an avg. loss of £240k during retirement
- Contributing more but receiving less



CASUALISATION

- 63% of academic staff are on temporary contracts with no job security

PAY

- Pay 21% ↓ since 2009
- Principal Colin Bailey's pay & job benefits (inc. a free £1 mill apartment) have kept pace with inflation

THE 'M' IN QM STAN'S FOR MUSK

QM & THEIR ELON MUSK ARC

In 2020/21, QMUL income for the university rose to £535m from £512m in 2019/20 (up ~£23m or 4.5%).

This came from recruiting more fee-paying students - 28,439, up from 27,077 in 2019/20 (up 5%).

Full time equivalent staff numbers dropped by 132 from 4466 in 2019/20 to 4334 in 2020/21 (down 3%).

Money on staff costs dropped from £292.8m to £290.5m (down 1%).

Cash generation rose to £90.379m in cash, up from £43.817m (up £46.5m, more than doubling last year's cash generation).

After expenses and investments, the QMUL cash reserve now amounts to £165.7m!

The university could have afforded to pay everyone 10% extra in 2020/21 and still have put aside the same amount of additional cash as the previous year (£40+m).

Colin Bailey's salary in 2021 was £315,451. QMUL also spent £9,952 covering bills for his university accommodation.

ALTERNATIVE STUDY

SPOTS

SENATE HOUSE
(10 MINS FROM
TOTTENHAM COURT
ROAD & EUSTON
SQUARE)

**BRITISH
LIBRARY**
(5 MINS FROM
KING'S CROSS ST
PANCRAS)

**IDEA STORE
WHITECHAPEL**
(3 MINS FROM
WHITECHAPEL)

BOW LIBRARY
(13 MINS FROM
BOW ROAD)

**WELLCOME
LIBRARY**
(3 MINS FROM
EUSTON
SQUARE)

**BETHNAL GREEN
LIBRARY**
(2MINS FROM
BETHNAL GREEN)



PLACES TO STUDY WHILE SUPPORTING THE STRIKE

**SOUTHBANK
CENTRE**
(7 MINS FROM
EMBANKMENT)

THE HOXTON
(MULTIPLE BRANCHES
BUT HOLBORN
SUPREMACY!)

**COSTA
STARBUCKS
PRET**
THEY'RE LITERALLY
EVERYWHERE

**BARAFAT
SOHO**
(8 MINS FROM
OXFORD
CIRCUS)

ROOT25
(6 MINS FROM BOW
ROAD)

**OLE &
STEEN**
(MULTIPLE
LOCATIONS)

WATCHHOUSE
(MULTIPLE
LOCATIONS)

**CARAVAN
KING'S CROSS**
(7 MINS FROM
KING'S CROSS)

**SOMERSET
HOUSE**
(11 MINS FROM
HOLBORN)

ALTERNATIVE

FAITH

SPACES



**SCAN FOR A LIST
OF FAITH SPACES
CLOSE TO QM <3**

OPEN SPACES



WHERE TO GO ON CAMPUS WITHOUT
CROSSING THE PICKET

**ST BENET'S
CHAPLAINCY**

THE CANAL

THE STUDENT UNION

BATHROOMS



STAFF

"QMUL claims to be the most inclusive university...This contrasts the way it actually treats female lecturers. I was paid substantially less compared to a male colleague after he received a raise based on intransparent criteria."

"Now that I am on unpaid leave, I was taken off the staff list. I don't know of any other staff member on unpaid leave who had to experience this kind of treatment."

"After rent, bills, pension contributions (which are set to go higher) and student debt (yes I am still paying off my tuition fees!) are all taken from my monthly pay packet (which isn't as much as you might think), I sometimes actually find myself struggling each month. I'm at a Russell Group uni in London, with a vice chancellor on a 6-figure salary, and I'm struggling!"

"I am a highly educated and experienced adult, but a dependent: unqualified, for example, to be responsible for paying rent for my home-like a child."

"I love my job. I love my research and I love my students. Teaching is what makes me constantly fall back in love with the work. But I also work a 50-hour week. During the lockdown, I was working from dawn to dusk. As hard as I and all my colleagues try, I worry about the effect this will all have on my ability to be there for my students."

"Most people assume that all academics are comfortable. For many of us however, this is far from the case. Most teachers at Queen Mary aren't even on permanent contracts and will often have to work other jobs to make ends meet! It makes it very hard to have a family and settle in one place, too. And not knowing where you'll be next year can also wreak havoc on your mental health."

STORIES

"The main feeling I got while being pregnant at QM was that it was a nuisance and as if people that are pregnant don't exist and don't need to be planned for. There is no requirement for studentships to have maternity or sick pay...I was told I should be grateful for the level of stipend I was receiving - but which obviously would be stopped while I was on leave. during my pregnancy there were new expectations that PhDs would teach for free "for the experience", forcing uncomfortable decisions between financial stability and career progression. QM's decision to refuse furlough for people teaching on zero-hour contracts meant I could also not receive governmental maternity pay.

"The main problem is uncertainty. Both about how much of the work done will be paid in the next payroll, or whether I will have to reclaim unpaid work to HR (which has already happened several times in these 2 years)."

"The feeling of stress around March/April when I need to find paid work for next year is horrible. Everything feels transitory so I cannot move on with my life, a kind of purgatory."

"During a recent departmental restructure, it was notable that all of the staff members whose jobs were at risk were women - no male staff members were affected. The stated objective of the restructure was to reduce the number of staff working part-time. There was no allowance made for the fact that women are significantly more likely to work part-time than men making this, in effect, indirect discrimination."

"By fragmenting and breaking up my work into a miniscule fractional contract at a low grade and a series of fixed term research contracts my career path has effectively been broken for years. The way I've been treated is not just potentially unlawful and discriminatory; it also goes against the ethos of a University that aims to be the 'most inclusive of its kind'."

WHAT CAN WE DO?

STUDENT SUPPORT

DON'T CROSS THE PICKET LINE!

Use off-campus spaces:
check out our list of
alternative study & faith
spaces!

VISIT & JOIN PICKET LINE ACTIVITIES

Visit some of the teach-
outs & other picket line
activities or just come say
hi!

TALK TO STAFF

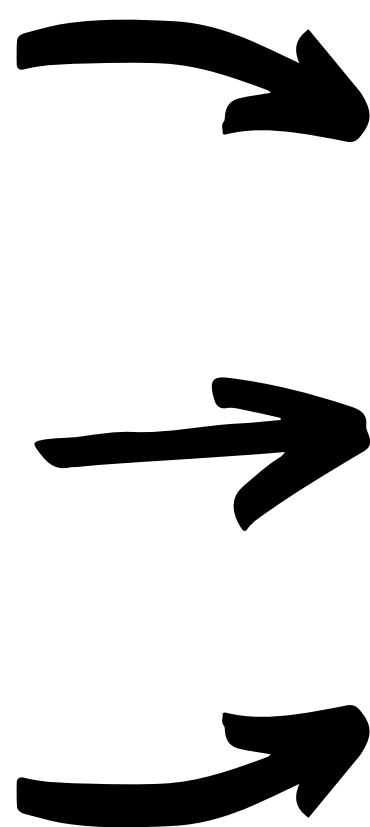
Ask about the strike
& let them know you
support them

FOLLOW SOCIALS

Follow @QM_UCU &
@qmul_cs on Instagram
& Twitter

EMAIL MANAGEMENT

Scan for an email
template to send to the
Principal & QMUL's
senior executive team!



You won't be expelled for not attending mainly because you can't attend a class that's cancelled.

Remember seminar tutors take attendance so no striking member will intend to share this record (mainly because they'll be on the picket line)

WILL I BE EXPELLED?!?

We know by now that there is a gender pay gap (14% to be specific or 31% for BAME women!) but what about actual positions?

Lecturer: 209 (F) 209 (M)	<u>Total</u> = 418
Senior Lecturer: 192 (F) 237 (M)	<u>Total</u> = 429
Reader: 69 (F) 123 (M)	<u>Total</u> = 192
Professor: 140 (F) 341 (M)	<u>Total</u> = 481

Grand Total:
610 Female Staff vs. 910 Male Staff

GENDER INEQUALITY? IDK HER

Despite freedom of information requests, a full version of the 2019 'inclusion report' was never provided.

Appendices 1-6 of this document were Omitted. These contained testimonies describing racism & other examples of social injustice at QM.

Look in your schools.
How many BAME staff are there?
Now how many of these are permanent staff?
With each q. the number drops

"MOST INCLUSIVE"?

Many PhD students have to work 2nd, 3rd or 4th jobs to be able to pay rent while still writing their PhDs!

Despite misinformation spread in the student update, there are significant pay gaps affecting female staff, BAME staff and staff with disabilities

QM spent £9,952 covering bills for Principal Colin Bailey's university accommodation- more than a year of a home students tuition fees
AND more than some

ACADEMICS ARE ALL RICH?

Your lecturer?

The one who uses outdated memes in their PowerPoints?

If they can be trusted not to be violent in the classroom they can be trusted on the picket lines.

(NO YOUR SEMINAR TUTOR WON'T DROPKICK YOU INTO THE CANAL IF YOU BUY A COFFEE FROM THE GROUND)

PICKET LINES ARE SCARY & VIOLENT?

Emails and marking will be delayed, and seminars run by striking staff will be cancelled on strike days.

Why not use the spare time to learn why staff are striking and come to support the picket?

HOW DOES IT IMPACT STUDENTS?

STRIKE?!?

WHAT ACTUALLY IS STRIKING?

Striking is when members of a union (at QM, it's currently the UCU) withhold their labour to disrupt the workplace over issues with the way the university is being run. Striking is usually a last resort & attempts are always made to reach agreements before proceeding.

Staff who are striking do not get paid Queen Mary have said they will withhold pay indefinitely until staff reschedule missed work.

This means **NO WAGES**.

WHAT'S A PICKET & WHY DON'T WE CROSS IT?

The picket is a symbolic barrier around the uni that the UCU asks staff & students **not to cross**.

Symbolically, having fewer people on campus demonstrates solidarity with the strikers & shows the effectiveness of the strike.

By disrupting the day-to-day business of the uni, it puts pressure on management.

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CAN I JOIN THE PICKET?

You don't have to *join* a public library to visit it.

This is a tactic to discourage students from talking to staff.

- Go listen to a teach-out
- Talk to staff
- Steal some of their snacks

Either way go **VISIT the pickets!**