

Welcome to the Open University!

The University and College Union (UCU) would like to congratulate you on your new role and welcome you to our talented body of staff.



UCU's mission is to represent the interests of academic and academic-related staff at the OU (through our local branch) and in the Further and Higher Education sector nationally. We are an active, campaigning trade union that fights to protect jobs, members and public education. In any decisions taken about future of the OU, we insist that staff must be heard and their contribution valued.

Recent wins UCU has achieved for staff:

- Saved your [defined benefit](#) pension.
- Reduced your pension contributions from 9.8% of salary to 6.1%.
- Secured permanent contracts for every Associate Lecturer at the OU.

What the OU Branch of UCU is doing right now:

- Challenging the OU to tackle issues of workload and persistent fixed-term contracts.
- Holding the University to its promises, particularly on Equality, Diversity and Inclusion.
- Supporting individual members to address concerns around fair treatment. One member reports: *'I was on a temporary contract which looked like it wouldn't be renewed. I joined the union and took advice. UCU were able to back my legal right to a permanent contract – my subscription has paid for itself several hundred times over.'*

Key facts about UCU:

- Membership is open to all staff on academic, research, Associate Lecturer and academic-related or professional services (grade 7 and above) terms and conditions. If you're not sure whether you can join, contact ucu@open.ac.uk.
- Membership starts from £1 per month.
- Your membership is confidential. You don't have to tell your managers or colleagues whether you are a UCU member or not.
- Union membership means access to free and confidential advice about workplace concerns from people who know about OU policies and relevant employment law.
- UCU represents our members in all sorts of OU forums. Are you worried about raising objections to management proposals? You can contact a UCU Rep to raise your views anonymously.
- Full membership is open to PhD students. It can be [free for up to 1 year](#).
- UCU subscriptions are [tax deductible](#).

Already in a trade union?

- If you are already a UCU member via other employment, please add your OU details in [MyUCU](#) under 'click here if you work at more than one HE institution'.
- Members of other unions may get free membership: www.ucu.org.uk/jointmemberships.

We're always here for members.

The more members we have, the louder our voice is and the more work we're able to do on your behalf.

Please join the Open University Branch of the University and College Union. Help us create a safer, better and more equal workplace. **Joining UCU takes less than ten minutes:** www.ucu.org.uk/join.

Yours sincerely

Open University branch of UCU

Email: ucu@open.ac.uk

Branch website: <http://ucu.open.ac.uk>