

Vote for Catherine MORRISSEY in the ICE election



Hi there UoLIA colleagues! I'm **Catherine Morrissey** and I'd really like you to vote for me in the upcoming Information & Consultation of Employees election.

Why we need ICE...

If you elect me to be one of your reps I will be part of a group that the UoL informs and consults on your behalf about big things that affect us here – like reorganisations and terms and conditions. My union, IWGB, has been pushing UoL to do this for three years now, because we don't think they communicate effectively with us staff at the moment.

If you vote for us I promise that we will keep you properly informed, tell the University honestly what staff think about their plans and also take your issues to them directly – communication isn't a one-way street!

Why vote for the IWGB

I am standing as a candidate with a group of others from my union, IWGB. IWGB has been established at the University since 2012 and now represents well over 100 in-house staff, as well as around 250 outsourced workers – that makes us the biggest union on campus. It's important for outsourced staff to have a voice here as well as us, and that's one of the things we want to bring to this forum.

Of course, directly employed staff like you and me are the focus of ICE as well, and we think we can help shake things up! We take a different approach to the traditional unions: for instance, with London Weighting we organised a huge staff petition and [several public meetings](#) on that a few years ago and had HR really worried! The eventual deal that was agreed wasn't perfect, but we don't think any acceptable offer would have been made at all without the pressure IWGB applied. We're an alternative voice for staff, and one that can really make a difference.

In addition, you may have seen us around the University lately, supporting and [representing outsourced staff in their campaign](#). In just six months we've pushed UoL from saying "outsourcing isn't our concern" to "we're conducting a review of outsourcing"! We also do a lot of casework here for staff of all grades, and get great results on individual and institutional levels.

We're innovative and adaptive: outside UoL we're [defining UK law on the 'gig economy'](#). We're still growing here and elsewhere, and have had a string of [wins against employers in the courts](#). We're proactive and effective in driving change in everything we do, and could achieve so much more at UoL in a forum like ICE.

The ICE forum will run alongside the University's other 'recognition' meetings, which the two other unions attend. So Unison and UCU will continue to be consulted in this way. We're asking you to vote for IWGB candidates in the ICE forum, because we think we have a different and equally valid contribution to make to how UoL is run.

You don't have to join our union to benefit from our work in the ICE forum. We promise to listen to you, fight your corner and communicate with you – this is a staff forum, and it's about giving staff back some real power!

Why vote for me?

In 2014 my IWGB colleagues and I organised a staff petition asking UoL to implement an ICE forum – and we're finally there. We had to take them to court to get them to do it, and I was the lead claimant on behalf of all staff. This has given me the confidence to take on anything, and also means I really know the ICE regulations really well – so I can make sure UoL is fulfilling its obligations. UoL is not really good at listening to staff or telling us what they have planned, so I'm really excited at the prospect of getting stuck in to making that work better.

Having been an IWGB union rep for 5 years, and in a leading position in that union for three (previously as local branch secretary, now as Women's Officer on the National Committee) I've become comfortable doing research, presenting cases and speaking on a level with those at more senior than me. I'm not afraid to speak up: professionally, politely, but firmly.

There's a lot to tackle across the University, but I particularly want to represent UoLIA because as a union rep for IWGB I see a lot 'behind the scenes', and can definitely see scope to make our department better if our voices are heard. There is so much goodwill and untapped potential in UoLIA – that's what keeps it going. A lot of staff feel a bit wary of publicly voicing their opinions – even when asked to do so – and I understand that. IWGB isn't afraid to step forward on your behalf. **For us, this forum is as much about getting management to listen to staff as it is for us to listen to them – so you can be assured I would push hard on whatever issues are important to you.**

When the vote opens, please remember: Voting IWGB makes a strong ICE forum for all!

<https://iwgb-universityoflondon.org/category/ice/>

(I'm an editor, grade 7... not that it matters – we represent staff of all grades!)