

Vote for Nic CHARLTON in the ICE election



Hi, I'm **Nic Charlton** and I'd like you to vote for me in the upcoming Information & Consultation of Employees election.

I'd like to be an ICE rep because I feel I can listen to anyone's concerns and questions, and pass these on via the forum. I have been a **member of the UOLIA Inclusive Practice Panel** for over 2 years and am aware of issues related to equality and diversity, which are extremely important to me. I am also a **Sustainability Champion** here at UoL and have worked with others to promote and improve environmentally friendly practices. As a student of Taekwondo, we have an oath which includes the lines: I will be a champion of freedom and justice; I shall build a more peaceful world. I would like to think that I apply these principles in everything I do.

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 staff at the moment! We only find out about big changes when it's too late. IWGB discovered ICE legislation and forced the University to implement it for the benefit of everyone. It's taken a long time to get here. If you vote for us I promise that we will keep you properly informed, tell them honestly what staff think about their plans and also take your issues to the University directly.

Why vote for the IWGB reps

I am standing as a candidate with a group of others from my union, IWGB, although I am standing to represent all staff, no matter what affiliation, if any 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!

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

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

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