

Vote for Rebecca DOOLEY in the ICE election



Hi colleagues! I'm **Rebecca Dooley** 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 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 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 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.**

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?

I am standing to be an ICE representative because I am passionate about giving staff a voice. Last **year I was elected by staff to negotiate** what the ICE forum would look like and, over the course of a year, fought hard to ensure that all staff would get a voice. As a result of this I have an in-depth knowledge of the relevant legislation, and, having helped shape the eventual forum, feel that I would be ideally placed to make a contribution as one of the reps.

I am **Assistant Branch Secretary of the University of London IWGB**, so I am used to organising and reporting on staff meetings, and hearing and dealing with staff problems. I also helped organise the response to the ongoing Directorate review. Outside of work, I am currently working towards becoming a lawyer, hoping to specialise in employment law, because employee rights is something I am incredibly passionate about.

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

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

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