

Jo Grady for UCU General Secretary: Get The Vote Out Infosheet



This document assists those Getting the Vote Out for Grady. Please have a look—and if necessary read the material linked to—before discussions with UCU members.

What do you want from me?

To vote in the UCU General Secretary ballot. I encourage you to consider voting for my preferred candidate, Jo Grady. The General Secretary is the most powerful figure in the union and stays in office for five years. Voting in this ballot is probably the most important thing you can do as a member. Grady is an academic at Sheffield who specialises in industrial relations. If elected, she would be the first GS who's actually worked in tertiary education.

How do I vote?

You can only vote by post. Post your ballot by **Monday 20 May** to be sure it will count. Your ballot papers are sent to the address you've given to UCU. As a rule, any member who does paid work for their institution can vote. Voting is by Single Transferable Vote (STV), which means that a second-preference vote will carry weight if your first preference candidate is eliminated after the first round of counting. (See Grady's campaign website for more information: <https://grady4gs.com/2019/04/27/election-faqs/>.)

How do I decide who to vote for?

Read each candidate's election address, manifesto and other written materials. Your ballot papers include an election address from each candidate. You'll also receive up to four emails from each one. (These go out to all eligible UCU members, so unless you opt out, you should get them—check your junk folder.) All Grady's materials are at [Grady4GS.com](https://grady4gs.com). Here are a few reasons to vote for her:

- **BREXIT:** she's the only candidate who is vocally [pro-Remain](#) with a plan for protecting EU (and other international) staff in the event of a hard Brexit. She wants to include settlement/visa fees in pay negotiations and create a 'task group' of international staff and immigration experts to develop a campaign against the Hostile Environment.
- **PENSIONS:** she's an expert in industrial relations who did her PhD on pensions and trade unions! She was [central](#) to the last year's successful efforts to protect Defined Benefit USS pensions. There's nobody you'd rather have batting for our side in the forthcoming rounds of negotiations relating to USS and TPS. She wants to use the next phase of USS negotiations to take action on **CLIMATE CHANGE** by forcing USS to divest our £60 bn fund, which would have a bigger impact than anything else UCU could do. See her [blog](#) on climate change.
- **EQUALITY:** Grady's manifesto emphasises the need for UCU to push for national negotiations with employers over equality issues—something that the union has not yet achieved. Her argument is that UCU's demands on equality (in relation to gender, ethnicity, disability) have been too tentative—asking for endless 'joint working groups' and so on. Plus UCU seems to take equality to mean 'gender pay gap' only. It's time to make concrete, wide-ranging, urgent demands which it's worth taking industrial action for. See the section on equality in her [manifesto](#).
- **CASUALISATION:** Grady has put the problems of casualisation—of junior academic staff, professional services staff, and FE staff—at the heart of her campaign, and proposes concrete measures to address it. Precarity is trickling up: we dig the grave of our own professions if we don't tackle it. Grady's [second email](#) focuses on casualisation.
- **PROFESSIONAL SERVICES (PS) STAFF:** Jo has pledged to empower the national committee for PS staff to access data about the members it represents and communicate directly with all PS members for the first time. She has also pledged to include PS staff in UCU's annual pay/equality/anti-casualisation claims, which UCU doesn't do at present. See her [blog](#) on PS staff. (This point also bears on **EQUALITY** and **CASUALISED MEMBERS** because the same principles apply.)
- Jo's manifesto and campaign blog also map out progressive, ambitious proposals in a range of other areas, including [METRICS, PERFORMANCE MANAGEMENT, and WORKLOADS](#); [SEXUAL HARASSMENT](#); and the [HOSTILE ENVIRONMENT](#).

At last there's a chance to have a working lecturer who understands these issues leading our union. Grady wants our union to open new fronts of campaigning that draw on the lived experience & expertise of the full range of the membership. Vote for Grady: vote for change!

If appropriate, encourage them to subscribe to the mailing list (<https://grady4gs.com/subscribe/>) and join the ground game.