

“Stories from Senate House”

an **iWGB** series...

www.iwgb-universityoflondon.org

**SENATE
HOUSE
IN HOUSE!**

#UoLBackinHouse

We demand the University of London:

1. End Outsourcing
2. Abolish zero-hours contracts
3. Implement promised pay rises

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“I’m a zero-hours worker at the University of London, but I am too scared to speak publicly about my situation. I never know how many hours I will have from week to week. The manager gives more hours to the people she likes, so you have to be careful - if you complain you can suddenly find that you only get a couple of shifts the next week. So even if they treat you badly or shout at you people dare not complain

Being on a zero hours contract also affects the rest of your life. Forget getting a mortgage - some landlords won't even take tenants who don't have regular hours. It's just impossible to plan for the long term without the security of a fixed salary.

This is why the University should end zero hours contracts.”

- Anonymous UoL worker



“My name is Henry and I have been working as a porter at Senate House for 7 years. For years my pay, like that of my fellow porters, security officers, receptionists and post room workers, has been stagnating, despite the fact that the university had promised in 2011 that it would maintain pay differentials that would assure us steady pay rises.

The university has broken its promise in a way it would never dare to do with its in house employees. As outsourced workers we not only suffer from worse terms and conditions – in terms of holiday entitlements, sick pay and pensions – compared to those directly employed by the university, but we also suffer from a chronic disregard and disrespect on the part of our employers.

We see no reason why we, a mostly migrant and BME workforce, should be treated far worse than our mostly white British in-house colleagues.”

- Henry Chango-Lopez, UoL Porter, IWGB President



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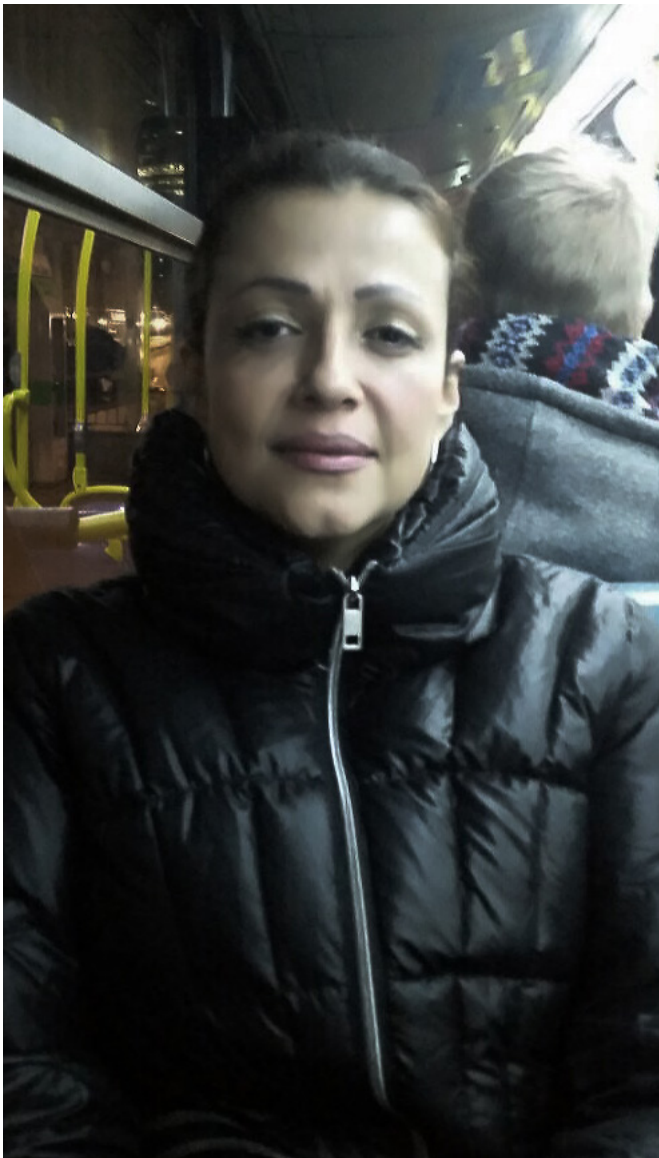
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“My name is Liliana and I work as a cleaner at University of London's College Hall. Two years ago I was forced to take one of the companies that provided cleaning services at the University of London to court, after facing sustained discrimination and harassment on the basis of my gender, race and disabilities.

One of the supervisors employed by this company would call me a “bitch” and a “whore”, while assigning me tasks she was aware gave me sustained physical pain due to my disabilities – I have three herniated disks in my back.

The company ended up settling, but this kind of abuse and bullying is endemic among outsourced companies – many of my colleagues working for outsourced companies at the university have faced similar problems. This is why the university must abolish outsourcing and make us direct employees.”

- Liliana Almanza, UoL Cleaner



“My name is Abdul and I work as a security officer at the Institute of Advanced Legal Studies. Last spring for the first time in history the University of London's security officers and receptionists went on strike, demanding that the university implement pay rises it had promised six years ago.

As we entered one of the halls to hand out flyers, my manager lunged at me, grabbed me by the neck and pushed me. I'm fifty-eight years old, have a heart condition and a device in my heart, yet this man pushed me repeatedly in the chest.

Thankfully, despite being in pain for a few weeks, I did not face more serious health consequences... but I could have. This “style” of management is endemic among outsourced companies. That is why the university must abolish outsourcing and make us direct employees.”

- Abdul Bakhsh, UoL Security Officer



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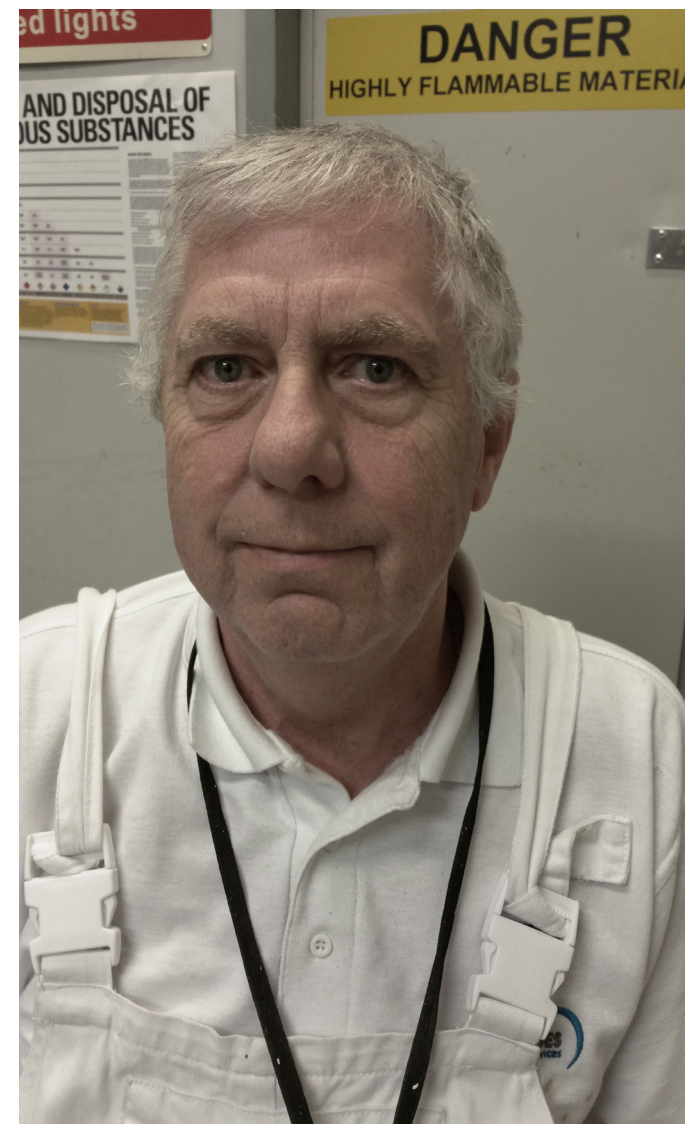
“My name is John Barnett and I have worked as a painter at the University of London for more than 30 years.

Originally I was employed directly by the University, on the same terms and conditions as other University employees. Most importantly, I qualified for membership of the SAUL pension scheme, which at the time meant a guaranteed pension based on final salary.

However, in 2010 the University made the decision to outsource its hard services, which included me and my maintenance colleagues. Consequently I lost many of my benefits, including my final salary pension, and my employer pension contributions were slashed to a fraction of what they were when I was in-house.

For someone like me, who has spent most of his working life at the University, the effect on my retirement income has been devastating - it has literally cost me tens of thousands of pounds.”

- John Barnett, UoL Painter



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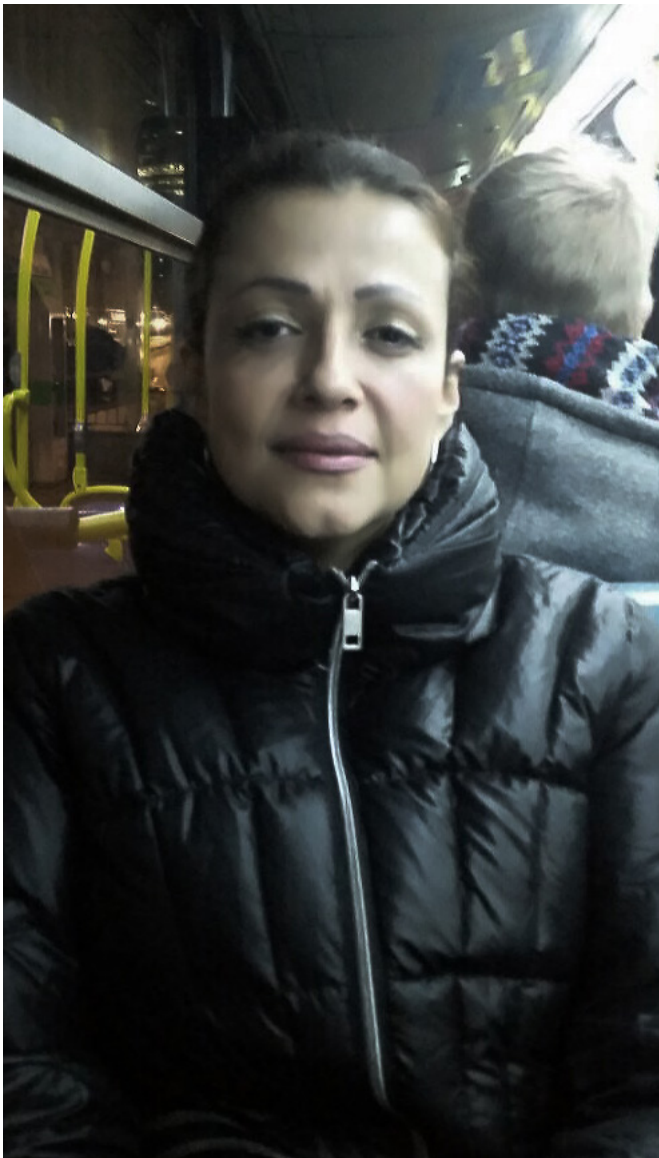
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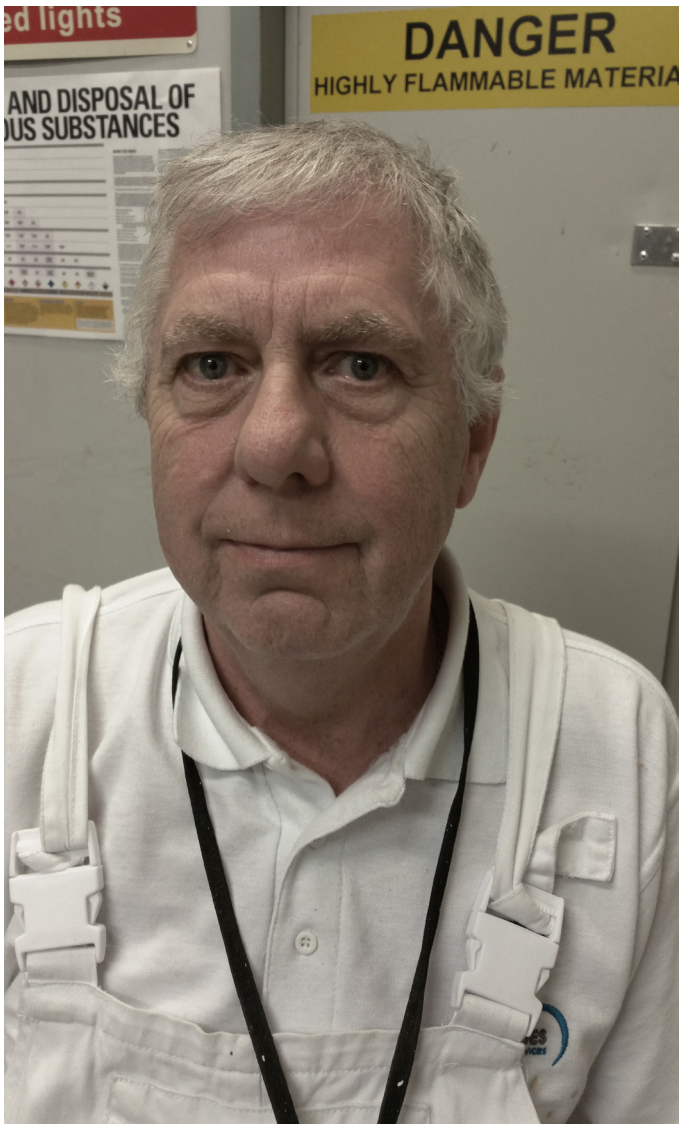
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