

27/4/09

Motion to Support the London Living Wage

The union notes

- 1) That the London Living Wage, as announced by Mayor Boris Johnson on the 28th July 2008, currently stands at £7.45 per hour¹;
- 2) That, given the area costs of living in London, this figure is the minimum needed to provide an acceptable quality of life for workers and their families²;
- 3) That staff are often forced to work unsociable hours, starting work early in the mornings and sometimes working extra shifts at the weekend;
- 4) Queen Mary's, LSE and SOAS and recently Birkbeck all paying their employees, including contracted staff, the London Living Wage, following successful Living Wage campaigns there;
- 5) That many members of staff at UCL are contracted out rather than being employed directly by the university;
- 6) That many members of staff at UCL, particularly catering and cleaning staff, are paid below the London Living Wage. The O&G cleaning contractor pays between £5.73 and £6.00 per hour, the contractor responsible for security staff pays £6.39.

The union believes

- 1) That UCL takes pride in its reputation as London's global university.
- 2) That with this reputation comes a moral responsibility to provide a decent standard of living for staff relative to the society of which they are members;
- 3) That during a recession employers need to act to protect the poorest and most vulnerable;
- 4) That the staff members who keep our buildings fit for purpose and prepare our food play a crucial role in maintaining the public health standards expected by students;
- 5) That, in addition to the moral case, a strong business case exists for colleges to pay a living wage. Research at Queen Mary's identified a "clear link" between the pay and conditions associated with the

¹ http://www.london.gov.uk/mayor/economic_unit/docs/living-wage-2008.pdf

² Ibid

London Living Wage and service standards³. Colleges paying the Living Wage may also experience reduced costs associated with lower staff turnover and increased staff motivation.

6) That, following Queen Mary, LSE, SOAS and Birkbeck's lead, UCL should adopt a living wage policy to pay all staff at least £7.45 per hour of work, including contracted staff;

7) That UCL should also provide at least 20 days paid holiday per year and 10 days full sick pay to all staff in line with the benefits associated with the Living Wage package.

8) That UCL should reaffirm the rights of workers to organize in a trade union;

9) That UCLU support to the UCL Living Wage campaign would provide additional weight to the Living Wage Campaign;

The union resolves

1) To wholeheartedly support the UCL London Living Wage Campaign;

2) To write to the university stating our position and encouraging it to consider making UCL a Living Wage Employer;

3) To publicise and promote the work and events of the UCL Living Wage Campaign

³ <http://www.londoncitizens.org.uk/livingwage/images/FINAL%20QM%20Living%20Wage%20Report.doc>

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