

Durham UCU motion on local strike pay for strikes in the week commencing 28 April 2025

Carried at a quorate general meeting of Durham UCU on 30 April 2025. (91% in favour, 0% against, and 9% abstaining. Official vote excluding abstentions: 100% in favour, 0% against)

This branch notes:

1. Access to the [national UCU UK fighting fund](#) for members taking strike action will be as follows: two waiting days (when strike pay will not be paid), eight payment days (i.e. for up to eight days of industrial action after the first two), with payments at £50 per day for members earning £30,000 gross or more per annum, and up to £75 per day for members earning less than £30,000 gross per annum.
2. That, for any individual member, fighting/hardship fund payments cannot exceed the amount of pay lost due to taking industrial action.
3. That full details on the availability of the national fighting fund and how to claim can be found here: https://my.ucu.org.uk/app/answers/detail/a_id/429/~/ucu-fighting-fund.
4. On average, professional services staff earn considerably less than academic staff.

This branch believes:

1. That strike pay should enable as many members as possible to participate in industrial action for as long as possible.
2. That the branch hardship fund should seek to make up for any shortfall from the national fighting fund, subject to availability of local funds.
3. Principles of social justice require us to prioritise those on lower incomes, on precarious contracts or with other special circumstances.

This branch resolves:

1. To encourage members who can afford to contribute to the [Durham UCU hardship fund](#) to do so.
2. To form a sub-committee on strike pay in order to facilitate local branch payments. The membership of the sub-committee will include branch treasurer, committee members and any other members who wish to volunteer.
3. That members who can afford to wait for payment from the national fighting fund for three out of the five days of strike action be encouraged to do so before applying to the Durham UCU hardship fund.
4. That the local branch will cover the first two days of strike action on the same terms as the national fighting fund, while ensuring that the total payment from national and Durham UCU does not exceed the total loss incurred by the member.
5. That any member who cannot wait for the national fighting fund payment to be processed may apply to the local strike fund for all five days of strike action in the week commencing 28 April.
6. That members earning more than £30,000 gross may apply to the Durham UCU hardship fund for further compensation beyond the £50 per day payment, indicating

personal circumstances they deem relevant if they wish. Further payment of this sort will be up to the discretion of the sub-committee. The sub-committee will take a range of special circumstances into account including but not limited to being close to the £30,000 threshold, single-income households, precarious contracts and any other personal circumstances or characteristics.

7. To ask members to declare the number of strike days they will be seeking payment for and submit their April payslip to allow an indicative calculation of strike pay ahead of May payday. This will enable local strike pay to be disbursed on payday, or as soon as practically possible.
8. That hourly paid members should declare the number of hours missed and the hourly rate, and include supporting evidence where available.
9. That members be asked to submit their May payslip (or the payslip indicating the month in which pay is deducted), which should show the strike pay deduction, as soon as possible once it is released. This does not apply to hourly paid workers who do not receive a payslip.
10. To circulate instructions for submitting a claim to all members.

Mover: Stefano Cremonesi

Seconder: Stephen Ashe