

# Fire and Rehire: Threat Ongoing

Despite hundreds of members of staff signing an open letter condemning the OU's approach, senior leadership have not withdrawn their threat to 'fire and rehire' some staff employed under the new AL contract.



## 'Selling Our Family Home - Because the University Broke Its Word'

The 2018 AL Contract Agreement included a commitment that staff would not suffer financial detriment. It is less than two years since full contract implementation, but the university has broken this agreement, and now threatens some ALs with 'fire and rehire' to impose loss of pay with minimal compensation.

The union has successfully pushed for fewer staff to be in scope and a better 'offer'. However, some of those affected still face a dramatic loss of income.

Nearly 700 university staff have already signed a letter to the Vice Chancellor condemning this approach: please add your name here to say 'fire and rehire' has no place at the Open University.

[https://docs.google.com/forms/d/e/1FAIpQLSdywC5e8z6rBxTLvITT67bxTDgf\\_uqhVrX09Y5sReb7slqHHZA/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdywC5e8z6rBxTLvITT67bxTDgf_uqhVrX09Y5sReb7slqHHZA/viewform)

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**Open University Branch of UCU**

**Email:** [ucu@open.ac.uk](mailto:ucu@open.ac.uk) #JoinAUnion #EndFireAndRehire

**Facebook** (openuniversityucu) and **Twitter** @oubucu

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# JOIN A UNION – BE PROTECTED

Worried about restructuring? Concerned about Campus 2030? Trade unions oppose compulsory redundancy and wasteful uses of resources. We have to be consulted in order to test proposals and present alternatives.

*When the university has already threatened one group of staff with 'fire and rehire', and put others 'at risk', it makes sense to be part of a union.*



UCU represents academic and senior professional services staff (Grade 7 and above) at the Open University. UCU is also the only national union that successfully reversed massive pension cuts and saved a defined benefits scheme (USS).

## Join Today – We Are Stronger Together

Be supported with addressing problems at work, including grievance or disciplinary procedures.

Have a voice in workplace policies, which are negotiated by the unions. Take collective action to tackle systemic issues such as overwork, stress and discrimination.

Be part of a branch that fights for equality, fairness and a better working environment.



[www.ucu.org.uk/join](http://www.ucu.org.uk/join)

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