

Lancaster UCU Hardship Fund 2025

Terms & Conditions

1. The Lancaster UCU Hardship Fund will be used to support members in the current dispute with management over compulsory redundancies; or in future disputes as may be appropriate. Payment will be made from the first day of participation in the action, depending on the funds available.
2. A national fighting fund is also available to support staff (see more on this below).
3. Local hardship fund: To ensure the local branch can provide support to as many members as we can and in as targeted a way as possible, the maximum daily compensation that a member on an indefinite contract is this:
 - a. Grade 7 or above can claim £50 for the first three days of the strike but then must claim from the national fund (see point 5) for subsequent days.
 - b. Grade 6 or below, can claim £75 for the first three days of the strike, but then must claim from the national fund (see point 5) for subsequent days.
4. Hourly paid staff and those on other types of insecure contracts may be able to avail of a higher amount depending on the hours they would have normally worked on strike days, i.e., the amount of hardship will not be capped for staff on such contracts but will be considered on a case-by-case basis. For example, we may be able to fully reimburse members on hourly paid/temporary contracts on the proviso that any amount they claim and receive from national is deducted from the amount paid out of the local hardship fund. If members are facing financial difficulty and require the strike fund immediately, we may be able to pay out the full amount, lost through the strikes, before any claim is made to the national fund, on the proviso that any funds coming from national are refunded back to the branch once they are received.
5. National fighting fund: Once approved by national, members should apply for hardship from the national fighting fund as per rules set out in the guidance:
https://my.ucu.org.uk/app/answers/detail/a_id/429/~/ucu-fighting-fund-2025.
6. We recognise the enormous contributions that our casually employed and lower-paid members make towards effective strike action. We are committed to help these members as much as we can, and towards this end, if members need immediate financial support in order to take action, the local hardship fund can be used in advance of strike action for full 3 days, provided the local hardship fund is reimbursed once members receive their claim from national fighting fund for the two days for which they are eligible.

7. Claims from lower paid members and those on insecure contracts will be prioritised, but please do not be put off from applying if you do not fit into one of these categories. The purpose of the Fund is to alleviate hardship.
8. No claim can be met for members who are in arrears of subscriptions or for those who are not paying the correct level of subscription based on their earnings.
9. As mentioned above, we may be able to pay members in advance of the strike, and receive the evidence when it becomes available, but ordinarily to apply to the Hardship fund members will need to supply the following:
 - a. Evidence of loss of earnings in the form of an actual or scanned copy of their pay slip. Other evidence may be accepted from members on insecure, hourly paid contracts. For example, timesheets and comparative payslips that show loss of pay.
 - b. If claiming from the national fund, any evidence of monies received from this fund
10. A claim arising from this dispute will only be paid if it is received within 3 months after the date of the loss of pay.
11. Members claiming from the Hardship Fund are requested to confirm that they are not in receipt of payments for the same loss of pay from any other UCU Fund.
12. Please do not let financial hardship stop you from exercising your right to strike. We are here to support you. If you would like to make a confidential enquiry about the fund, please contact the Treasurer, Dr Michele Luxon m.luxon@lancaster.ac.uk, or your department representative or a local committee member. Please note, full membership of UCU is required to claim (although there is no requirement to have been a full member for a certain time), plus evidence of salary loss and strike participation.
13. Please note that these guidelines only apply when there are funds in the hardship fund, and so there can be no guarantees that payments will be made as this depends on the funds available.

How to donate to the Local Strike Fund

Last time we went on strike we organised a fund for colleagues who would be particularly hard hit by the loss of income, i.e. those on hourly pay rates or on the lowest union subscription rates. Colleagues, particularly those on higher incomes, donated very generously to the Fund and we were able to respond to people's needs. Here is how to donate to the hardship fund:

A. By bank transfer:

Account Name: UCU Lancaster LA28 Hardship fund

Bank: Unity Trust Bank

Account number: 20391197

Sort Code: 60 – 83 – 01

B. Via LUCU fundraising page, please share:

<https://www.peoplesfundraising.com/donation/lancaster-ucu-hardship-fund>

