



PLEIDLEISIWCH **IE** AR GYFER GWEITHREDU DIWYDIANNOL

Ers 2008 nid yw'ch tâl wedi bod yn unol â chostau byw. Dros y cyfnod hwnnw bu i chi ddioddef gostyngiad tâl yn nhermau real rhwng £1,585 ac £8,248. Felly, tra mae'ch treth gyngor, costau teithio, biliau dŵr a pharcio ceir oll wedi cynyddu, nid felly eich tâl.

Eleni mae cyflogwyr wedi cynnig 1.1% i'r mwyafrif o staff, gyda chanran uwch i'r rhai a delir leiaf. Mae UNSAIN wedi gwrthod y cynnig hwnnw oherwydd credwn eich bod yn haeddu gwell ac yn awr rydym yn eich holi a ddylid gweithredu'n ddiwydiannol ar sail eich cyflog. Gofynnwn i chi bleidleisio ie i streicio oherwydd credwn mai dyma'r unig ffordd y gallwn ddod â'r cyflogwyr yn ôl i drafod o gwmpas y bwrdd. Yn 2014/15 cyflog cyfartalog Is-

ganghellor yn y DU oedd £272,000 ac roedd eu codiad cyflog ar gyfartaledd yn ffigwr anhygoel o 6.1%! Mae'r nifer o staff a delir yn fwy na £100,000 y flwyddyn hefyd yn cynyddu. Yn amlwg mae arian ar gael i rai – credwn y dylai fod ar gael i bawb.

Mae gan brifysgolion biliynau yn y banc ynghyd â gwarged fwy nag erioed, a mwy nag erioed o fyfyrwyr a mwy nag erioed wedi ei fuddsoddi mewn adeiladau a chyfleusterau. Mae'n amlwg mai 'dewis' yw'r cyfnod anodd hwn o ran tâl gan brifysgolion – nid rhywbeth sy'n angenrheidiol.

***Buddsoddwch yn fy mhrifysgol a
buddsoddwch ynof i.***

Buddsoddwch yn fy mhrifysgol a buddsoddwch ynof i.

Y ffeithiau

- Mae codiad cyflog yn fforddiadwy – ers 2010 mae'r swm a warir ar staff gan brifysgolion wedi gostwng 3%, ond mae arian sydd wrth gefn wedi cynyddu'n aruthrol o 72% i dros £21bn.
- Cyflog is-ganghellor ac uwch reolwyr – mae mwy na 5,000 o gyflogeion prifysgolion bellach yn cael dros £100,000 y flwyddyn o gyflog.
- Mae amryw o brifysgolion cefnog yn parhau i beidio â thalu 12,000 o staff prifysgolion y Cyflog Byw a gyfrifwyd yn annibynnol o £8.25 (£9.40 yn Llundain).
- Nid yw codiadau cyflog isel wedi diogelu swyddi nac atal diswyddiadau ychwaith – bu colli swyddi o ganlyniad i lywodraethu a chynllunio gwael.
- Yn dilyn archwiliad gan UNSAIN datgelwyd y gwariwyd bron i £200m ar weithwyr asiantaeth dros y flwyddyn ddiwethaf – cynnydd o 62% ers 2011.
- Mae gan 8,000 o staff cymorth gontractau dim oriau – heb sicrwydd a fydd ganddynt gyflog o un wythnos i'r llall.

Cred UNSAIN mai'r unig ffordd i gael gwell cynnig tâl gan y cyflogwyr yw drwy ofyn i'r aelodau streicio. Mae'n hen bryd i brifysgolion fuddsoddi yn eu hasedau gorau – chi.

Pleidleisiwch ie i streicio ym mhleidlais UNSAIN. Cofiwch leisio'ch barn.

Cadwch lygad am y papur pleidleisio a anfonir i'ch cartref.

Mae'r bleidlais yn agor ar 30 Awst ac yn cau am 10am ar 19 Medi. Dychwelwch eich papur pleidleisio yn yr amlen ragdaleidig a roddir i chi a sicrhewch ei fod yn cyrraedd cyn y dyddiad cau.

Os na fyddwch wedi cael eich papur pleidleisio erbyn 5 Medi gallwch ofyn am un drwy ffonio UNSAIN yn uniongyrchol ar **0800 0 857 857**

Mae'r llinellau ffôn ar agor o ddydd Llun i ddydd Gwener o 6am tan hanner nos ac o 9am tan 4pm ar ddydd Sadwrn. Mae llinell gymorth y bleidlais yn cau am hanner dydd ar 15 Medi a dyma fydd y cyfle olaf i chi ofyn am bapur pleidleisio.

Siaradwch â'ch cangen UNSAIN ynghylch sut i fod yn rhan o'n hymgyrch i gael gwell tâl. Os nad ydych yn aelod o UNSAIN, ymunwch heddiw!

Tair ffordd syml i ymuno ag UNSAIN heddiw:



Ymunwch ar-lein yn joinunison.org



Ffoniwch ni ar **0800 171 2913**



Gofynnwch i'ch cynrychiolydd UNSAIN am ffurflen gais



VOTE **YES** FOR STRIKE ACTION

Since 2008 your pay has failed to keep up with the cost of living. Over that period you have suffered a real terms pay cut of between £1,585 and £8,248. So, while your council tax, transport costs, water bills and car parking costs have all gone up, your pay hasn't kept up.

This year employers have offered 1.1% for the majority of staff, with an increased percentage for the lowest paid. UNISON has rejected that offer because we believe that you deserve better and are now balloting you on industrial action over your pay. We are asking you to vote yes for strike action as we believe this is the only way to bring the employers back to the negotiating table.

In 2014/15 the average salary of a UK Vice Chancellor was £272,000 and their average pay rise was a whopping 6.1%! The number of staff paid above £100,000 per year is also increasing. There is clearly money available for some – we believe it should be available for all.

Universities have billions in the bank and record surpluses, record numbers of students and record investment in buildings and facilities. It's clear that pay austerity is a 'choice' being made by universities – not a necessity.

***Invest in my university
and invest in me.***

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The facts

- A pay rise is affordable – since 2010 the amount spent on staff by universities has dropped 3%, but total reserves have rocketed by 72% to over £21bn.
- Vice-chancellor and senior management pay – more than 5,000 university employees are now paid over £100,000 a year.
- Many rich universities still don't pay 12,000 university staff the independently calculated Living Wage of £8.25 (£9.40 in London).
- Low pay rises have not protected jobs or prevented redundancies – job losses have still happened as a result of poor governance and planning.
- A UNISON investigation has revealed that nearly £200m was spent on agency workers in the last year – an increase of 62% since 2011.
- More than 8,000 support staff have zero hours contracts – not knowing if they will have any wages from week to week.

UNISON believes the only way to get an improved pay offer from the employers is for members to take strike action. It's time universities invested in their greatest asset – you.

Vote yes for strike action in the UNISON ballot. Make sure your voice is heard.

Look out for your ballot paper at home

The ballot opens on 30 August and closes at 10am on 19 September. Please return your ballot paper in the pre paid envelope provided and ensure that it arrives before the closing date.

If you have not received your ballot paper by 5 September you can request one by calling UNISON direct on **0800 0 857 857**.

Lines are open Monday to Friday from 6am until midnight and 9am to 4pm on Saturdays. The ballot helpline closes at noon on 15 September and this will be the last opportunity to request a ballot paper.

Talk to your UNISON branch about how to get involved in our campaign for better pay. If you are not a UNISON member, join today!

Three simple ways to
join UNISON today:



Join online at
joinunison.org



Call us on
0800 171 2193



Ask your UNISON rep
for an application form