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SOLIDARITY

NEWSLETTER - NEGOTIATION COMMITTEE

The Mischief Makers at it Again!

Inside this issue:

The mischief makers are at it again. The Mona Campus Management is ramming through the decision-making organs of the University, the following proposals, covering new members of staff employed as of 1st August 2025:

1. Increased Premiums for New Staff.

New staff members will pay 50% of the premiums for Health Insurance with the University paying the remaining 50%. **Those in the employ of the University before 1st August 2025, will continue to pay 20% and the University 80%.**

2. Increased Premiums When New Staff Retire.

New staff members, when they retire, will have to pay 100% of the Health Insurance premium. **Those in the employ of the University before 1st August 2025 will, on retirement, enjoy the existing benefit, that of the University paying 100% of the premium.**

3. Reduced Contribution by UWI.

New staff members will receive from the University as a contribution to their pension fund, 5% of salary. **Those in the employ of the University before 1st August 2025, will continue to receive a contribution to their pension fund of 10% of salary from the University.**

Their Previous Deeds

The new proposals are standard practice for the mischief makers who rule over us. Last year, they tried to bully and bamboozle us into reducing our health insurance and pension benefits. We told them a big fat, "No!"

So, they are at it again. They are trying to grab health and pension contribution benefits from employees not yet hired. All based on the excuse of their bad financial situation.

When has UWI not been in a bad financial situation? When has UWI been fortunate enough for the contributing governments to be paying what they have contracted to pay and in a timely manner? Why should the workers always be forced to bear the burden?

Their 'Bankrupt UWI' Story …

In 2005, we gave up pension supplementation for all future staff members. In 2008, we agreed to reduced leave for all future staff members. Why did we do these things?

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The Mischief Makers at it Again! Pt. 2

The University said it was in a tight financial situation and the Union was asked to make a sacrifice. Those sacrificed were not the then serving employees, but those to be employed in the future, after those agreements. Well, the future is now. **Twenty years down the line, most of our members are those 'future employees' to whom those reduced benefits now apply.**

Has the sacrifice you have made put the University on a sounder financial footing? No! So, they are at it again. As usual, their balance sheet is in the red. They are again asking us to sacrifice future members of staff to the red on that balance sheet. Vampires, having tasted blood, are never satisfied. They will keep on coming. We have learnt from our history and don't intend to repeat it.

Not Fooling Us Again

The University Management cannot unilaterally implement these proposals. These benefits are part of the collective bargaining agreement and changes to them **must** be negotiated with the Union. When the mischief makers come asking us to sacrifice future members to their red balance sheet, we must say to them, a loud, 'No!'

If the mischief makers try to implement these proposals without negotiating with WIGUT (Jamaica), we will fight. We **must** defend the rights of those joining our ranks next year, the year after, and the year after that.

Do You Have a Question/ Comment? Please Contact us:

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