

# HIGHER EDUCATION UNIONS *STANDING TOGETHER*

**VOTE YES**  
because we're  
worth more  
than **1.4%**



As staff, we make higher education possible. But year after year, our pay is degraded while workloads soar.

**Another real-terms pay cut.**

**Another insult from employers.**

**Another attack on the sector's future.**

**HE unions are coming together to say enough.  
We are coming together to organise for fair pay.**

**UCU**  
University and College Union

**eis**  
The Educational  
Institute of Scotland

**UNISON**  
the public service union

**unite**  
the UNION