

UGANDA SCIENTISTS, RESEARCHERS AND ALLIED WORKERS' UNION - USRAWU



BROCHURE

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SECTION ONE

ABOUT US

OUR STORY

Uganda Scientists, Researchers and Allied Workers' Union. USRAWU is a Mass National labour Union organization founded on the principles of equity and social justice. It is registered as No. LU 36 under section 18 of the labour Unions Act 2006 enshrined in article 29 and 40 of the constitution of the republic of Uganda. It signed an Agreement with Government of Uganda and operating as a public service Union to represent and defend workers' rights in the public sector. Uganda Scientists, Researchers and Allied Workers' Union - **USRAWU** is affiliated to the Central Organization of Free Trade Unions – COFTU a national labor center in Uganda.

OUR VISION

A giant, vibrant workers organization in Uganda and beyond with the capacity not only to protect workers' rights but also to promote and advocate for social justice in world of work.

OUR MISSION

To attain decent work for Scientists and Researchers, and make sure that they are involved in matters/decisions affecting their working environment through Collective Bargaining and Representation

WORK AND VALUES

We are a union in a transitioning economy, meeting the greatest challenges facing people in science and research today. A democratic union which brings workers together provides a voice for workers in work places, protects workers' rights and takes the opportunity to belong to millions of workers. We stand for equality, advance member interests on a national and political level.

JOIN US

- Are you employed in any public or private Science/Health and research organisations
- Are you operating Science/Health and research business

This is your home. Together we bargain but divided we beg,



SECTION TWO

WHO WE ARE.

RUN BY SCIENTISTS FOR SCIENTISTS.

At USARWU We are governed by a National Assembly of our members, elected by our members. Each unit or division elects' representatives to the national Assembly, which then elects the national executive committee. Elections of national office bearers is done after a term of five years in office by a secret ballot at the Quinquennial Delegates Conference (QDC). The National Executive Committee is responsible for management of the affairs of the union.

Our members are grouped into *specific areas of scientific disciplines*: Medical, Engineering, Geoscience, Environmental, Industrial, Educational, Aviation & Space, Computer, Mathematical, Agricultural, Management science, etc. This grouping means a stronger and united voice for each science discipline we represent.

OUR COMMITMENT

USRAWU is committed to:

- Uniting the collective voice of scientists to negotiate improved salaries and work conditions.
- Making the voice of scientists and researchers loud so that they are heard by government and industry
- Providing the highest standard of workplace advice and justice to our members;
- Creating a network and building links with strategic allies.

OUR MEMBERS

Our organization members are from a broad range of specializations, including: Medical, Engineering, Geoscience, Environmental, Industrial, Educational, Aviation & Space, Computer, Mathematical, Agricultural and Management science

By joining USARWU, you will automatically become a member of a Scientists specialization, which is governed by a Group Committee. When you actively get involved in your local branch or group committee, you are prepared for participation in the National executive committee. It is also the first step to having a say in the direction of USARWU, as well as the science sector in Uganda.

Follow us on social media to get latest news of USRAWU activities [Facebook](#), [Twitter](#), [LinkedIn](#).

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OVERVIEW OF THE UNION ORGANIZING PROCESS

Union issues at Your Organization Are guided by the National Tripartite Charter on Labor Relation Housed at The Ministry of Gender labor and Social Development (MGLSD).

STEPS FOR INITIATING AND ESTABLISHING A LABOR UNION AT YOUR WORK PLACE

1. Invite the USRAWU members, or USRAWU may organize a recruitment drive to your work place
2. A meeting is held with employers to seek consent to meet workers.
3. If the employers agree, A sensitization/training is done by USRAWU to generate support from employees and employees are encouraged to sign consent forms. *A consent form is a legal document authorizing a union to act as an individual's exclusive representative regarding wages, hours, and working conditions. You can download the consent form from the website*
4. When 15 or more people sign the consent form the unit files a petition to USRAWU to seek election and form a UNIT UNION.
5. An election of executive committee is organized by USRAWU. USRAWU supplies the ballot papers and box. Interested members are requested to declare their positions of interest. USRAWU sets and communities a date for election plus oversees election of office bearers in the unit committee. The elected committee becomes the negotiating body at the unit and a link with the main Union.
6. A list of elected members is submitted to USRWU.
7. USRAWU also submits the names of the Unit Union committee to Ministry of Gender labor and Social Development and USRAWU issues a certificate to the Unit Union.
8. *Note: when a unit signs consent forms, members will authorize their employer to remit 2% of their gross salary to the USRAWU. Once an election is done, followed by certification of the union, then the employer and the union are required to bargain in good faith over wages, hours and working conditions. Once the union and employer bargaining teams reach an agreement, the union usually submits that to the National Executive of USRAWU for ratification. The contract only becomes effective after ratification by USRAWU.*

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