

University of Bath University and College Union

Annual General Meeting Wednesday 14th December 2016 1.15 pm 8W2.30

A light lunch will be available from 12.45 in 8W2.34.

AGENDA

- 1 Welcome and apologies for absence
- 2 Minutes of 2015 AGM (8 December 2015) attached
- 3 Reports from branch officers attached
- 4 Election of branch officers and committee members for 2017

 See list for current membership
- 5 Local subscriptions for 2017

Current rates:

Sub level F0: £60,000 and above	£1.20
Sub level F1: £40,000 - £59,999	£0.90
Sub level F2: £30,000 - £39,999	£0.60
Sub level F3: £20,000 - £29,999	£0.30
Sub level F4: £10,000 - £19,999	£0.25
Sub level F5: £5,000 - £9,999	nil
Sub level F6: below £5,000	nil
Retired members	nil
Attached paying members	nil

- 6 Motions

University Remuneration Committee

The local association notes the policy position taken by the University of Bath SU on transparency and fairness in management remunerations, in particular the policy of limiting executive pay to five times that of the lowest paid member of staff and the expression of no confidence in the remuneration committee. We offer our full support to the SU in working towards the objective of transparent and fair pay for university managers and concur in the view that the remuneration committee should be

required to publish proper minutes and a list of Key Performance Indicators used to justify executive salaries.

TEF and NSS

Following the joint statement by UCU and NUS (below) the local association offers its full support to Bath SU in its policy of supporting a boycott of NSS and the TEF. These measures are detrimental to higher education and staff and students are united in opposition to them. We encourage UCU members to support Bath SU in practical measures to end TEF and NSS and to take part in national action in support of these aims.

NUS/UCU Statement on the NSS boycott

NUS and UCU are sister organisations committed to promoting the interests of students and staff and to defending education. Both unions believe that linking the TEF to an increase in fees will only lead to a worse deal for students. The introduction of the TEF in its proposed form will accelerate the marketisation of our sector, entrench inequality and damage the UK's academic reputation.

Just as NUS has given UCU strong support in its struggle for fair pay and better job security for staff, UCU will support NUS in its fight against the increase in tuition fees and its link to TEF.

As general secretary and president respectively of UCU and NUS we agree the following:

1. That local student unions and UCU branches be asked to agree a common position in support of the NUS boycott of NSS.
2. That UCU shares materials with members in support of the NUS boycott and that both unions defend the right of staff to express a position of support for the NUS action so long as they fulfil their contractual duties in respect of NSS.
3. That both unions issue detailed advice to their branches on implementation of this joint position.

Sally Hunt, UCU general secretary and Malia Bouattia, NUS president

International students / Refugee Scholarships

Bath SU has recently adopted a policy of support for international students in the form of scholarships for refugees who wish to study at Bath. Bath UCU expresses its full support for the SU policy and encourages all staff to contribute to these schemes in whatever form may be appropriate.

7 Motion from Bryn Jones:

Bath UCU still believes that some form of membership of EU institutions is crucial for higher education and the success of Universities such as Bath. It therefore agrees to become an associate member of Bath for Europe (BfE) which is affiliated to Britain for Europe: a federation of local groups campaigning for the UK to remain in, or close to EU membership. The link with BfE will entitle UCU representatives to attend BfE events and propose its specific concerns for inclusion in BfE campaigns. In return, Bath UCU will keep its members informed of news, developments and events led by BfE.

<https://bathforeurope.com>

Branch officers	
President	Michael Carley (Mech Eng) *
Vice-President	Christopher Roche (Management) *
Secretary/Negotiating Committee Sec	Hedley Bashforth (SPS)
Treasurer	Tim Barrett (Computing Services) *
Membership Secretary	Katy Jordan (Library)
Recruitment Officer	Kim Luetchford (Pharmacy)
Health & Safety Convenor	Michael Carley (Mech Eng)
Pensions Officer	James Davenport (Comp Sci)
Casework Co-ordinator	Cynthia Spencer (Psychology) *
Green/Environment Rep	Vacant [More Info/Nominate]
Learning Rep	Theo Papadopoulos (SPS)

*members of branch negotiating committee

Ordinary Member Reps on Committee:

Women & Non-Binary Members Rep	Vacant [More Info/Nominate]
BME Members Rep	Vacant [More Info/Nominate]
LGBTQ+ Members Rep	Megan Robb (SPS)
Disabled Members Rep	David Skidmore (Education)
International Members Reps	Palash Kamruzzaman (PoLIS) Alex Masardo (Education)
Postgrad Rep	Harry Pitts (SPS)
Postdoc Rep	Nour Alhusein (Pharmacy)
Academic-Related & Professional Services Rep	Anna Baildon (Careers)
Teaching Fellow Rep	Elke Pawlowski (FLC)
Lecturer/Reader Rep	Vacant [More Info/Nominate]
Professor rep	Vacant [More Info/Nominate]

Issues on which the branch has campaigned or made representations in 2016

- National pay scales
- Casual contracts
- Gender pay gap
- Pensions
- Threatened redundancies in Foreign Languages Centre
- Prevent Duty
- Health and Safety
- The outcome of the EU Referendum and its consequences for non-UK citizens working for the University
- Migrant and Refugee rights
- Teaching Excellence Framework and the HE and Research Bill
- Scholarships for Syrian Refugees
- Professorial salaries
- University Remuneration Committee and Vice Chancellor's salary and expenses
- University disciplinary policy
- University grievance policy
- University Dignity and Respect Policy
- University Management of Change Policy
- Trade Union Recognition and Facilities Agreement
- Student Complaints Procedure
- The Living Wage
- Relocation of staff to Manvers Street
- The Trade Union Act
- Representation for up to 30 individual members

This has only been possible because a growing number of our members are taking on active roles in the union. You do not have to spend huge amounts of time but if we all do a bit then a lot gets done.

UCU can provide training opportunities which you are entitled to attend. These cover the full range of trade union work, including:

Negotiating with employers
Representing members
Health and Safety
Equalities
Environmental

See UCU webpages for more details or contact any member of the branch committee.

Report from branch secretary and negotiating committee secretary

The branch continues to grow thanks to the work of all committee members, but a special thanks to Katy Jordan and Kim Luetchford. More new and existing staff recognize that the only way we will reverse pay and pensions cuts of the last 8 years is through collective bargaining supported, where necessary, by action.

Pay and pensions (national negotiations)

Following pressure from branches at UCU Congress, the joint national claim for 2016 gave equal priority to pay, casualization and the gender pay gap. Head office produced some good supporting materials, including the Rate for the Job website which allowed members to compare their university with others. Members voted for strike action and action short of a strike, and two days of national action in May were followed by a series of local strikes targetting Open Days and other high profile events. Our action in Bath was effective. We had support from the NUS and the Bath Students' Union. UNISON and Unite did not join this action, and their acceptance of the pay offer was probably the significant factor in UCU agreeing to settle for 1.1% (an increase of 0.1% on the original offer) plus the promise of further work on casual contracts and the gender pay gap. It may be the greater benefits won for those at the bottom of the pay spine weakened support for action from the other unions, but it would be a mistake to see this as an end to growing pay inequality in universities: the pay of Vice Chancellors and other high earners continued to race ahead with Bath, as usual, leading the charge. The key to successful national action in 2017 will be winning support from all the unions and building on the good relationship we have developed with the SU.

Changes to the USS pension scheme were introduced, and it is worth remembering that while the changes represented an increase in costs and a cut in benefits, UCU action had a significant impact in mitigating the impact of both. In 2017 we face further cuts to pensions resulting from a further valuation of the pension fund assets. UCU will once again challenge the method used to value the fund assets – a method that always produces a 'black hole' that can only be filled if we pay more in and get less out, For further details on this see this from Mike Otsuka (LSE).

<https://medium.com/@mikeotsuka/first-actuarials-response-to-uss-s-self-sufficiency-in-gilts-approach-b4b9d46633a6#.dg5lpw1ja>

Local negotiations and issues

There were two main local issues during 2016: the University's continuing use of casual contracts and the threat of redundancies in the Foreign Languages Centre.

UCU has been pressing the University to reduce its use of casual contracts for teaching and research for over four years. The Vice Chancellor has made a commitment to reduce the use of casual contracts, but we have seen little change. Bath continues to use these contracts more than most other universities. The only

agreement we have with our employer on the use of casual contracts is that anyone working 322+ hours for more than two years on a variable hours contract will have their post converted to a fractional contract. This agreement has not always been observed in practice, and in any case provides no security for most (90%) casual workers who are not employed on variable hours contracts.

In March the local branch made a formal reference. This is the first step in a process of negotiation aimed to reaching a collective agreement. We did not receive a formal response to this until November, and no progress has been made. It is strange that we can agree with our employer that an issue needs to be addressed, and that changes to existing agreements will need to be made, yet the employer is reluctant to negotiate a new agreement. If the employer continues to avoid its responsibility and its agreement to working with the recognised trade union representing staff on these contracts, the branch may be left with no alternative in 2017 but to ballot its members on action to support the demand for greater security for staff on casual contracts.

The other issue was the FLC, where managers pulled the classic stunt of waiting until the summer to announce redundancies. The fact that most of these redundancies would affect staff on casual contracts did not go unnoticed (except by HR, who treated them as if they did not exist). For the first time the branch invoked the local disputes procedure in an attempt to negotiate with the University on the threat of up to 18 job losses. Initially the University would not talk, and the branch balloted members on taking action to support anyone made compulsorily redundant. Despite the fact that most of this took place in late July, we had a turnout of almost 40% with 80% voting to strike to support threatened FLC staff. The effect was to secure an improved offer from the University. Any staff facing redundancy were offered improved terms on condition of accepting the new deal. This was not what we had demanded at the outset, when we won huge local support for our petition against cuts to foreign language teaching at the University. However it was better than nothing and it showed us what we can achieve if we work together.

The main issue for 2017, apart from continuing campaigns on all the above issues, is the question of job grading and evaluation. All three unions agree that the University is flouting the terms of our national agreement by refusing to let us participate in the job evaluation process. The result has been that many jobs at Bath are at least one grade lower than elsewhere. Some of the biggest losers in this have been people in Grade 6 posts who, according to our agreement with the University of Bath, have a 'normal expectation' of progression to Grade 7. The University has no mechanism for implementing this agreement, so most of those appointed to Grade 6 never get the chance to have their 'normal expectation of progression' realised. We have made joint representations on this over a number of years, to no effect. For 2017 all three unions will make it a priority to open up the job evaluation process to greater scrutiny and trade union influence.

Hedley Bashforth

Report from Branch President

As always, it has been a fun-packed year* full of jolly japes at the expense of management. We have been on strike (again) and settled for a meagre pay rise (again) and we have seen our pensions hit (again).

But in happy news, we have pushed back against the worst excesses of management, through a combination of solidarity, principle, and a low cunning.

On casualized contracts, Bath has been one of the leading branches in the country, campaigning against these affronts to dignity in a manner which is now squeezing management. For the first time, we have used the formal mechanisms of industrial relations to force management to engage on this issue. Anyone who saw the Director of Human Resources defending the use of these contracts and using cherry-picked figures to claim that Bath is not a major user of zero-hours and other precarious contracts will recognize the first stage of grief: denial. Anger did indeed follow quite closely. Bargaining and acceptance cannot be far behind.

The vote to leave the European Union has troubled many members, and the climate of increasingly open racism is a concern to all of us, however anyone might have voted in the referendum. It should come as little surprise that the management response varied between clumsy and contemptuous. Even the messages of support which other Vice-Chancellors sent to their staff were too much for ours, and it turned out that management had a list of 'EU non-UK' foreign staff even before the Home Secretary proposed such a measure. The membership of the union has responded excellently, however, and has begun to organize around such events as One Day Without Us, and to support those colleagues who are threatened by the change in the political climate.

As a branch, and thanks to the efforts of our Vice-President, we have been actively raising consciousness on a number of issues including support for refugees who wish to study in the UK, immigrant rights, labour organizing at Tolpuddle, and solidarity with other branches which are under attack, in particular London Metropolitan University.

We have developed good links with student groups, who have been supportive of our actions and have articulated positions which link staff working conditions and university governance with the interests of students. Indeed, only last week, in a series of votes on policy, the Students Union adopted a number of excellent policies including a statement of no confidence in the remuneration committee.

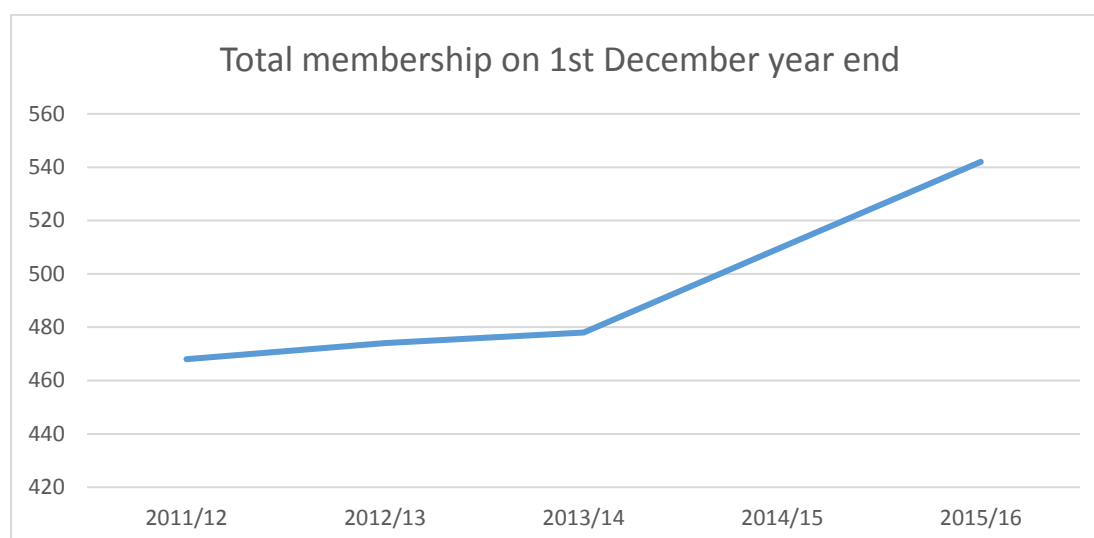
Michael Carley

Report from the Membership Secretary

Current state of membership

Membership has increased by 32 overall this year, and on 1st December 2016 stands at 542 in total, the highest level of membership for some years.

	2015/16	2014/15	2013/14	2012/13	2011/12
Membership at 1st December year start	510	478	474	468	450
New members joining	110	83	83	78	76
Members leaving	77	51	79	72	58
Total membership on 1st December year end	542	510	478	474	468



Breakdown of membership types at 1st December 2016.

Full members	507
Student members	32
Retired members	1
Attached members	2
Total	542

Katy Jordan
9 December 2016

Recruitment Officer report

Main activities carried out this the year:

- emailing new starters from published 'New Starters' list monthly to invite to join;
- attending/ensuring UCU presence at 'Information Marketplace' event for new staff;
- organising to get UCU presence at Post-Graduate induction sessions, running a UCU stall at the PG Doctoral Information Fair;
- designing forms for Joblink to give to new hourly-paid PGs taking on work at the university (with CR);
- participating in UCU National Recruitment Weeks by customising email text sent to all members;
- running stalls outside Claverton rooms/at various staff events (eg Omnibus) to increase awareness/visibility of union.
- Aims for next year:
 - Continue to participate in National Recruitment events.
 - Ensure UCU has a presence at all staff and PG induction events and continue to email new starters.
 - Run regular stalls outside Claverton Rooms, particularly before branch meetings to encourage attendance.
 - Work more with department contacts to invite existing members of staff to join.
 - ...find new recruitment officer (my job will be moving to Cardiff in the new year)! General time commitment: 2 or 3 hours per month depending on events/time of year.

Kim Luetchford

Casework Report for AGM on 14th December 2016

We have closed 5 cases (4 of which were new since the last AGM on 8/12/14) and still have 23 personal cases on the books for 2016 (of which 8 are carried over from the previous year).

In the course of our casework in 2016, the major themes continue to be related to organisational change which has generated much of the casework especially changes to contracts and working conditions. There has also been significant casework relating to disability and discrimination.

In our casework, we have supported and advised members across the university on issues such as:

- * changes to contracts
- * changes to working conditions
- * disability (reasonable adjustments & discrimination)
- * flexible working
- * sickness absence
- * probation
- * promotion
- * capability
- * bullying
- * stress
- * redundancy
- * redeployment
- * fixed term contracts
- * grading
- * workload

Cynthia Spencer
Casework Coordinator

University of Bath University and College Union

Annual General Meeting 1.15 pm Tuesday 8th December 2015

- 1 Welcome and apologies for absence

28 members present
12 apologies for absence received and noted
- 2 Minutes of AGM held on 8th December 2014 agreed as a correct record.
- 3 Reports from branch officers noted
- 4 Creation of a Branch Negotiating Committee and role of Branch Negotiating Committee Secretary.

The branch is represented on two committees that negotiate with the University:

Joint Union Negotiation and Consultation Committee (JUCNC) meets 5/6 times a year with HR and reps from UNISON and Unite.

Joint Academic Negotiation and Consultation Committee (JACNC) meets twice a year with the VC, HR and other senior managers.

The Branch Negotiating Committee would be made up of those members who represent the branch at either or both of these meetings.

The Secretary to the Branch Negotiating Committee would:

- ensure that the branch is represented by trained and accredited representatives at all meetings of the JACNC and JUCNC
- liaise with HR about the agendas for these meetings
- maintain all records of local negotiations between the branch and the employer.
- where necessary, seek advice from UCU nationally or regionally about any negotiations that take place.

The meeting agreed to create a branch negotiating committee with a secretary as outlined above.

5 Election of officers for 2016

President	Michael Carley
Vice-president	Chris Roche
Treasurer	Tim Barrett
Secretary	Hedley Bashforth
Membership secretary	Katy Jordan
Recruitment officer	Kim Luetchford
Health & safety convenor	Michael Carley
Casework coordinator	Cynthia Spencer
Learning rep	Theo Papadopoulos
Environmental rep	Hartmut Logemann
Pensions rep	James Davenport

Meeting agreed a proposal from Chris Roche to discontinue a number of ad hoc posts that have been created over the last few years (anti casualization rep, campaigns officer, student liaison rep, young members/early careers rep)

Meeting also agreed a further proposal from Chris Roche that up to 10 ordinary members be elected to the branch committee to represent particular groups of members identified by job or by protected characteristic, and that one of the members representing a protected characteristic also act as Equality Officer.

The following groups of members to be represented among the 10 ordinary members.

Postgrad rep
Postdoc rep
Academic-related and professional services rep

Women and non-binary members rep
BME members rep
LBTBQ members rep
Disabled members rep

One of the above will also act as Equalities rep

Nour Alhusein nominated as postdoc rep.
Harry Pitts nominated as postgrad rep

6 Local subscription rates.

Meeting agreed to maintain local subs at the following rates:

Earnings	Current monthly sub	New monthly sub
£60k+	£1.20	
£40k+	90p	
£20k+	60p	
£10-£20k	30p	
£>10k	10p	

7 The Green Paper on HE.

Jamie Melrose (Bristol UCU) joined us for a discussion of how UCU should respond to the proposals in the Green Paper (TEF, increased tuition fees, 'provider exit' etc etc.). Agreed to work with Bristol UCU on a response to consultation on the Green Paper and on campaigning against TEF and the other proposals to extend the neoliberal assault on higher education.