

1. Apologies: Mark Baldwin, Kate Seaman
2. Items from AGM

Strike Fund

Following the decision at the Annual General Meeting to create a strike fund, the procedure to be adopted for the administration of the fund was agreed as

Requests from members to Branch Secretary, with evidence of the deduction (pay slip). The branch officers collectively have the authority to authorise such payments. Each payment (anonymous) will be reported to the Branch meeting.

The amounts to be paid were agreed as

2/3 of the gross sum deducted, up to the maximum normal point on grade 7. For a full-time person, this works out at 1/390 of a year's pay.

Secretary will advertise the fund to all members and invite both donations and applications from those who have had strike pay deducted in respect of the recent strike action.

Membership/recruitment

Agreed to run a recruitment campaign among postgraduate students and other casual staff in the week 13-17 January. Campaign to target Departments where there are more postgrads involved in teaching.

UCU anti-casualisation workshop Bristol 22 January

Agreed to promote this event as part of the recruitment drive 13-17 January

Event page https://www.bris.ac.uk/groups/ucu/anticasual_jan14.html

Facebook page <https://www.facebook.com/events/625542007505471/>

3. Pay dispute: report from HE Committee

Secretary reported that the Higher Education Committee (HEC) met on Friday 6 December and agreed a strategy in furtherance of our campaign for fair pay.

The strategy agreed by the HEC consists of:

- Continue to work to contract alongside other industrial and associated activity - up until marking sanctions are implemented
- Work toward a one day strike in early February with other HE union(s)
- Branch briefings across the country to take place at the end of January
- Two-hour strikes targeted at main teaching hours to take place once per week from 20 January (guidance to be issued to all branches)

- Marking sanctions to be implemented in late April.

There will be a briefing for branches (2 reps required) in London on 29th January.

This escalating strategy is designed to give the employers the maximum opportunity to improve their current offer, maintain the visibility of the campaign, retain the unity of all the trade unions and, if the employers will not budge, to cause significant disruption to university life.

Agreed to prepare for national day of action on January 20th and possible strike action on February 6th.

Agreed to take out further ad in Student paper Impact explaining the next steps in our fair pay campaign.

Marie Morley and Tim Barrett or Michael Carley or Katy Jordan to attend branch briefing on 29 January.

4. BUCS: issues arising from Transformation Programme

Chair reported that the BUCS Transformation programme, which had involved changing the job descriptions of many staff, was due to take effect from 2nd January. The joint trade unions held a further meeting with members on Monday 16th December. The transformation programme has generated a groundswell of dissatisfaction and grievance, especially among staff now designated as User Services. Of particular concern was the proposal by the Director of BUCS that all staff should take a mandatory 60 minute lunch break 'for health and safety reasons'. This was the worst example of the inflexibility of the new working arrangements. Unite have written to the BUCS Director expressing the concerns of the trades unions, including UCU, setting out a number of questions we want answers to, and calling for an urgent meeting to address the concerns

- 5. Director of Marketing refusal to print UCU materials**, citing University Dignity and Respect Policy as reason. Complaint to be made to University Secretary.

6. REF Watch

UCU REF Watch is a forum for exchanging info on the impact of the 2014 REF and discussing critiques and possible alternatives to the current system.

<http://ref.web.ucu.org.uk/>

- 7. Academic Related Committee Annual meeting 5 March 2014.** Marie Morley to attend
- 8. Michael Carley to attend meeting in Dorchester on 30th January to plan our contribution to the annual Tolpuddle Festival in July 2014.** Michael to report back.