

**University of Bath UCU Annual General Meeting  
9<sup>th</sup> December 2013 1 pm 8W2.5  
Agenda**

- 1 Welcome
- 2 Minutes of AGM 10<sup>th</sup> December 2012
- 3 Reports (Membership Sec, Treasurer, President)
- 4 Branch priorities 2014 – see attached paper**
- 5 Proposal to increase local subscription rates. These have not increased for ten years and are currently the lowest in the country, and the proposed increases will not alter that. The increases will take effect from September 2014.

Earnings	Current monthly sub	New monthly sub
£40k+	30p	90p
£20k+	30p	60p
£10-£20k	25p	30p
£>10k	5p	10p

- 6 Proposal to create a strike fund

This branch supports the creation of a strike fund to support members who face hardship as a result of supporting strike action.

- 7 Election of officers for 2014 (current officers shown)

President (Marie Morley)  
 Vice-president (Michael Carley)  
 Treasurer (Tim Barrett)  
 Secretary (Hedley Bashforth)  
 Membership Secretary (Katy Jordan)  
 Equality officer (Mark Baldwin)  
 Health and Safety rep (Michael Carley)  
 Casework coordinator (Tim Barrett acting)  
 Learning representative (Theo Papadopoulos)  
 Environmental representative (Hartmut Logemann)  
 Pensions rep (James Davenport)

Anti-casualisation representative (subject to agreement at AGM)

Recruitment officer/rep

Campaigns officer/rep

Student Liaison officer/rep

Departmental contacts

- 7 Any other business

## Building the branch 2014

The branch has three main areas of work:

- casework - providing advice and representation for individual members
- local bargaining - primarily through the Joint Academic Consultation and Negotiating Committee (JACNC) that meets twice a year with the VC and members of the senior management team, and Joint Union Consultation and Negotiating Committee (JUCNC) that meets with HR up to eight times a year, together with reps from UNISON and Unite.
- campaigning to increase understanding of the issues that concern us among our members, the university staff and students and the wider public.

The branch committee has worked to strengthen the links between the three areas, but we have not to date done this in a planned or systematic way that links the priorities of the national union with the concerns of our members and the local branch.

We want to create a clearer sense of purpose about our priorities, so that we can achieve the maximum gains and build the branch in ways that will help us to do that.

A major part of our effort in the coming months will be to win and keep support for the campaign for fair pay in HE. The two one-day strikes are seen by our members, and by many who could be recruited to UCU, as important, necessary and effective. We still have work to do in persuading some that the dispute will be won more quickly if they join the action. This overriding priority informs the priorities for the local branch set out here. If our members and potential members see a strong and well organised branch making gains on important local issues, they are more likely to give their full support to an effective national pay campaign. Similarly, a successful pay campaign will build confidence in the branch that we can make local gains as well.

### Branch priorities

We have worked with UCU nationally and held discussions with colleagues in other branches in the South West Region to carry out a 'health check' on the branch and we have identified these priorities for the coming year:

- **strengthen the structure of reps and departmental contacts.** Reps are members who have received training and can handle casework, take part in negotiations and take on significant roles in the branch. Contacts are members who want to take an active role by distributing information and staying in closer touch with the branch committee. We currently have contacts in about half the departments and sections of the university where we have members. We could increase the size of the branch committee to bring more active new members in and to ensure that the decisions taken have the widest possible support, and the best possible chance of being passed on to the wider membership by word of mouth.
- **improve the facilities agreement we have with our employer.** If we want more members to take on more active roles we have to make sure they have the time to do this. The current facilities agreement allows for 1.0 FTE staff to work on union matters, but the agreement only allows backfill (money) for 0.6 of this. This is currently shared among branch officers. Both UWE and Bristol have significantly more time than us, and we need more time to meet the increasing demands of a membership under growing pressure and an HR department that puts more and more consultation documents and policy proposals before the union. If we do not attend to

this we run the risk of allowing our employers to make changes that will have a detrimental effect on the terms and conditions of our members.

- **build support in the branch for greater security of employment for all.** Most of our members are on permanent/open-ended contracts, but an increasing number of contracts used in Bath and across HE nationally are fixed term, variable or zero hours. We have to persuade our members who are on more secure contracts that the growing use of these contracts represents a threat to their own security, and to the quality of higher education.
- **resist the erosion of working conditions.** One issue that confronts staff on all kinds of contract is the disappearance of spaces in the university where staff can go to get away from their work. The Vice Chancellor's vehement and public opposition to the demands of all three trades unions for places where we can rest, relax and eat our own food has seen an erosion of our basic working conditions that we will challenge.

These priorities provide the basis for a set of bargaining and organizing objectives that we should adopt if we want to make any progress in 2014. These objectives are:

### **Bargaining objectives – what we want to achieve through local bargaining**

- **reduce the employer's use of less secure forms of employment contract** for teaching, research and academic-related work. Less secure contracts include zero hours, variable hours, fixed term. Where the use of multiple contracts reduces security the use of these should also be reduced.
- **all teaching work to be paid at Grade 7 or above**
- **improved facilities agreement** with more paid time for union duties, improved accommodation for the three trades unions and dedicated notice boards for union publicity
- **dedicated social spaces for staff** that provide access to places away from work for rest, relaxation and the consumption of own food

### **Organising objectives – how we can strengthen the branch to achieve our local and national bargaining objectives**

- **increase the density of union membership to 50%.** Density of membership is the % of staff working in jobs for which the terms and conditions are negotiated by UCU who are paid up members of the union. This is currently around 38%. The more staff whose jobs we represent the stronger we are.
- **appoint a branch recruitment officer** to work alongside the membership secretary. Keeping tabs on the membership is a big enough job for one person, and the important work of making contact with both new and existing staff to encourage them to join needs more attention than we have been able to give to it.
- **appoint a branch campaigns officer** with a brief to build on our campaigning work of the last two years and involve more members in these campaigns.
- **appoint a branch anti-casualisation officer**
- **appoint a student liaison officer** to build on links with students developed during the fair pay dispute

## Report of the UCU Membership Secretary, Bath UCU Local Association, 9/12/2013

**Member numbers** have increased very slightly this year, with a total of 6 members more than at last year's AGM. This continues a trend of slow but steady membership growth year-on-year.

	<b>2012/13</b>	<b>2011/12</b>
<b>Membership at last AGM</b>	468	450
<b>New members joined</b>	78	76
	72	58
<b>Left/resigned</b>		
<b>Total membership at AGM</b>	474	468

Full members	451
Student members	17
Retired members	2
Attached members	4
<b>Total</b>	<b>474</b>

Katy Jordan  
06 December 2013