

UCU Branch meeting minutes Date Friday 12th July 2019, 13:15-14:05 Building 1East 2.4

Attendance:

Ana Cecilia Dinerstein	Joe Devine	Patricia Schady
Andrew Hutchinson	Juan Ferrero	Peter Bradley
Astrid Forsyth	Julian Padget	Peter Sloan
David Moon	Julie Chambers	Robin Shields
Elke Pawlowski	Keir Mobbs	Sabina Gheduzzi
Fiona Gleed	Lee stone	Sarah Parry
Fran Avery	Majorie Gibbon	Theo Papadopoulos
Gabrella Ravelli	Marina de Vos	Thomas Cothrell
Hartman Logemann	Matthew Lloyd	Tim Barrett
Hayley Wragg	Messar Hameed	Tim Francis
Isabella Stefanutti	Michael Carley	Veronica Davis
Jane Tiley	Miranda Armstrong	William Wadsworth

Apologies:

Chris Shimmin-Vincent, Cynthia Mayler, Elisabeth Attlmayr, Mattia Cacciatori, Peter Allen

Anti-Casualisation:

David Moon (DM – Branch President) outlined the current situation and provided an overview of the negotiation process.

Negotiations have been focused on three areas – Graduate/General Teaching Assistants and Demonstrators, Hourly-paid Teaching Fellows, and Fixed term contracts. The proposed changes negotiated with GTAs/HP TFs would see the introduction of small fractional contracts that provide full employment rights. Documents have been provided and are being examined by the negotiating team who are hopeful.

With regards to the use of Fixed Term Contracts, initial communications following recent UEB was that senior management had decided not to pursue any further action in this area. At the last JUCNC meeting, however, it was agreed that there should be further action, in line with what was agreed in the Statement of Intent agreed between the UCU and university.

Senior management do not want an overarching approach such as in place at Bristol University where redundancy is available at the end of a fixed term contract if no other suitable posts are available. What has been agreed is that the university and UCU will work together to identify 'fruitful areas for progress with this topic', with UCU agreeing to 'identify areas for action' through consultation with members. DM therefore informed members that he was seeking to hear from members on fixed term contracts to identify these areas – several members have already indicated their willingness via email, and others indicated during the meeting.

Update on Professorial recognition

DM relayed the results of the recent ballot of the University of Bath professoriate, wherein a majority voted for representation by UCU for the purposes of collective bargaining.

This is the first case in which a union has secured recognition for the professoriate in this manner and nationally UCU is extremely interested as what happens here could be a blueprint for other universities and have promised support throughout forthcoming negotiations. Bath UCU's aim is to negotiate the institution of a progressive pay spine for professors similar to those that exist elsewhere. A negotiations team is required and Bath UCU committee is in the process of approaching members. A consultative group of professorial members will also be created to support the negotiations.

Refugee Scholarship and Local Subs

This discussion followed on from an action point at the recent AGM. Miranda Armstrong explained that in order to make an impact and have a constant refugee scholarship we need to raise annually £7500 to match the University input of £7500.

Tim Barrett (Treasurer) proposed that the Branch increase its subs locally with the progressive Refugee Sub per month addition (See the spreadsheet below). Members can opt out of the refugee subs if they want and will be refunded at the end of the financial year. This proposal was seconded by Mesar Hameed (Secretary).

The meeting passed the proposal for increased subs for the refugee scholarship unanimously with 36 votes – all in favour, no abstentions. The meeting was in quorate.

Band	No of Members	National Sub per month	Local Sub per month	Refugee Sub per month	Total Refugee Subs per year
F0 £60,000 & Above	70	£26.55	£6.25	£2.00	£140.00
F1 £40,000 - £59,999	283	£23.58	£3.76	£1.30	£367.90
F2 £30,000 - £39,999	117	£20.81	£1.89	£0.85	£99.45
F3 £20,000 - £29,999	63	£18.13	£0.64	£0.20	£12.60
F4 £15,000 - £19,999	44	£10.81	£0.26	£0.15	£6.60
F5 £5,000 - £14,999	33	£4.71	£0.00	£0.00	£0.00
F6 Below £5,000	62	£1.00	£0.00	£0.00	£0.00
Grand Total	672				£626.55
				Annual	£7,518.60

Further debate revolved around charity status and gift aid and this is to be investigated in terms of a campaign spectate to the Subs contributions or whether the subs can be classified as charitable status.

Strikes USS pensions and pay

Michael Carley (MC - NEC member) outlined the current situation. Following the recent vote at conference, two ballots will be held in the new academic year – on pay and pensions.

The ballot period will be Monday the 9th of September to Wednesday the 30th of October. Provisional dates of the first strike action are Monday the 18th of November (tbc). Both ballots are classified as local and a 50% plus turn out locally is needed.

Further details of the strike issues and a separate USS meeting will be held soon.

Health and Safety

MC (Health and Safety Officer) reminded members that, following his recent email, on the 26th of July 2019 delegates from the national and regional office will be attending the University of Bath to meet with members to provide training in using health and safety regulation with regards to workload. A large number of members have signed up for the training.

AOB

Elke Pawlowski mentioned the Tolpuddle Martyrs event this year (19-21 July 2019) and recommended UCU members attend for fun, politics, and music.