

University of Bath UCU

Annual General Meeting

9<sup>th</sup> December 2013

29 members present, apologies from 12 members.

Marie Morley in the Chair

- 1 Welcome
- 2 Minutes of AGM 10<sup>th</sup> December 2012 agreed as a correct record.
- 3 Reports (Membership Sec, Treasurer, President) (all attached)  
  
Reports received with thanks from the meeting.
- 4 Branch priorities 2014 (see attached paper)  
  
Adopted after some discussion among members.
- 5 Agreed to new local subscription rates with effect from September 2014.

Earnings	Current monthly sub	New monthly sub
£60k+	30p	£1.20
£40k+	30p	90p
£20k+	30p	60p
£10-£20k	25p	30p
£>10k	5p	10p

- 6 Agreed the following motion

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

Details to be concluded by Branch Committee and reported to next branch meeting.

- 7 Election of officers for 2014

Agreed to a proposal from branch committee to create four new positions, all with membership of Branch Committee

Anti-casualisation representative

Recruitment officer/rep

Campaigns officer/rep

Student Liaison officer/rep

The following members were elected for 2014

President	Marie Morley
Vice-president	Michael Carley
Treasurer	Tim Barrett
Secretary	Hedley Bashforth
Membership Secretary	Katy Jordan
Equality officer	Mark Baldwin
Health and Safety convenor	Michael Carley
Casework coordinator	VACANT
Anti-casualisation rep	Kate Seaman
Recruitment officer/rep	Keir Mobbs
Campaigns officer/rep	VACANT
Student Liaison officer/rep	VACANT
Learning representative	Theo Papadopoulos
Environmental representative	Hartmut Logemann
Pensions rep	James Davenport

Departmental contacts TO BE ADVISED

7 Any other business

## 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.

	2012/13	2011/12
<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

## President's report for AGM 9 Dec 2013

Another eventful year for us. However as Hedley says we've decided that our time would be better spent concentrating on looking forwards as opposed to backwards. Nonetheless it is worth reminding ourselves of some of our achievements and issues we've been involved in since the last AGM. Here are the headlines:

- The campaign to save the PGCE
- Opposing the closure of the bulk of UKOLN and supporting members to appeal their redundancy
- Organising two strike days
- Getting our branch motion on staff social space supported at Congress
- Getting more union representation on the Health and Safety Committee
- Negotiating a disability leave policy
- Getting the Bradford Factor removed from the renegotiated sickness absence policy
- Continued pressure on the Remuneration Committee including presenting a petition signed by over 400 members of staff
- Continued pressure on the VC and SMT on the issue of teaching fellows
- Challenging the use of Panopto as a de facto CCTV system
- Supporting members during a number of restructurings across the University (BUCS, RDSO, STV, ELC, WPO and Registry, UKOLN)
- Challenging the redeployment procedure
- Establishing a welcome committee for our new Chancellor

We are still involved in many personal cases (40 new issues this years and 5 carried over from last) and have defended members' rights, terms and conditions; won back pay, compensation and negotiated compromise agreements, given advice and support on issues such as SDPR, probation, sickness review, health and safety, disability etc; and accompanied members to meetings. We don't win every case but we do make sure that no UCU member stands alone.

We have had representation at Regional Committee, attended HE briefings at Head Office, were present at Congress and have representation on the National Academic Related committee.

Marie Morley

09 December 2013

**LA005: Bath**

**UCU  
Y/e 31.8.13.**

**UCU  
Y/e 31.8.12.**

**INCOME & EXPENDITURE ACCOUNT.**

**Income**

Subscription income.	29,565.85	31,915.03
Bank interest received, gross.	0.00	0.00
Donation	0.00	400.00
<b>Total income.</b>	<b>29,565.85</b>	<b>32,315.03</b>

**Expenditure.**

Subscriptions payable to Head Office.	28,119.80	30,412.88
	<b>1,446.05</b>	<b>1,902.15</b>

**Administrative expenses.**

Clerical assistance.	0.00	0.00
Auditors' fees.	0.00	0.00
Staty, print'g, post & telephone.	698.24	1,830.24
Conferences & meetings, net of reimbursements.	628.41	167.50
Subscription collection charges, net of reimbursements.	0.00	0.00
Bank charges.	0.00	0.00
Depreciation	0.00	0.00
Corporation tax.	0.00	0.00
Income tax suffered.	0.00	0.00
Other outgoings.	987.92	349.60

<b>Total administrative expenses.</b>	<b>2,314.57</b>	<b>2,347.34</b>
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<b>(Deficit) for the year.</b>	<b><u>(£868.52)</u></b>	<b><u>(£445.19)</u></b>
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**BALANCE SHEET.**

Fixed assets.	0.00	0.00
Bank current accounts.	14,332.50	15,432.13
Subscriptions receivable:		
Employer.	2,230.55	2,505.36
Direct debits.	79.10	76.80
Other.	3.30	0.00
Sundry debtors.	0.00	0.00
Grants receivable from UCU HQ.		
Travel.	0.00	0.00
Collection charges.	0.00	0.00
Other.	0.00	0.00
	<b><u>£16,645.45</u></b>	<b><u>£18,014.29</u></b>

**Accumulated Fund.**

Brought forward.	15,315.63	15,760.82
(Deficit) for the year.	<u>(868.52)</u>	<u>(445.19)</u>
	14,447.11	15,315.63

**Liabilities.**

Subscriptions due to UCU HQ.	2,088.82	2,398.66
Creditors & accrued expenses.	109.52	300.00
Taxation.	0.00	0.00
Subscriptions received in advance.	0.00	0.00
Other.	0.00	0.00
	<b><u>£16,645.45</u></b>	<b><u>£18,014.29</u></b>

0.00

**Report of the Independent Examiner/s of the Bath Local Association of the University and College Union.**

We have examined the Balance Sheet at 31<sup>st</sup> August 2013 and the Income and Expenditure Account for the year ended on that date which have been prepared under the historical cost convention.

In our opinion the Local Association has kept proper accounting records and has maintained a satisfactory system of control over its transactions. The Accounts of the Local Association are in agreement with the accounting records and give, under the historical cost convention, a true and fair view of the state of its affairs at 31<sup>st</sup> August 2013 and of the deficit for the year ended on that date.

Signed.....

Signed.....

Date.....

Date.....

Address of Independent Examiner(s).....

## Building the branch 2014

The branch has three main areas of work:

- 0 casework - providing advice and representation for individual members
- 1 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.
- 2 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

