

Agenda items for discussion

1 Minutes of branch meeting 6 July 2016 and matters arising

EU Referendum

The VC has responded to our suggestion for a joint response to the outcome of the referendum. We have invited her to hold an informal Q and A session with all staff on this matter.

The University has taken an initiative on monitoring the impact of Brexit on the University's business, but this has not so far been publicised widely. Linda Humphreys will follow up on this.

Duncan Allsop drew members' attention to a petition currently circulating "We require any Brexit deal preserves UK access to EU collaborative R&D programs"

<https://petition.parliament.uk/petitions/150220>

Emma Carmel has forwarded information about social security rights of EU citizens

https://theconversation.com/what-the-eus-rules-on-free-movement-allow-all-its-citizens-to-do-62186#comment_1025003

Two members volunteered to act as international officers for the branch with the aim of addressing concerns of members, and of monitoring University decisions that affect the interests of international members. Palash Kamruzzaman and Alex Masardo will join the branch committee in these roles.

2 National dispute over pay, casualization and gender pay gap

Members discussed the next steps in this continuing action. The latest national UCU statement is at

http://www.ucu.org.uk/circ/pdf/UCUBANHE3.pdf?utm_source=lyr-branchroundup&utm_medium=email&utm_campaign=UCU+Branch+Officers%92+Update+22+July+2016&utm_term=

Following discussion members agreed to communicate our support for escalation of the action with a marking and assessment boycott and a further series of strikes in the autumn. Members' welcomed NUS

decision to sabotage the NSS and agreed that any strike action should coincide with NUS action on tuition fees and/or education cuts.

Other points noted include:

- There will be a briefing for branches on September 27th and HEC will take decisions about the next steps in this campaign when it meets in early October.
- Nour Alhusein will attend the gender pay briefing in September
- Most academic related staff will not be affected by any assessment and marking boycott so will be looking for ways of supporting the action
- There are a number of high profile events associated with the University's 50th anniversary

3 Foreign Languages Centre

Branch reps met with the Director of HR on 25th July to discuss our Failure to Agree over proposed redundancies in the FLC. 'Failure to Agree' is the formal process we have for resolving some disputes with the University. HR are refusing to accept that the current situation is a 'Failure to Agree' because it is the outcome of a consultation process and there is no requirement to agree. Our response to this has been that if the University denies us access to the formal process for resolving this dispute we have no alternative but to move to formal dispute and ballot our members for action in defence of staff in the FLC who are threatened with dismissal. There will be a further meeting with HR on 28th July.

The branch is currently conducting a consultative ballot to test the strength of feeling among members on this issue. If you have not yet voted in the consultative ballot on action to support staff who are at risk of dismissal, please do so at <https://www.bath.ac.uk/ucu/ballot/> where you will need to authenticate with the normal University Single Sign-On service. The time you vote is recorded, but the vote is anonymous – only a tally of the total votes is kept. If you have any difficulty with the on-line voting system please contact [Tim Barrett](#).

The ballot will close on at 5:00pm on Wednesday 3rd August.

Your branch committee recommends a YES vote to all three questions. Please note this is a consultative ballot to test the strength of support among members. It is NOT a vote for action at this stage.

4 Support our members at London Met University

Members were reminded that UCU Branch Reps at London Met have been sacked for opposing redundancies and the threat of privatisation. Please support them by signing the statement at <https://uculondonregion.wordpress.com/2016/07/25/statement-of-solidarity-to-london-met-ucu/>

5 Better Workplaces for Disabled Workers

Saturday 10th September, but registration ends on August 6th. It is open to all workers but especially disabled trade unionists and is being hosted by Bridgewater Trades Union Council.

If you are interested see attached notice for details – open to all, and branch will pay travel costs of members wishing to attend.

Next branch meeting: to be confirmed

Next branch committee meeting: Wednesday 10th August 1.15 pm 1E2.1

BETTER WORKPLACES FOR DISABLED WORKERS

A Workshop organised by Bridgwater & District Trades Union Council

SATURDAY 10TH SEPTEMBER, 10.30-3.30pm

ENGINE ROOM, 50 HIGH STREET, BRIDGWATER, TA6 3BN

In 2015, CWU members in Bridgwater Sorting office, a strong union-organised workforce, were made aware of the discrimination facing disabled workers. Royal Mail tried to get rid of a disabled colleague. Solid strike action saved his job, but it made us think about the plight of disabled workers in non-union organised workplaces. **A recent study by the Public Interest Research Unit, commissioned by Disabled People Against Cuts, indicated that, in the last four years, there has been a deterioration in the workplace experiences and long-term job prospects of disabled workers.**

Unlawful discrimination, problems with zero hours contracts, fewer legal rights, and disintegrating long-term job prospects – just a few of the problems faced by disabled people trying to earn a living.

In solidarity with disabled colleagues, Bridgwater Trades Union Council invites you to a workshop which will examine:

- Forms of discrimination against disabled workers
- Legal protection for disabled workers
- Strategies for defending & strengthening disabled workers' rights

SPEAKERS

- **MY STORY** : *“The long road to CWU Victory”*: Andrew Mootoo, Communication Workers' Union (11.10-11.30)
- **MENTAL HEALTH & EMPLOYMENT**: Dr John Barnes (Consultant Psychiatrist), Robert Walker (Social Entrepreneur), Tina Paul (Employment Engagement Co-ordinator, Yeovil College), Richard Gurney (Early Intervention Services, Bath) (11.30-12.15)
- **DISABLED PEOPLE AGAINST CUTS (DPAC)**: *The ongoing fight against austerity - understanding issues for disabled people*: Tina Hogg (1.15 - 2pm)
- **DEFENDING & STRENGTHENING DISABLED WORKERS' RIGHTS**: Janine Booth TUC Disabled Workers' Committee (2.15-3pm)
- **THE WAY FORWARD**: strategies to tackle discrimination (3.15-3.30pm)

The event is free and lunch will be provided. Booking is essential, as there are a limited number of places. To reserve a place:

- email glenburrows@btinternet.com
- telephone 07813 562 869
- by post to G Burrows, 1, Blake Place, Bridgwater, TA6 5AU