

## University of Bath UCU

### Branch meeting Wednesday 25th March 1.15 pm 6E2.2

1 **Welcome and apologies**

2 **Minutes of last branch meeting 20th January**

<http://bath.web.ucu.org.uk/files/2012/07/minutes.jan2015.pdf>

3 **Minutes of branch committee meeting 25<sup>th</sup> February**

<http://bath.web.ucu.org.uk/files/2012/07/branc-committee-minutes.250215.pdf>

**Matters arising:**

- Branch Vice President
- USS employers' consultation
- <http://bath.web.ucu.org.uk/2015/03/12/uss-consultation/>
- Motions for UCU Congress and HE Sector Conference, Glasgow May 2015 (see below)
- Intellectual Property. The University wants to remove/reduce our control over the video recording of lectures, seminars and other teaching sessions
- Other matters arising

**Confirmation of nominations for branch representatives on University Committees:**

- Bath Scheme: Philippe Blondel
- Organizational Development Advisory Panel (formerly Staff Development Committee): Theo Papadopoulous (as UCU Learning Rep).

5 **Guest speaker from University of Bristol UCU (from 1.30)**

**Bristol UCU is organising a campaign to reinstate Dr Alison Hayman, Bristol UCU member and longstanding Lecturer in the School of Veterinary Sciences following her unfair dismissal by the University of Bristol.**

The grounds for Alison's dismissal are spurious and one-sided. She has effectively been sacked simply and solely for not securing enough grant monies, despite, for example, having made a considerable Research Excellence Framework contribution; in other words, producing top-notch work of an international calibre.

<http://bristolucu.blogs.ilrt.org/files/2015/02/alisons-story.pdf>

6 **Syrian Refugee Campaign**

7 **Any other business**

**HE Sector Conference on pay. 29 April 2015.**

Branch can submit motions by 16 April

Branch entitled to 2 delegates

## **Motion for UCU Congress agreed by Branch Committee**

### **Paid facilities time for hourly-paid workers**

Congress notes:

- there is currently no provision made in the law for hourly paid workers to have access to paid facilities time where a recognition agreement exists.
- employers can avoid granting access to and payment for facilities time on the basis that hourly paid workers are not employees and have no substantive posts or hours against which to apply backfill or other remuneration.

Congress believes:

- this deprives casualised and precarious workers of the means to defend themselves against employers. Those on zero-hours contracts, for instance, are effectively excluded from being able to take part in union work.
- this skews union representative structures and activity towards one part of the workforce, at the specific expense of young, casualised and early career members.

Congress instructs NEC to

- raise this issue through the TUC to lobby for a change in the relevant legislation and codes of practice.

## **Motion of UCU HE Sector Conference agreed by Branch Committee**

### **Use of online ballots**

Conference recalls the resolution HE2 of HESC May 2014, that

“ballots and recommendations in national campaigns will be decided by a Special HESC, where HEC can recommend changes to policy or tactics”,

and that one of the reasons for bringing the resolution was the strength of feeling that HEC had put the UCEA pay offer to an online consultative ballot of members with less than 24 hours notice and with no recommendation.

Conference also notes the decision of HEC on 14<sup>th</sup> January 2015 to put the employers’ revised proposals for changes to USS to an online consultative ballot of members, again with less than 24 hours notice and with no recommendation.

Conference directs HEC to refer all future decisions to commission consultative ballots to an HESC.