

University of Bath UCU Branch meeting minutes
7th May 2015 1.15 pm 1E2.4

36 members present, 6 apologies for absence.

1 2015 joint pay claim

Meeting heard a report on national pay negotiations - see details at http://www.ucu.org.uk/media/pdf/k/d/ucu_henews39_apr15.pdf

Following discussion, agreed to submit the following motion as a late motion to UCU HE Sector Conference Glasgow 23-5 May.

Conference affirms its support for the joint union pay and pay equality claim submitted to employers on 18 March 2015.

Conference rejects the employers' pay offer made on 24 April.

The offer of 0.9% to all pay points on the 51 point pay scale represents a further real-terms cut in the value of HE pay, on top of the 15% cut in the value of pay since 2009.

Conference deplores the refusal of the employers to address the explosion of pay for high earners in universities – those who are paid above spine point 51 – and restates its call for an end to the growth of pay inequality in the HE sector.

In the absence of a pay offer which restores lost value of pay, Conference calls on the HEC/NEC to authorise and conduct a ballot of members with a recommendation for a rolling programme of strike action from October 2015.

2 Recording of lectures

Michael Carley, Kevin Sanders and Theo Papadopoulos reported on a further meeting with University Secretary and Deputy VC. UCU raised a number of concerns about the proposal, and about the evidence used to support it.

The matter has now been referred to the next meeting of the JACNC between UCU and the VC (May 19th).

3 USS

Hedley Bashforth reminded members that the closing date for responses to employers' consultation on proposed changes to USS pension scheme is 22 May, and that UCU nation guidance on this is available at <http://bath.web.ucu.org.uk/2015/03/12/uss-consultation/>

The meeting also supported a motion to HE Sector Conference from Lancaster University as follows:

Conference believes USS trustees ignored factual evidence presented to them which showed the flaws in the fund valuation method and therefore failed to act prudently, responsibly and honestly.

Acting prudently means trustees must act in a way that a prudent person would act in their own affairs, no such person would deliberately reduce future income security based on the information the scheme trustees used to reduce scheme member benefits.

Conference believes therefore, the trustees failed in their legal duty to act in the best interests of scheme beneficiaries (as laid down in The Pensions Acts of 1995 and 2004). The use of flawed scheme valuation data to force detrimental changes goes against existing pension law and breaches the duty of care trustees must exhibit.

As the scheme trustees failed in their legal duty of care, Conference believes a legal challenge must be made to stop the proposed April 2016 changes.

4 Request for financial support for The Liberty Tree

Chris Jury of Bath Spa Uni UCU has requested financial support from the branch for [The Liberty Tree](#), a 'rebellious, feel-good, agitprop, jukebox musical for anyone sick of being overworked, underpaid and powerless.'

'The Liberty Tree is an attempt to demonstrate to young workers in particular the power of collective action in the workplace – but not through lectures or factual leaflets but by presenting a left-wing feel-good, musical that uses comedy, drama and great contemporary music.'

Meeting agreed to become a 'principal sponsor' (£500). In return we will receive 40 tickets which we will distribute to our members and request a donation (recommended at £10).

5 Public Sector Equality Duty

Simon O'Kane reported on threats to the 2010 Equality Act, in particular the requirement for employers to undertake equality impact assessments of any significant changes they propose. He requested information from members about the use of EIAs in the university.

6 Any other business

[The victimisation of two trade unionists at Bolton University – Damien and Jennifer Markey](#) – was raised and the branch expressed its support for the Markeys and urged all members to sign the [petition](#) and email the VC of Bolton University, George Holmes.