

University of Bath UCU

Minutes of Branch Committee meeting Wednesday 25th February 1.15 pm 8W2.29 and reconvened Tuesday 3rd March 1.15 2 South

Agenda

- 1 Apologies James Davenport, Michael Carley
- 2 Minutes of branch meeting held on 3rd February noted.
Chris Roche nominated as Branch Vice President and agreed unanimously.
- 3 **USS**
Report from HE Sector Conference 24th February: Hedley Bashforth unable to attend as delegate because of demands of local casework and consultation meetings. First reports suggest that of the agenda items discussed before time ran out, none of the motions proposed were carried. Full report to be circulated when it is available.

4 **Facilities time for branch officers**

Agreed to allocate time as follows:

H Bashforth	0.2
T Barrett	0.1
C Roche	0.2
C Spencer	0.1

And to submit an additional request for H Pitts to be paid 2 hours a week to work with early careers members.

5 **ICIA restructuring and possible redundancies**

Hedley Bashforth reported that the University had begun consultation with UCU and UNISON on proposed changes to the structure of ICIA. The most significant part of the proposals is to make three posts of Creative Producer redundant. UCU will support an alternative proposal from the staff whose jobs are threatened that would retain two of the posts.

UCU has already submitted detailed comments on flaws in the consultation process, particularly the delays in providing information needed to produce the alternative proposal. These criticisms will be raised in the regular TU Consultation meeting with HR, and will provide for the TUs' claims that consultation processes carried out by the University are frequently inadequate and sometimes meaningless.

6 **Holiday pay arrears for hourly paid staff**

The University has responded to an FOI request from UCU about the number of hourly paid workers and the staff costs associated with these. Agreed to submit a further request on

the number of casual worker agreements used, and the numbers used for each hourly rate of pay.

NB Following the meeting Director of HR responded as follows to our request (from January) for an explanation of what action the University has taken to pay the arrears of holiday pay to hourly paid workers arising from the University's underpayment of holiday pay since 2009.

we would pay all casual staff who were on the November Payroll arrears of holiday pay to 1 April 2009 or their date of starting whichever was the later date. It became clear that a few staff who were on the Payroll had had other contracts that had ended. We have dealt with any queries that staff have raised and paid arrears to those staff for contracts that have ended in February. We have had a few enquiries from staff who have left and although there is no legal requirement to make these payments we have processed these cases as well.

We still do not know how much has been paid out in arrears, or to how many people, but this seems to be a remarkable victory for UCU, following a query from one of our postgrad members that the University appeared to be underpaying.

7 **Proposed changes to University Intellectual Property policy**

UCU have been invited to a meeting with the University Secretary and the Students' Union about proposed changes to University Ordinances covering Intellectual Property. The proposed changes would make the recording of all teaching events a default position- staff would have to opt out. This is a change from the current position where staff opt in to recording, and thereby retain control of the process and the content. Agreed to defend the opt-in position.

The changes also remove some students' (some of whom are our members) intellectual property rights. Agreed to oppose this.

Agreed to ask for further information about the scope and purpose of the meeting being organized by the University Secretary and to refer the matter to the JACNC.

8 Annual UCU Congress

Congress and HE Sector Conference, Glasgow 23-5 May 2015

Branch can send 2 delegates and 2 motions to HESC and 1 to Congress (deadline 12 March).

Agreed to draft motions on (1) the precipitate use of online ballots to conclude disputes and (2) access for hourly paid staff to agreed facilities time.

9 [Bristol UCU has launched a campaign to reinstate lecturer Alison Hayman, dismissed for failing to secure sufficient grant income.](#)

Agreed to invite a speaker from Bristol UCU to a branch meeting in mid March.

10 **Training:** training event for new caseworkers in Bristol on 15th April.

Membership/recruitment Katy Jordan and Anna Baildon produced an analysis of membership density in different parts of the university, which will be a useful aid to recruitment drives.

Bath Students Against Fees and Cuts Agreed to co-sponsor a coach to the demonstration in London on March 28th to a maximum of £200.

National events and notices

Annual meeting for academic-related staff – 11 March 2015

This circular contains information about the annual meeting for academic-related staff to be held on Wednesday 11 March 2015. It includes details of how to register, a form to nominate to the committee and a form for the submission of motions.

<http://www.ucu.org.uk/circ/html/ucu626.html>

<http://www.ucu.org.uk/circ/rtf/ucu626.rtf>

Research Excellence Framework

Branches are asked to feedback on their institutions initial response to the 2014 REF results

Public Sector Equality Duty

Branches are asked to provide feedback for the review of the Public Sector Equality Duty (PSED) which is due in 2016 including how the PSED has been used locally to progress equality.

Equalities events

There is a clash of 2 forthcoming equalities events. 20 March is the SW UCU Equalities Conference and the University of Bath Equality Conference.

International dimensions of trade unionism

The Global Labour Institute are running a series of weekend residential courses <http://global-labour.net/weekend/> at Northern College examining international dimensions of trade unionism. Please email UCU national organiser Patrick Moule at pmoule@ucu.org.uk if you would like to attend.

Organising for Sustainability course

UCU has designed a new 3 day course called 'Organising for Sustainability'. If you haven't attended an Environment Reps course yet or would like an update then please apply through the link below. The next course will be held in the UCU Birmingham Office from 29-30 April 2015, with the final day on 20 May 2015. We hope it will also be a way of attracting members to take on the role so please circulate within your branch. The course is accredited as a TUC Award through the Open College Network. 2015 is going to be a crucial year for sustainability in the education sector and beyond. Help your branch to play its part: <https://www.ucu.org.uk/index.cfm?articleid=4245>