

## Minutes of the Bath UCU Local Association - 31st May 2019

### 1. Welcome and apologies for absence

Attendees: Steve Alston, Lee Stone. Mesar Hameed, Jane Middleton, Chris Roche, Elke Pawlowski, Sabrina Gheduzzi, Theo Papadopoulos, Aurelian Mondon, Sophia Hatzisavvidou, Fran Avery, Fran Loughton, Joe Devine, Robin Shields, Michelle St Clair, Jan Corrick, Peter Bradley, Shelly Bromley, Miranda Armstrong, Y. Kuman, Rebecca Yeo, Francis Johnson, Galadriel Ravelli, Peter Hall, Benoit Dillet, Sarah Parry,, Patrick Bury, David Bird, Hartmut Logemann, Hugh Lauder Tim Barrett, Keir Mobbs, David Moon, Michael Carley. Alice Courtois, Ioannis Costas.

Apologies: Cynthia Spencer, Alison Evans, Manuela von Papen,.

### 2. The meeting is in quorate

### 3. Minutes of 2017 AGM

These were accepted

### 4. UCU Local Association Rules

It was noted that the new LA rules had been checked by the relevant figures on the UCU NEC and found to be in order. These were accepted unanimously.

### 5. Reports from branch officers

**Steve Alston: Membership Secretary:** membership is slightly down from the height of the strike. In the past twelve months Membership stood at 756 on the 14th May 19 2019, compared to 768 in April 18 2019 (immediately following the period of industrial action). Membership has therefore increased by a quarter since the beginning of 2018.

**Frances Amery: Gender and Equality Rep:** Frances Amery has been representing the branch in three meetings on the gender pay gap with management, with the final meeting in two weeks. Thus far, nothing has been decided with talks seemingly going in circles. Aim now is to push for an independent review of the gender pay gap as undertaken by other universities, including Bristol.

**Tim Barrett: Treasurer:** The progressive increase in local subs means that we are developing a fighting fund for emergencies. The accounts were formally adopted and passed unanimously.

**Keir Mobbs: Branch Secretary:** explained he acted in the interest of the branch coordinating its aims and goals and would continue to do so.

**Mesar Hameed: Branch Secretary:** noted his work as secretary and discussed his work on Council.

**Michael Carley: President:** Discussed current progress regarding development of a new workload model and the proposal presented to university management for UCU reps to have involvement in monitoring and determining departmental workloads as a Health and Safety issue - waiting a response. Current status of anti-casualisation campaign outlined. Noted that the ballot of Professors will close next week and hope that they will vote UCU representation in collective bargaining. Raised the possibility of a future environmental campaign focused upon the Carbon Footprint that will include travel for work. Update that USS is still in dispute issue and there may be a ballot in September.

**Discussion:** Discussion amongst members revolved around workload models, especially attempts to institute a one size fits all model, and the need for clarity over what is and is not included within workload models/allocations. Transparency is a key issue of workloads. The issue was raised that there is a need for more UCU Health and Safety reps. for departments to help with accessing and monitoring the workloads and workload models, with members volunteering for future training.

## 5 Election of branch officers and committee members for 2019

All nominations accepted by the Branch AGM May 2019. At that Point Michael Carley stood down as President and David Moon assumed that position.

David Moon thanked Michael Carley for his long term as president and all the wonderful union work he had achieved for the branch. David mentioned he had been an inactive member of the union, but the USS strike had filled him with passion to become involved. Having joined the committee in 2018 as Vice President role (following the departure of Chris Roache). he had observed the hard work done by the local committee and thanked members for their hard work. Raised issues ahead, such as the need to address the gender pay gap, the ongoing anti-casualisation campaign, workloads, the Augur report, and cuts across campus. David emphasises a desire to reach out to members and draw upon their talents wherever possible, finding ways that members can support the union without taking on major committee positions. He also discussed a desire to involve all reps in a fuller capacity.

### Nominations accepted to UCU Bath LA Committee 2019/20 by the AGM.

Role	Member/s
President	David Moon (PoLIS)
Vice-President	Fran Amery (PoLIS)
Secretary/ies	Keir Mobbs (Computer Science) & Mesar Hameed (Computing Services)
Treasurer	Tim Barrett (Computing Services)
Membership Secretary	Steve Alston (Library)
Recruitment Secretary	<i>No nomination received</i>
Equality Officer	Peter Hall (Computer Science)
Anti-casualisation Officer	Tom Hobson (PoLIS)
Health and Safety Officer	Michael Carley (Mech Eng)
Pensions Officer	James Davenport (Computer Science)
Casework Co-ordinator	Cynthia Spencer (Psychology)
Green/Environment Officer	Sophia Hatzisavvidou (PoLIS)
Learning Rep	Theo Papadopoulos (SPS)
Women & Non-Binary Members Rep	<i>No nomination received</i>
BME Members Rep	Jack Lee (Management)
LGBTQ+ Members Rep	Chris Shimmin-Vincent (Computing Services)
Disabled Members Rep	<i>No nomination received</i>
International Members Rep	Galadriel Ravelli (PoLIS)
Postgrad Rep(s)	Stuart Bennett (PoLIS), Katy Brown (PoLIS), Hayley Wragg (Mathematics)
Postdoc Rep	Joanne Hinds (Management)
Academic-Related & Professional Services Rep	Mesar Hameed (Computing Services)
Teaching Fellow Rep	Elke Pawlowski Skills Centre, Foreign Languages
Lecturer/Reader Rep	Robin Shields (Management)
Professor Rep	Hartmut Logemann (Mathematics)

## 6. Local Subs and a levy on Subs for refugee scholarships

Miranda Armstrong discussed campaign for local scholarships for refugees. Currently there are two refugee postgraduate scholarships (one year courses). They have been financially suffering and so some of the scholarship fund is going to help them. In the future it would be good to extend the scholarship for Undergraduates (three year course). The University recommends that £15,000 per year for each student is needed, (this would involve funds of £7,500 from Bath UCU and £7,500 from the University). The meeting decided that Tim Barrett (UCU Treasurer) would subsequently determine the level of subs increase that would be needed to raise the additional funding and would report back to the next Branch meeting, at which a vote could be taken on adopting the new levels to cover the scholarship.

## 7. Update on University Governance.

David Bird felt that Council has become more transparent and open with Pam Chesters as chair, with Council candidates are now chosen by interview. He described the implementation of the Halpin review as moving forwards positively. Mesar Hameed noted that beyond the Halpin review, there was also a need for further changes to bring greater transparency. Theo Papadopoulos mentioned the work being undertaken through the Academic Assembly Accountability and Transparency Working Group and cited the forthcoming meeting the on 7th June 2019 entitled "Imagining a Democratic University".

#### 8. AOB

Trinity College Cambridge: Keir Mobbs mentioned the recent report that Trinity is leaving the USS pensions scheme. There has been a boycott and demonstrations by other Cambridge colleges and fellows of Cambridge, and the new UCU GS Jo Grady has cited the possibility of the boycott of Trinity by UCU. Members may wish to support the boycott, depending on the final decision.

#### 9. Meeting drawn to a close by President.