

Minutes of Bath UCU Branch meeting 22/01/2020

Attendees:

Ana Cecilia Dinerstein; Ian Corrick; Peter Sloan, Peter Hall, Peter Bradley, Theodoros Papadopoulos, Evangelos Evangelou, Britta Katharina Matthes, Andre Barrinha, Michael Carley, Alice Willatt, Hayley Wragg, Kat Massmann, Imran Bashir, Izaro Lopez Garcia, David Skidmore, Joe Devine, Marc Betton, Peter Allen, James Copestake, Adrian Nardone, Julie Chambers, Tim Barrett, Steven Wonnacott, Claire Tylee, Sophie Whiting,, Dara O'Hare, Steve Alston, Elke Pawlowski, Frances Butt-Philip, Ana Sevilla-Merino, Jas Kalra, Neil Francis, Lee Stone, Mesar Hameed, Sarah White. Andy Keen.

Apologies

James Davenport, Cynthia Spence, David Moon

Affiliation to Bath Trades Council , The branch unanimously accepted.

Committee Rep post available

LGBTQ+ Members Rep Candidate welcome.

Update on anti-casualisation negotiations: TFs, GTAs and Fixed Term Contracts

The VC defines events as national (Pay and Pensions) and local issues –Anti Casualisation. So is positive about local issue solutions.

The changes in GTA and casualised staff only affect staff over a certain amount of hours. Otherwise staff are placed on hourly contracts but not zero hour contracts.

Graduates and GTA staff have small factorial contracts in Polis and Maths. All department Graduates and GTA staff will have factorial contracts by End of Semester1 2020.This will affect 100 plus staff. This makes it easier for staff with regards Pensions, regular monthly pay, rather than differentiating hourly pay (helps claim Universal credit etc.) . Also hourly paid Teaching fellows are now on Fixed term contracts (only applies to Grade 7 not Grade 6). Postgraduates are positive about monthly pay being consistent and also being allowed holiday and sick pay.

Professorial Pay

A local UCU negotiating Group is setup to negotiate professorial pay scales. It was suggested to address Gender pay differences a team with female Professor/s would be desirable. (Action email to Professorial staff).

The Negotiations start from the professor's salaries as of now and the move forward to pay scale levels.

Update on Pensions and Pay & Conditions. Opinions of this branch over further strike action to go to National HEC 30th Jan 2020

A Re-ballot of branches in case the USS dispute lasts for more than 6 months. This only applies to USS dispute. – With USS we are awaiting JEP2as will see if senior management can provide a decent deal. It was felt management would want a USS deal but hold back on the pay deal. The lack of an agreed pay deal would mean the dispute would not be resolved.

Theodoros Papadopoulos reported from the “Special sector conference. -Dec 2019” that the decision was for a 14 day strike with incremental days for strikes (like the 2018 USS strike) from Mid-February to early March 2020.

Theo reported that holding the dispute with both pay and pensions united the post and pre 92 Universities and Colleges of FE. So unity for all but harder to negotiate a reasonable outcome for all. The proposed action is for USS dispute, but the NEC may decide that the action is on pay for some days as well.

Employers have shifted on USS and JEP but are static on pay. Some felt that there was no clear logic of keeping together pay and USS to get a resolution and striking would be the gist of the process but not achieve much. As management, nationally, is being swayed on the pensions issue due to strike action it was felt keeping up the pressure for the pay and working conditions now was a good move.

What counts as a resolution was discussed and, terms and conditions were seen as important, the issue not just being a pay offer but gender gap, casualisation contracts, and workloads all need improvements.

To help discuss this issues a questionnaire has been devised by David Moon to elicit feedback from branch members to be fed back to the HE, General Secretary and negotiators ahead of the January 30th meeting of the The survey closes on Tuesday 28th January 2020

Tim Barrett discussed pay out hardship for the Nov. /Dec. 2019 dispute. Members can apply nationally, and the local hardship fund process would be ready soon.

Any other Business.

1. **Annual meeting for academic related, professional staff, 12 March.** Details of how to register delegates for the [annual meeting for academic-related, professional staff](#), submit motions for the meeting and nominations for the academic related, professional staff committee.
2. **UCU ANNUAL CONGRESS, 27-29 May 2020** Bournemouth International Centre Any of branch members can apply and it where the policy decision of the Union are decided. Please contact km505@bath.ac.uk if interested.

Date of next meeting.

Wed 12/02/2020 13:15-14:15

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