

## Thursday 30 Octobers 13.15- 14.05 Bath UCU Branch Meeting [Hybrid]

### 1. Welcome (Ben Ralph)

As per local rules, the meeting was quorate with attendees exceeding Bath UCU Committee members + 1. The Chair and Branch President Ben Ralph welcomed in person and online participants, and introduced the agenda.

### 2. Negotiation Committee Update (Sandhya Moise)

The Vice President and Green Rep Sandhya Moise is now chairing the Branch's Negotiation Committee. To allow for more transparency, the Committee wants to share more regular updates on its work with members. Key updates at this stage are as follows:

- **VE (Voluntary Exit scheme).** The Negotiation Team was consulted on the new VE scheme and offered feedback to improve the email sent to staff (academic only) a few weeks ago as well as negotiating eligibility criteria;
- In light of the ongoing crisis of the sector, the Committee is determined **to monitor the University's financial health**. We are in the process of applying for UCU regional funding to consult an external expert (Andrew McGettigan) who will produce a report on the University's financial situation . We commissioned a similar report in previous years. A few members asked questions regarding the University's investments and relationships with start-up and spin-out companies: ideally, the report will help answering those questions.
- **Policy Consultations.** We are involved in various groups/Committees that discuss University policies. In particular, the University is currently reviewing its Disciplinary Policy and Procedure to ensure that this is aligned with ACAS guidance, and all the trade Unions are involved in the consultation. Bath UCU has requested and obtained for two Committee members to be involved in two SAT Teams: the LGBTQ+ (newly established) and the Athena Swan one. Finally, since there is no central location for all the University's up-to-date policies, the Negotiation Team is planning to raise this at the next [JUCNUC](#) meeting.
- **WAMS:** The Negotiation Team has requested access to anonymised TRAC WAMS data on early September, to understand discrepancies in workload allocation across Departments/Faculties. There was no response to such request. This will be raised at the next [JACNAC](#) meeting.

### 3. HE Ballot Introduction (Ben Ralph)

The Chair reminded members that the industrial ballot is currently open. The focus is on pay offer, commitment to adhere to employment frameworks as well as redundancy. Due to the current TU law, the Union cannot run a ballot on the HE's funding model.

### 4. Getting The Vote Out and Workplace Contacts (Kate Ehrig-Page)

The Membership Secretary Kate Ehrig-Page reminded members that voting is essential to make their voice heard: ballots should ideally be posted as soon as possible. KE also thanked Workplace Contacts for their contribution to the GTVO campaign. There are currently some vacant positions in the Workplace Contacts network (<https://bath.web.ucu.org.uk/ucu-department-contacts>) : anyone interested in becoming a workplace contact should contact [ucu-sec@bath.ac.uk](mailto:ucu-sec@bath.ac.uk).

#### **5. Motion 1 - Solidarity with UCU Branches in Dispute (Sandhya Moise)**

SM presented Motion 1, which was written to respond to the various requests the Branch receives from other Branches dealing with mass redundancies. Upon a member's question, the Secretary Galadriel Ravelli explained that other Branches usually asks for financial support and solidarity messages. Financial support is usually intended to contribute to a Branch's hardship fund throughout or after industrial action. The Branch Treasurer Tim Barrett shared an overview of the Branch's finances, which are in good health, thus suggesting that the amount mentioned in the motion (£200) could be adjusted to £500 for inflation. The Chair asked members to vote on this amendment: the amendment was approved by the majority of members, with no votes against. A second vote was held to approve the amended motion: this was passed with no votes against.

#### **6. Motion 2 - Protecting Jobs, Disciplines and Services (Michael Carley)**

Michael Carley (Health and Safety Officer) presented Motion 2, explaining that this is meant to stress the minimum acceptable standard to settle the current dispute, which should entail protecting *all* staff from redundancy as well as ensuring the maintenance of the full range of academic disciplines, departments and services. If approved, the motion will give mandate to Branch's representatives attending the Branch Delegates Meeting to insist on those two points. The motion was passed with no votes against.

#### **7. Any Other Business**

Alex Yates (Postgraduate Members Rep) explained that with Joel Lazarus (Anti-Casualisation Officer) they are reaching out to members to map out casualisation practices across Departments. In particular, they are currently talking to PGR and teaching/research staff, but have no information about the following departments:

- Chemistry
- Electronic and electrical engineering
- Economics
- Management
- Mathematical sciences
- Health
- Physics

Members from any of those Departments who wish to contribute to this important mapping activity should reach out to Alex Yates and Joel Lazarus.

The meeting was concluded at 13.15.