

UCU Executive Committee, 20/09/16, A107, 13:00
Minutes (status draft)

Attendance

Member	20/09/16
Rebecca Lewis (RL)	P
Keith Simpson (KS)	A
Chris Flood (CF)	P
Morris Pamplin (MP)	P
Martin Chivers (MC)	P
Greg Wellington (GW)	P
John Saunders (JS)	P
Chantal Hill (CH)	A
Lorna Ryan (LR)	A
Sadie Wickwar (SW)	P
Alison Macfarlane (AM)	P
Leon Cuthbertson (LC)	P
Holly Powell-Jones (HPJ)	P
Rachel Cohen (RC)	A

1 Apologies

Apologies received from KP, RC, and CH.

2 Minutes of last meeting

Minutes of June meeting not July agreed to approve July minutes by circulation.

MP noted Marketing and Comms consultation had ended.

3 Pay dispute, salary uplift, and pay briefings

MP noted there was not much to update and Mary Luckiram's email had been sent on to head office negotiation [NAME]. Head Office had been poor with communication, only the UCEA update stating 1.1% had been applied to most grades.

All 4 unions had rejected the offer. UCEA had agreed on some other points, moved on others and stated it was unfair on staff to wait for the increase while negotiations continued. London Region

Pay Briefing at head office about escalating action, need strike action ideas, dates for marking boycott.

Action: CF to circulate for another delegate to attend.

CF noted very little detail on improvements for Casualised Staff and Pay Gap actions in briefings, may have been him missing points in the circular, MP confirmed this and silence on EE roles.

HPJ raised marking deadlines moving to after winter break, and was this in response to suspected action. MC noted PG Journalism have half before and half after Winter Break and was department choice.

4 JCNB negotiating team 2016 – 17

MP stated the committee needs to elect 4 members to JCNB to negotiate with SMT. Discussion on 4 members with 2 as stand ins for when 4 members could not make it. Important to keep high representation. JS said they had had deputies before. Agreed RL, CF, KP, and MP to attend, with agenda circulate to committee before if 1 of 4 cannot make it.

HPJ requested JCNB clarification for new members, MP explained duties, process and sub-JCNB.

CF noted Mary Luckiram had stopped replying to emails, as well as HR generally. JS added that you had to chase HR multiple times for a response. MC commented on strain on HR, school HR being signed off with stress even with additional HR assistants being brought in. LC noted there had been additional HR roles appointed.

Action: CF to draft letter about lack of responses and other HR problems to put pressure on before next JCNB.

JS noted that TOIL and Terms and Conditions could be raised at JCNB. MP said it feeds into UoL Terms and Conditions. JS said ascension to UoL should be celebrated as well as used to get Terms and conditions on JCNB agenda.

JS requested if minutes could be made publically available to staff on the Staff Hub. MP noted summary of discussions and actions circulated on all staff email.

5 Equalities Committee 2016 – 17

MP raised that CH should take position as Equality Officer. GW stated he had resigned as disability member in protest at no response to responsibility allowance payments as disparity between Academics and Professional Staff. AM noted Cass Professors have 6 figure salaries, and then RA on top. KS to take disability representation. Agreed by committee.

MC is on the committee as LGBT ordinary member.

6 SHS workloads meeting

CF briefed committee on meeting about new light touch workload model Deputy Dean was introducing. Was advertised as informal and not performance related, and staff had mixed reviews about its introduction. Meeting concluded with a short survey circulated to staff for views. JS asked if there were any good points. CF noted that there was a feeling of tracking workloads. JS stated appraisals did this. CF reported that there were wider implications for the university, wanted to draw on UCU's policy, and feedback to management on the positive and negative implications.

AM noted School would not circulate notice of the UCU meeting, however was open and worked well. JS queried data collections, if it would be analysed, and if it would be made publically available. Differences in teaching loads can be historic for Schools, 300 hours in nursing and 150 hours in Economics.

MP praised engagement of staff, noted Education Only contracts were negotiated with UCU, and feeds into the workload model with the next step to raise with management. Role Profiles also came up and Greg Barnett had attended. RL noted workload camp up at the informal meeting with President 2.

MC reported that Journalism had tried to impose workload models from SMCSE but had stalled.

CF was to present findings to management by identifying where the extra staff were needed. GW noted they could be used for good if used correctly.

Action: AM to arrange another health meeting with committee to attend.

7 Research Staff – Terms and Conditions

AM stated that from the last meeting it was clear that the President 2 was taking a different path though previous agreements had not been implemented. Research Staff T&Cs had been put on hold until Academic T&Cs were agreed. SW noted that the sub-group was not meeting and research is very vague on teaching grades and needs clear redefining for promotion as well as showing if you are doing too much work. JS noted that there were two parts and Research staff T&Cs had been proved but Role Profiles for Research Staff were still outstanding and Research staff T&Cs should be used for promotion. AM raised that HR forms lacking updates agreed which is hindering promotion of staff. This is also clear with Appraisal forms and there is no long term planning for Research Staff.

Action: CF would bring back sub group.

SW suggested using gains on research staff for recruitment drive as they are on fix term contracts.

8 Recruitment

HPJ raised the untapped pool of 600 PhD students that got free membership to UCU, as there currently were only 29 all in SASS and was using social media to boost profile. Needed help with getting staff status for PhD students as they feed into marking, teaching, undergo teaching training, and contribute to NSS/PTES. Wanted some UCU legal advice on this. SW noted that Birkbeck have paid teaching for studentships, and are staff members. HPJ noted University of Essex had a strong plan.

MP stressed not to let HR impact resolve. CF would also bring up at JCNB with HR non-responsive element.

RL suggested inviting Rep from University of Essex in, invite PhD students.

HPJ said there would be an easy win with the payment of bursaries at the end of the month instead of the middle. Impacts PhD staff with children.

HPJ reported on results of a students' union PhD students that had gone to senate. RL noted the President 2 had mentioned it in the address to UCU today. Graduate School had passed the ethical approval.

Action: Circulate report to committee, HPJ to Times HE.

9 Recruitment

MP stressed importance of papering the university with posters, recruitment would be a recurring item on committee agenda. Keep on doors and keep it at the front of your mind. Mask printing as it is monitored. MC noted that printing balances of non-union colleagues was in the £4,000 region.

RL would be running a stall in "Recruitment Week", and MP was attending all corporate inductions this year.

Action: Volunteers for Stall and Induction.

10 AOB

10.1 RL reported on the President 2 address to UCU. He was visibly nervous and it was mainly congratulations on joining UoL. Issues for the coming year were discussed: Quality, Student Satisfaction, TEF, Workload, and Sebastian Street new build. He went off on a tangent about the archaeological survey that had revealed it was an important site for English Civil War. He also talked about the Open House event he attended at Marks Memorial Library where he saw an old UCL colleague who was in UCL and was shocked at the comradely aspect of unions, and seem jealous of us. He did resolve to reinstate meetings with UCU, Unison, and Unite.

10.2 Jamie Woodcock has left and the committee thanked him for all his work.

10.3 STERN report had come from head office with a 30/09/16 deadline which was not feasible. Would go out to members for comment and RC to collate responses.

10.4 New branch rules ready but had to be approved at an AGM JS requested a date to be put on them.

10.5 Unite had entered into a dispute over use of Solidas to monitor timekeeping.

10.6 Signatories: Sarah Wilkinson attended to updated committee on signatories. They have to be a member of the committee and always two signatures are needed for authorisation. GW, Sarah and KP are current signatories. Agreed KP, MP and GW to be signatories.