

**UCU Executive Committee (special meeting), 26<sup>th</sup> September 2014,  
AG06 1300-1400  
Minutes (status draft)**

**Attendance**

Member	02/09/14	26/09/14
Keith Simpson (KS)	P	P
Chris Flood (CF)	P	
John Saunders (JS)	P	P
Swetha Bobba (SB)	P	P
Andrew Lack (AL)	P	P
Greg Wellington (GW)	P	P
Morris Pamplin (MP)	P	P
Rebecca Lewis (RL)	A	P
Suzanne Reece (SR)		
Jon Eilenberg (JE)		
Aljosha Schapals (AS)		
Olivia Fox (OF)	A	A
Rachel Cohen (RC)	P	A
Alison Macfarlane (AM)	P	P
Leon Cuthbertson (LC)	P	
Chantal Hill (CH)	P	A
Grietje Baars (GB)	A	

**1 Report on USS Conference and ballot**

AL has circulated a report on the USS conference on 19<sup>th</sup> September. The general mood of the conference was to not restrict the negotiators' options therefore motions were not generally overly specific although there was general support for ASOS. There was no vote on whether to ballot on industrial action. That members will be balloted was taken as a given. The ballot starts on Wednesday 1<sup>st</sup> October.

UCU will provide promotional materials to branches featuring several estimates of how proposals for the revised USS will affect those at different stages of their career.

KS explained to committee the need to mobilise for a yes vote in order to give negotiators a mandate when meeting employers. The situation demands effective negotiation rather than flat-out opposition, to ensure that the USS can remain as advantageous as possible for members.

JS recommended writing to members clarifying the threats to USS to ensure that the context of the proposals and the reasons for the ballot are clearly explained.

**Action: KS to write to head office requesting a speaker**

**Action: MP and KS to organise a branch meeting for end of w/c 29<sup>th</sup> September**

**Action: KS to email committee to organise distribution of posters and leaflets**

## **2 ACAS**

The initial meeting between the unions and employers was scheduled for 13<sup>th</sup> August but this was postponed and suggested dates of 2<sup>nd</sup> and 16<sup>th</sup> October and 17<sup>th</sup> November also look likely to fall through. Greg Barnett has suggested that the unions meet anyway on 16<sup>th</sup> October and that the VC should be invited to this meeting.

JCNB has not met all year and informal meetings with HR have not taken place for three months.

Academic staff appraisals are to be moved to April/May instead of being conducted concurrently with professional staff as in previous years. While this may be at least partly caused by delays to role profiles and protracted promotions it is also suggested that it is a move towards introducing performance management.

**Action: KS to write to Mary Luckiram requesting explanation of the move to April/May promotions for academics**

Changes to academics' role profiles and potential introduction of performance management are likely to have an impact on research students who will take up the burden of teaching. There is complete disparity between schools in terms of pay and teaching loads for research students.

**Action: MP to follow up on AL's email to the new SU committee requesting a meeting to discuss research students and teaching**

## **3 City INTO**

KS and AM met with some staff from INTO on 25<sup>th</sup> September.

Staff at INTO are experiencing low pay and casualisation such as rolling 9-month contracts. Yet the scheme is presented as a lucrative opportunity for the university. However financial reports show that the university has so far made a £1m loss over two years and involvement in the scheme should be seen as an investment.

**Action: JS to draft copy for the newsletter asking why poor contract negotiation has resulted in INTO profiting from the scheme while the university has so far made a loss.**