

UCU Executive Committee, 2 February 2016, AG02, 1300-1430
Minutes (status draft)

Attendance

Member	01/09/15	06/10/15	03/11/15	01/12/15	05/01/16	02/02/16
Keith Simpson (KS)	P	P	P	P	P	P
Chris Flood (CF)	P	P	P	P	P	P
Rebecca Lewis (RL)	A	P	P	P	A	P
Morris Pamplin (MP)	P	P	P	P	P	P
Greg Wellington (GW)	P	P	P	A		P
John Saunders (JS)	P	A	P	A	A	A
Chantal Hill (CH)	A	P	A	A	P	A
Martin Chivers (MC)	A	A	P	P	P	P
Grietje Baars (GB)	P					
Rachel Cohen (RC)	P	A	P	A	P	P
Alison Macfarlane (AM)	A	P	P	P	P	P
Leon Cuthbertson (LC)	P	A	P	P	P	P
Hayley McBain (HM)	A	P	P	A		A
Swetha Bobba (SB)	A		A			

1 Apologies

Apologies received from CH, HM and JS.

Open meeting

2 Minutes of the last meeting

KS reported the move to the new office has been put back meaning a launch event will be delayed.

LC reported the Cass staff meetings would recommence in March as promised at the last exec meeting. The UCU branch would be invited to attend the April meeting.

3 Calais refugees

Rory Fitzgerald attended to speak about a campaign he had been asked to support by an old school friend. He asked the branch to organise a collection of blankets and money for blankets to donate to refugees in Calais camps. The committee agreed to support the collection.

Action: RF to send text to KS and MP for distribution to members.

Action: MP to set up a branch paypal for taking donations.

Action: GW to organise a cash collection, Monday 8th 12.30-2pm.

Action: KS to write to university management requesting the campaign be broadened out to all university staff.

4 JCNB report

MP gave a brief summary of JCNB which was held earlier in the day.

- This was the rescheduled JCNB that should have been held in PRD1.
- There was agreement on both sides to establish an Employee Relations sub-group to JCNB which would take forward work begun during discussions at JCNB, though no agreement on how often the group would meet (unions had suggested at least once between each JCNB).
- Simon Cain gave an update on the university's intention to introduce a new Education-Only contract and agreement was made to continue with discussions with the UCU.
- Stephen Avery was questioned on the recent news that Professional Services would be asked to propose how they could make 3, 6 and 9% budget cuts for 2016/17 and the widespread belief that these cuts would be made at the expense of jobs.
- Richard Verrall reported that the university had no current plans to pursue any further centralisations or mergers with University of London services.

5 University Salary Review 2015

KS gave a summary of the process which Mary Luckiram had announced was finalised at the end of January 2016. The process was badly advertised with staff unclear on how to apply. Deans and Professional Service Directors were to put staff forward for an award on the basis of increased responsibility or gender equality. (Individuals could also apply themselves but Deans and PSDs would choose whether to advance their applications. This process was not made clear to staff.)

KS reported by now all applicants should know the outcome. Some unsuccessful decisions have been communicated. KS was not aware of any successful applications. He had written to Mary Luckiram asking for further information which was promised.

6 Follow up to all staff meeting

With over 100 attendees to the all-staff meeting on 21 January the committee wanted to capitalise on this success.

MP suggested setting up a Facebook group or page for the branch to allow members to communicate more around TU issues and for better organisation around branch events.

Action: MP to post on UCU activists list to ask other branches for advice on setting up a Facebook presence.

KS reiterated the impact that the TUs have had on the dialogue around budget cut proposals so far. The unions brought the plans into the open. There was the potential to keep up the momentum and bring to bear pressure on the university for a more responsible and open management style.

Action: MP to convene a meeting with UNISON and Unite.

7 Prevent

MP and KS met with the President and Officers of the Students Union on 15 January. Issy Cooke, the President, had been invited to sit on the University's Prevent working group. She described the need to balance NUS policy, which is to oppose Prevent, against the opportunity to influence City's implementation of the strategy.

8 Staff and students nursery

RL noted that the branch had the potential to launch a new, positive campaign off the back of recent successful events and staff engagement in the union. The university does not currently have a nursery and she believed there was demand for one, and a feeling it would significantly improve working lives of some staff. She proposed launching a survey to gauge staff and students' interest in this.

The committee supported the idea of surveying members if a broad range of issues was included in order to gauge members' views on all issues relating to work rather than just one specific issue. This could help the branch target future work on what members find important.

Action: CF and RL to review other institutions' policies on maternity, paternity and adoption.

Action: All are asked to talk to one recent returner from maternity or paternity leave to understand their experience of returning to work and what could have been improved.

9 UCU events

a Academic-Related and Professional Staff meeting

MP noted the annual UCU ARPS meeting takes place on 2 March at UCU Headquarters in Carlow Street, London, 10.30-4.30.

Registration is open until Friday 19 February. Nominations can also be made to join the ARPS Committee, which meets twice a year. Nominations are open until Wednesday 17 February.

For details go to <https://www.ucu.org.uk/acrelannual>.

b Annual meeting for staff on casualised contracts

This takes place on Friday 11 March at UCU Headquarters, 10.30-4.30.

Registration is open until 26 February. The branch can send two voting representatives who must be approved by a quorate branch committee meeting. Individuals can also apply to attend.

The Anti-Casualisation Committee is also inviting nominations. The committee meets twice a year. The deadline for nominations is 26 February.

For details go to <https://www.ucu.org.uk/fthpcommittee>.

10 UCU Day of action to challenge workplace racism

This takes place on Wednesday 10 February. Branches are encouraged to distribute posters and leaflets, organise a film showing or publicise UCU's recent survey of BME members:

https://www.ucu.org.uk/media/7861/The-experiences-of-black-and-minority-ethnic-staff-in-further-and-higher-education-Feb-16/pdf/BME_survey_report_Feb161.pdf.

Action: MP to send KS some text for publicising to the City BME staff network to promote the day.

11 Survey - hidden costs of outsourcing in higher education

A member of staff approached MP at the January all-staff meeting regarding a survey she is conducting. She invited participants from the branch committee to contribute by filling in a survey or taking part in an interview. Committee members who can offer information can contact t.hughes@city.ac.uk or go to https://qtrial2016q1az1.qualtrics.com/SE/?SID=SV_bBo0I3UOEfxjajb.

Closed meeting

1 Recruitment

KS reported on progress with the recruitment campaign. SW has been asked to continue her extended hours for this term. All academic and professional staff have been contacted in writing to invite them to join the branch. Email follow-ups are being sent. There has been an increase in membership especially among professional staff.

KS also highlighted Yammer as a tool for recruitment. MP noted anyone using Yammer should exercise caution in what they post. It can be used for publicisation of events or campaigns but should not be used as a channel for criticism or polemic.

2 UCU Congress

Congress takes place in Liverpool Wednesday 1 to Friday 3 June 2016. Registration is open until Friday 29 April. Motions can be submitted until 12pm on Wednesday 6 April.

The branch is entitled to send two delegates.

Action: all with an interest in attending conference to put their name forward to MP by March branch committee meeting.

3 London Region meeting report

MP reported on the London Region meeting held on 30 January.

- Guest talks were given by representatives of the Junior Doctors and Student Nurses. Junior doctors are threatening strike action on 10 February over changes to their working hours. Student nurses are planning simultaneous walkouts in solidarity with them and in protest over cuts to bursaries.
- The TUC has called a week of action to oppose the Trade Union Bill on 8 - 14 February.
- London Met are facing 94 job cuts and closure of more buildings.
- UCU elections for the National Executive Committee and the Vice Presidential post open on 6 February until 1 March. VP elections this year come from the further education sector, however higher education members can vote.
- The Equalities Committee is urgently seeking new reps for the Black Members' and LGBT Standing Committees.
- A conference on the Prevent Strategy, "Students not Suspects" is taking place at Goldsmiths College on Monday 8 February 5-7pm.

Action: MP and CF to attend.

- Two upcoming events were publicised:

- **27 February** Convention for Higher Education, UCL, £5
<http://www.eventbrite.co.uk/e/convention-for-higher-education-tickets-19768923382>
- **5 March** Defending Further and Adult Education Conference, SOAS, £8
<https://www.eventbrite.co.uk/e/defending-further-and-adult-education-shaping-the-future-tickets-20057125402?aff=eac2>

4 London Region pay briefing

MP reported that the UCU is holding a round of briefings in preparation for a possible campaign for industrial action over pay for 2016/17.

The London briefing takes place on Thursday 18 February 11am - 1pm at UCU Headquarters, London. MP has booked to attend, KS and MC are also able to attend. The branch can send two delegates.

5 Any other business

CF queried what action the branch can take around the junior doctors' proposed strike on 10 February. It was agreed to find out what action student nurses would take locally at City, and otherwise go to support Junior Doctors.

KS noted that RC is standing for election to the NEC as London Region rep.

RC drew attention to the upcoming Higher Education Convention and requested that the branch show support for the event.

MP directed the committee to a new password-protected page on cityucu.org.uk to act as file store for branch documents. The password will be shared with the committee and should not be given out to anyone not on the committee.