

General Meeting
Wednesday 13th March

Welcome

AGENDA

Congress Motions

HE Sector Conference Motions

Local motion

Congress Motion

Electronic voting at Congress and Sector Conferences (Proposed by Adam Ozanne)

Congress notes:

1. Collectively, vote counts at Congress, FESC and HESC cause a significant loss of business time and can create frustration amongst delegates.
2. Electronic voting has been used successfully by the NEU.
3. Electronic voting improves ease of access to voting for the hearing/sight impaired.
4. A majority of delegates at Congress 2018 voted for the introduction of electronic voting, but not the two-thirds required for a rule change.

Congress instructs:

1. Electronic voting to be used at all future Congresses and Sector Conferences.
2. The electronic voting system to identify how individual delegates vote and ensure this information is available following each vote.
3. Second sentence of Congress Standing Order 38 to be amended to replace “A count...” with “An electronic vote...”
4. Congress Standing Order 39 to be amended to replace “Before a count employing tellers...” with “Before an electronic vote...”

(146 words)

N.B. Congress Standing Orders 38 and 39 would change as follows:

38. Voting shall normally be by a show of voting cards. A count shall be taken either at the discretion of the Chair or if one-third or more members of that Conference who are present hold up their voting cards.

Would become:

38. Voting shall normally be by a show of voting cards. An electronic vote shall be taken either at the discretion of the Chair or if one-third or more members of that Conference who are present hold up their voting cards.

39. Before a count employing tellers is taken, the doors of the Conference Hall shall be closed and delegates shall remain in their seats. Once the Chair has ordered that the doors shall be closed, no one shall be admitted until the count is complete.

Would become:

39. Before an electronic vote is taken, the doors of the Conference Hall shall be closed and delegates shall remain in their seats. Once the Chair has ordered that the doors shall be closed, no one shall be admitted until the count is complete.

Congress Motion

Representation of Migrants in UCU structures

Congress notes:

1. Migrants, defined as non-U.K citizens, constitute a large demography within UCU's membership
2. UCU's structures currently do not represent migrants, thereby leaving them vulnerable to discrimination, harassment, surveillance and other forms of oppression

Congress Believes:

1. All workers should be treated equally independent of immigration status
2. Anti-migrant sentiments are fuelled by policies such as Hostile Environment and Brexit which are racist and xenophobic in nature
3. There should be no place for targeted racism and legal discrimination within our sector.
4. Only direct migrant representation can advance UCU policy and organising strategies on matters specific to migrant members such as mobility rights, visa fees, NHS surcharge, social security.

Congress resolves to:

1. Recognise migrant status as a protected characteristic under UCU Equality structures
2. Implement rule changes necessary to ensure the representational gap is closed
3. Ensure protection of migrant members is a priority for UCU

(150 words)

Higher Education Sector Conference Motion

Future pay claims

HESC notes:

- that fair and equitable pay levels are essential for the healthy future of Higher Education,
- the difficulty in getting successful ballots in one-year pay claims under current anti-trade union legislation,
- the difficulties in timing ballots and actions under the current New JNCHES bargaining arrangements,
- that the most significant improvement in our pay in recent years came from a multi-year pay deal.

HESC therefore resolves that UCU should engage with its members in HE to consult over:

- (a) fair and equitable pay structures and levels,
- (b) the details of a multi-year pay claim that would deliver this outcome,
- (c) include consideration of the bargaining arrangements in this consultation, and
- (d) use the results of the consultation in formulating the next pay claim.

(126 words)

Higher Education Sector Conference Motion

REF and performance management

Congress notes:

1. Universities' internal REF planning aims to prepare for REF 2021, a goal which is distinct from fostering high-quality research;
2. As part of this planning, universities are unilaterally introducing new measures of performance management and contract changes, which are not agreed processes;
3. Relevant issues were the subject of a special sector conference on 7/12/2018.

Congress believes:

1. Such practices violate existing agreements and, when this results in reduction or removal of research roles, constitute a threat to the UK's research capacity and weakens research-led teaching.

Congress resolves to:

1. Circulate outcomes of the special sector conference to branches for use in local actions;
2. Improve support for members at risk from formal and informal REF-related performance management, and enforced contract changes;
3. Gather evidence and assess the need for a campaign of industrial action.

(138 words)

Research Review Exercise (RRE) – local motion

UMUCU notes that the RRE is a replication of, and preparatory to, the REF and does not produce a proper assessment of research quality.

UMUCU therefore agrees that:

1. RRE results should not be included in PREP or PDR discussions.
2. Colleagues should not be pressured into acting as reviewers of research they are insufficiently expert to judge.
3. The UMUCU officers will take members' concerns up with senior management at the next JNC.

(74 words)