

Motion: Unite UCU dispute

The UMUCU branch notes that:

- the disciplinary action against Marie Monaghan (UCU North-west Regional Support Official) by UCU, which is likely to be victimisation on the grounds of Marie's trade union activity;
- the allegations of trade union victimisation against Marie Monaghan as identified by Unite;
- Unite's provision of legal support and initiation of industrial action processes demonstrating that the matter is substantive and violates fundamental principles of trade unionism.
- the letter from her union, Unite, to the UCU General Secretary dated 21/01/26;
- the immediate notice of plans for strike action on this matter by Unite UCU that started on 09/02/2026;
- the health and safety concerns raised by Marie in her Unite role have been repeatedly vindicated, including by the HSE, which sanctioned UCU in November 2023;
- these actions by UCU Senior Leadership Team (SLT) may be in contravention of UCU rules 2.4 and 2.5 concerning promoting equality and opposing harassment and discrimination;
- the two yearlong "Campaign for a Safe and Professional Workplace" industrial dispute between the Unite UCU branch and the UCU SMT and lack of UCU SLT's engagement into resolving the serious concerns raised by Unite UCU;
- UCU has been on a dispute with Unite and UCU staff over Structural racism, Equalities failures, Health and safety concerns, Organisational dysfunction, and Breaches of disputes procedure and recognition agreement; and that UCU Black Members Standing Committee's boycott over serious concerns about structural racism.

UMUCU believes that:

- we should not act unlawfully towards our own;
- trade unions have a duty to protect members and elected representatives from unfair treatment, especially where the employer is a trade union itself;
- any action reasonably perceived as victimisation of an elected representative is unacceptable and undermines the union's moral authority;
- UCU SLT's actions do not represent our values;
- UCU SLT needs to be a role model employer and immediately stop the mistreatment and model excellent employment conditions for all staff and endorse practices fitting our values;
- UCU SLT has continuously failed to meaningfully engage with serious equalities concerns (in particular, workplace racism experienced by Black staff) and health and safety issues, including contravention of health and safety law according to the Health and Safety Executive;
- UCU SLT may be bringing the Union into disrepute and damaging the work of all UCU reps and members.

UMUCU resolves to:

- fully support Unite's repeated request that UCU cease the alleged victimisation of Marie Monaghan and engage constructively to resolve the dispute, warning that failure to do so risks reputational damage and undermines basic standards of natural justice and integrity;
- demand that UCU, as an employer, immediately stop the mistreatment and any actions that could reasonably be construed as trade union victimisation, the victimisation of our colleague and Unite representative, and withdraw the disciplinary procedure against her;
- continue to write until resolution to Jo Grady and UCU SMT calling on them to stop the disciplinary action against Marie Monaghan and engage in urgent talks with Unite and ACAS, as UMUCU Executive committee did on 09/02/2026;
- write to the NEC calling on them to undertake their role as employer of the GS and instruct Jo Grady to stop the disciplinary action;
- explore ways to suspend the payment of UMUCU memberships to central UCU and/or recover the funds that are sent by our branch to the central UCU until we feel that the national leadership abides by our values and principles in treating its own staff;
- lodge an official complaint under UCU rules on the grounds that this has brought the Union into disrepute and gone against UCU rules 2.4 and 2.5;
- call for an immediate *Recall Congress* on the grounds that the GS and UCU SMT actions have brought the Union into disrepute;
- raise the matter with the TUC.

Proposed by: Sabah Boufkhed

Seconded by: Omer Aijazi