



Motions for debate

Annual Meeting for Staff on Casualised Contracts

Saturday 26 February 2022

Extract from Standing Orders relating to motions

Standing Orders 2.6 state that 'Resolutions passed at the annual meeting will be advisory. They will be submitted to the National Executive Committee, together with any advice and recommendations from the Anti-Casualisation Committee, and a copy of the draft minutes of the annual meeting'.

11 motions have been received

Motion	Title	Proposed by
1	Strengthening organising by constructing radical national claims; climate emergency anti-casualisation	The Open University
2	Employers' Responsibility to Manage the Consequences of Casualised Employment	The University of Manchester
3	Non-core funded research staff on casualised contracts	University of Bristol
4	Pay deductions for members with external funding	University of Sheffield
5	Employment rights for casual workers	University of Glasgow
6	Strengthening UCU's work amongst research-only employees	The Open University
7	Bereavement Leave	ACC
8	Gender violence and precarity	ACC
9	Hostile environment and casualisation	ACC
10	Developing A Political Strategy on Casualisation	ACC
11	Anti-Casualisation Toolkit and Legal Support	ACC

Motion 1 **Strengthening organising by constructing radical national claims; climate emergency anti-casualisation**
Proposer **The Open University**
Word count **174**

This Meeting believes:

- National Joint Claims' power to secure improvements beyond pay uplifts, and so to recruit and organise members, is under-recognised
- Climate emergency anti-casualisation is an area of potential transformation#
- That precarious tertiary education employment is often carbon intensive, featuring significant long-distance commuting and frequent home moves.

This Meeting resolves that UCU:

Exemplify how collective bargaining can address the climate emergency, and through anti-casualisation

Negotiate for climate justice and a Just Transition in the National Joint Claim by the Joint Negotiating Committee for Higher Education Staff (JNCHES), including:

- Strategic national agreement on transition planning and job (role) frameworks, preventing stranded employment or dead-end career pathways
- Anti-casualisation, providing long term stability for employers and employees to adapt
- Reduced precarity, including employer support and paid time for retraining

Decide if such agreement is best achieved by a joint JNCHES working groups, a time limited commission, or other means.

Develop analogous measures in FE.

Use Trades Union Congress structures to organise multi-union campaigning for a Just Transition, including educational components

Motion 2 **Employers' Responsibility to Manage the
Consequences of Casualised Employment**
Proposer **The University of Manchester**
Word count **174**

This meeting believes that:

- a) employers can and should end the massive overuse of casualised employment in post-16 education;
- b) the use of casualised labour can never be objectively justified on any grounds if employers and third-party funders do not also take both meaningful measures to avoid its use and responsibility for mitigating its consequences, especially redundancy.

This meeting notes that:

- a) UCU demands minimum employment standards which would oblige employers to take some of this responsibility, for example minimum contract lengths;
- b) other relevant demands are being made both nationally and locally.

This meeting therefore resolves:

- 1) to explore further development of demands including (but not limited to) enhanced redundancy provisions, more ambitious forms of bridge funding, more proactive forms of redeployment and a requirement for employers to have a comprehensive plan to reduce and manage redundancy to be included in sectoral frameworks such as the research concordat and other professional equivalents, to be coordinated by the Anti-Casualisation Committee;
- 2) that the NEC should commission further research to support these demands if necessary.

Motion 3 **Non-core funded research staff on casualised contracts**
Proposer **University of Bristol**
Word count **204**

Conference notes

- The continued precarious and exploitative employment of non-core funded researchers at UK HEIs
- The need for a HE-wide campaign to highlight and put an end to this practice and the funding market and conditions that perpetuate it
- This issue is despite the important and ground-breaking research benefitting us all during the pandemic and beyond that non-core funded research staff conduct and oversee
- The precarious employment of non-core funded researchers in UK HEIs intersects unfavourably with issues of gender, ethnicity, disability, pregnancy, and maternity/paternity so further disadvantaging the disadvantaged

Conference believes

- No researcher, core-funded or not, should be precariously employed if they do not wish to be so

Conference resolves

- To establish a working group, including research members, focused specifically on understanding more about the plight of 'at risk', non-core funded researchers at UK HEIs
- For this working group to establish a set of minimum demands for HEIs and funding bodies employing non-core funded researchers on precarious contracts
- For this working group to establish a set of minimum expectations for non-core funded researchers on precarious contracts at UK HEIs
- For this working group to devise a national claim to guide local UCU branch negotiations regarding the treatment of precariously employed, non-core funded researchers

Motion 4 **Pay deductions for members with external funding**
Proposer **University of Sheffield**
Word count **120**

This meeting notes that

- Striking members whose salary is part or wholly provided by external funders routinely experience full pay deductions.
- Funding contracts impose limitations on how awarded money may be allocated.
- Where deducted pay is not returned to the relevant project code this may represent a breach in said contracts.
- Where funding is returned to the relevant project code members may be eligible for an extension.

This meeting resolves to

- Raise awareness of this issue using the anti-casualisation committee's communication channels.
- Call on UCU to develop advice on how externally funded members should query the allocation of deducted strike pay.
- Call on UCU to contact major funders to supplement this guidance with official statements on the allocation of funds.

Motion 5 **Employment rights for casual workers**
Proposer **University of Glasgow**
Word count **107**

UCU's Anti-Casualisation Annual meeting notes:

- Many universities have roles, such as teaching on short courses, where people are not offered employee contracts, but only casual worker employment, paid by the hour.
- Many casual workers are not enrolled in any pension scheme, and have no employee rights
- Casual workers cannot benefit from redeployment policies, because they are not classified as employees.

UCU's Anti-Casualisation Annual meeting believes:

- All staff employed at in the HE sector should be recognised as employees.

UCU's Anti-Casualisation Annual meeting resolves to:

- Renews calls on UCEA to change those working on casual employment contracts onto employee contracts
- To start a campaign to the same effect

Motion 6 Strengthening UCU's work amongst research-only employees

Proposer The Open University

Word count 313

Meeting believes:

- 1) Precarity disrupts members on research-only contracts from being more active members or becoming familiar with trade unionism, compounded by moving employer, locality, or being early career staff.
- 2) That casualisation on research-only contracts is high, with 67% being fixed-term contracts, whilst many more open-ended contracts' continuation is 'subject-to-funding'.

Meeting resolves that UCU:

- a) Offer bitesize political education similar to the CPD programme, covering trade union and UCU activities, structures and potential 'everyday' actions. Potential curriculum includes:
 - Organising model of membership and operation
 - Indicative examples of 'small' and 'low-profile' contributions to branch activities
 - Representatives' activities, e.g., Caseworkers, Health and Safety, Union Learning
 - What strikes do, disruption not symbolism
 - How ASOS prevents strike-disrupted work from being mitigated, and collectively pushes back against overwork.

- Worked examples of how to practice ASOS, drawing upon ACC submissions to the ASOS sub-committee.
- b) Issue branch guidance on securing paid time ('facilities time') for all contract types, or as additional pay for members who cannot receive paid time off.
 - c) Produce guidance on how members in Learned Societies might influence them to oppose casualisation.
 - d) Pilot an initiative for UCU to support members' seeking to integrate participation in solidarity economy activities into research work, such as linking researchers with UCU-aligned organisations requiring research, or Community Wealth Building as impact.
 - e) Produce a strategy for influencing funders to defund structures and employers producing precarity. Key items include:
 - Guaranteed access to on-campus workspace beyond library access.
 - Requiring proof that funding allocated to buy-out or teaching-replacement is fully utilised for that purpose. Similarly, that institutions should experience consequences where offers made in the grant application are subsequently refused, such as sabbatical leave, office space, matching expenses or travel funding, administrative support etc.
 - That the institutional research environment or case-for-support include demonstrable support and progress for employees' progression to permanent jobs, at an individual and institutional level.

Motion 7 Bereavement Leave
Proposer ACC
Word count 148

This meeting notes:

1. That UCU has an active 'PGRs as Staff' campaign that is working for postgraduate researchers to be treated as staff.
2. That currently PGRs often do not have the entitlements of other staff to leave including bereavement leave.
3. A recent case where a PGR who is also a parent was initially denied bereavement leave by their research council after the loss of their child, thus compounding their distress at a difficult time.

This meeting believes:

1. That all casualised workers should have equal access to leave, including bereavement leave.

This meeting resolves:

1. To work with the PGRs as Staff campaign to address this issue with Research Councils and institutions.

Motion 8 Gender violence and precarity

Proposer ACC

Word count 155

This meeting notes:

1. The important work of the UCU Sexual Violence Task Group which has recently reported.
2. That the Task Group found that precariously employed workers were more likely to have experienced sexual violence and harassment in the workplace.
3. That the Task Group also noted the 'problematic culture' within UCU itself.
4. That UCU passed three motions on gender based violence at Congress 2020, which sought to address this 'problematic culture' but which have not yet been implemented, and which are distinct from the work of the Task Group and intended to complement that work.

This meeting believes:

1. That sexual violence and harassment disproportionately impact casualised and other structurally marginalised workers.
2. That UCU should action the policies passed at Congress 2020.
- 3.

This meeting resolves:

1. To ask the General Secretary to provide an update relating to the progress of motions 21, 22 and 23 from Congress 2020 to all members.

Motion 9 **Hostile environment and casualisation**
Proposer **ACC**
Word count **200**

This meeting notes:

1. That post-16 education institutions currently make up an integral part of the xenophobic hostile environment, through monitoring of migrant workers and students and through PREVENT, a situation which has only worsened since the Brexit referendum of 2016.
2. That UCU currently offers legal advice to migrant members, but that branch reps often feel under equipped to provide adequate assistance to migrant members.

This meeting believes:

1. That education establishments should not be outposts of the hostile environment, and that education workers are not border guards.
2. That insecure immigration status intersects with casualisation to render migrant members even more precarious.

This meeting resolves:

1. To work with the Migrant Members' Standing Committee and Black Members' Standing Committee, and other equalities committees as and Unis Resist Border Controls (URBC) to bring a motion to Congress 2022, calling on UCU to ascertain the needs of precarious migrant members through surveying our members and drawing on URBC's research.
2. To use the information gathered through this survey to develop a toolkit and training to better equip branch reps to support migrant members, and to empower all members to resist the manifestations of the Hostile Environment in the post-16 education sector

Motion 10 **Developing a Political Strategy on Casualisation**
Proposer **ACC**
Word count **179**

Meeting Notes:

1. That in recent years UCU has made significant progress in building our industrial capacity to challenge casualisation in post-16 education.

2. That the marketisation of education under both Tory and New Labour governments has created an environment in which post-16 education institutions are structurally dependent on hyper-exploited casualised labour.
3. That ending marketisation and creating a free publicly funded post-16 education system will require political transformation as well as industrial muscle.
4. That UCU's current rules prohibit both the national union and branches/local associations from donating or affiliating to any political party.
5. That Congress 2015 noted the crisis of working-class political representation and our Union's responsibility to address this.
6. That genuine fighters against marketisation and for free high quality publicly funded education who seek or hold political office should be supported by our union.

Meeting Resolves:

1. To instruct the Anti-Casualisation Committee to submit a Rule Change motion to Congress 2022 which would allow UCU and its branches/local associations to financially support/affiliate to political candidates/parties who share the aims and values of our union.

Motion 11	Anti-Casualisation Toolkit and Legal Support
Proposer	ACC
Word count	203

This meeting notes:

- a) the success of Goldsmiths short course tutors in gaining worker status via a crowdfunded legal challenge to their employer;
- b) UCU's legal scheme, which can support anti-casualisation cases and has funded important cases with relevance to casualisation, such as Ball vs Aberdeen (2008);
- c) the UCU toolkit 'Challenging Discrimination: How to Build an Effective Case' (October 2019), which gives advice on the law around discrimination and on the practicalities of pursuing a case.

This meeting resolves:

- 1) to encourage members and groups of members with potential anti-

- casualisation cases to seek UCU legal advice via their branches or local associations;
- 2) to gather experiences from members who have interacted with the UCU legal scheme at all its stages in order to better understand how the operation of the scheme might be improved, including for collective and strategically significant cases;
 - 3) to produce a toolkit on using legislation to challenge casualisation both individually and collectively, including:
 - i) an overview of the law on employment status and in relation to fixed-term, part-time and zero hours contracts, and
 - ii) advice on using our legal rights to challenge casualised employment practices (similar to that in the Discrimination toolkit), including through the UCU legal scheme.