

UCU Branch Meeting 16/02/2022 – Key Points

Feedback on 4 fights

The branch failed to meet the 50+% turnout threshold, thus cannot take industrial action.

It is unclear whether there's going to be a third ballot. The branch saw an increase in turnout. Branch to keep all members posted if there's another attempt to rebalot.

Individual members can support the action being taken by colleagues in other institutions by contributing towards the strike support fund.

The branch committee are always open to ideas in terms of how to improve participation.

Branch to continue to promote and gain a greater presence on campus, all members can bring issue up with colleagues

Branch to continue to activate current membership, publicise and work with members to incorporate all and encourage engagement in union activities.

A reminder to all that the union is not an insurance policy but a democratic process that relies on all member's involvement

Feedback on Collective Dispute with regards to Workload

At present there is no written official response from the university to the collective dispute

University presented 9 key principles on which workload should be based on.

View from management is to not return to the old model and they're not obliged to

They do not see why granular work loading is better

In meeting, university management were very generic and vague. UCU were underlying the importance of providing a fair, transparent and clear work loading system (which has worked in the past, when it was implemented properly).

University are under the impression that heads of schools should be in charge, they are willing to provide guidance.

Overall, they do not seem to respond to the dispute so far. Branch to consider a response, and how we would like to proceed.

They do not want to go to ACAS (they did not suggest that they weren't prepared to do so).

There is a need to complete the dispute process before moving towards the next steps, e.g industrial action.

Branch committee are waiting for the response (official) in writing.

The motion on Eligibility to stand for election, not allowing to be in the position of a chair and vice chair for more than 5 succession years in any one capacity passed unanimously.

Grievance Process

Currently, there is no collective grievance process in place. In some cases, it might be easier to deal with bigger one case rather than smaller individual grievance cases. Generally, the response from the members is that this should be an option/possibility. Branch welcome further feedback from the members.

Recording by Panopto Reminder to Members

Branch to alert that members should be careful when recording lectures/seminars, to ensure that machine does not continue to record once the session is finished, and/or to ensure that the recording button not on.

Branch believe that there should be further training and guidance in terms of how Panopto works.

Equalities Report

It's LGBTQIA+ History and Awareness Month, so there's quite a lot of events taking place nationally, a lot of them are taking place online (<https://lgbtplushistorymonth.co.uk/calendar/>)

UCU resources on LGBTQIA+ -> access.

and some being organised by different departments and Unison at Lincoln,

Branch Officers to continue to ask for clarification in terms to Timetabling Constraints procedures: re working days/times for part time workers and people with caring responsibilities (keep P/T working/Flexile Working and timetabling constraints as separate issues)

A few members that have expressed some thoughts so far - It is an important battle and collective action is needed, as Lincoln does not consider caring responsibilities. Colleagues do not know what to even put into constraints, or what the constraints are, and the results from the constraints are not released until mid Sept.

UCU Branch Meeting 16/02/2022 – Key Points

Health and Safety Report

Covid - the government thinks the pandemic is over, we do not

If people are experiencing issues in terms of health and safety, if they are concerned then contact Healthy and Safety officer.

£50 has been dedicated/allocated to buying some masks for members.

Next meeting - AGM meeting.

If you wish to nominate for branch office - then this should be done by 23rd February.