

Oxford UCU Branch Motion

Passed at the AGM on 9th July 2024

Solidarity with Unite UCU

This branch notes:

- Unite UCU has balloted to take five days of strike action on Wednesday 26th June, Monday 1st, Wednesday 3rd, Wednesday 10th, and Thursday 11th of July. They also begin Action Short of Strike (ASOS) on 26th of June.
- This dispute includes serious issues relating to racism, health and safety, breach of Unite's recognition agreement, and lack of adherence to policies for organisational change.
- The findings of the Unite UCU branch survey which revealed that:
 - a) Staff do not think their terms and conditions, health, safety or well-being are a priority for our employer;
 - b) Nearly six in ten members (58%) disagreed with the statement that UCU has a positive organisational culture and not one member from a minoritised ethnic group agreed;
 - c) The majority of members (55%) do not feel respected, supported and valued by UCU's senior managers, whereas only a quarter (26%) do;
 - d) The majority of members (60%) do not feel confident that the employer will comply with its own policies and procedures, and less than a quarter (24%) do;
 - e) The majority of members (54%) do not feel that the employer is taking seriously its legal responsibility to reduce stress whereas only a quarter (26%) do.
- That due to this dispute, the UCU Black Members Standing Committee has been boycotting all UCU work since February 2024.

This branch believes:

- That this is unacceptable.
- This contradicts all of UCU's "anti-racist" and "decolonial" work the union has been undertaking.
- Our staff are the life of our union, and we would be unable to do anything we do without them.
- This dispute has gone on long enough, and UCU SMT must work meaningfully with Unite UCU to resolve it.

This branch resolves to:

- Make a £5000 donation to the [Unite UCU Strike Fund](#).
- Call upon the GS and UCU SMT to meet with Unite UCU at ACAS and to accept that urgent and committed action needs to be taken.
- Call upon the GS and UCU SMT to initiate an independent investigation into organisational stress and UCU's treatment of its staff.
- To support Unite UCU wholeheartedly during their dispute.