Upgrading the Oxford UCU Bargaining Cycle

This branch notes

1. The aims and objectives of the Oxford UCU branch include bargaining with the employer to 'protect and promote the professional interests of members individually and collectively, to regulate the conditions of their employment and the relations between them and their employers, and to safeguard their interests'.

2. Branch representatives routinely attend two types of local bargaining meetings, which are loosely codified in Oxford UCU's recognition agreement:

   (a) Informal meetings, with senior management personnel, which are attended by at least two branch representatives and which are supposed only to address ad hoc issues.

   (b) Joint Consultative Committee (JCC) meetings, which take place once per term, usually in the fourth or fifth week of term, and which are attended by six branch representatives and six people representing different divisions and departments of the university, as well as some senior management personnel.

3. JCC meetings are currently Oxford UCU's main formal bargaining meetings.

This branch believes

4. Oxford UCU's recognition and facilities time agreements need revisiting to ensure they remain fit for purpose. Particularly, the recognition agreement needs to be revised to clarify and strengthen the branch's function as an organisation which engages in collective bargaining on behalf of its members.

5. Within the existing agreements, more effective use can be made of bargaining meetings to drive forward members' collective interests. This will involve engaging members more directly in the branch's bargaining cycle to develop, negotiate, implement, and enforce university policies.

This branch resolves

6. To begin developing a plan to turn local bargaining (alongside organising, recruitment, and representation) into a plan for a high participation and engagement model of trade unionism.

7. As first steps in this plan to:

   (a) Hold a General Meeting (GM) in the first week of every term to feed into the development of bargaining proposals for JCC meetings. To hold a GM in the sixth week

of Michaelmas and Hilary Term to receive reports back on JCC meetings; to include discussion of the most recent JCC meeting in Oxford UCU's AGM, which takes place in the eighth week of Trinity Term.

(b) To explore other ways of reporting back on local bargaining, including, potentially, regular space in the branch bulletin, or a separate 'bargaining bulletin'.