Solidarity with Unite OUP workers

This branch notes that:

- Oxford University Press (OUP) has announced plans to offshore the finance operations department to EXL Services, who will provide services from India. Nearly 50 roles are affected. This proposal means that existing OUP staff will not be able to TUPE transfer, and are therefore at risk of redundancy.
- OUP has asked workers facing redundancy to train their replacements.
- More than 30 Unite members at OUP have taken strike action in protest at this decision. The first walkout ran from 1 to 11 September, while a second stoppage took place from 28 September to 9 October..
- OUP has recently further proposed 113 redundancies among UK-based staff, mainly in its education and English language teaching divisions, as well as making 76 employees redundant at recently acquired Swiss publisher Karger.
- In its most recent annual report, OUP declared profits of £47.1m in 2025/26, and has £329.5m in the bank.
- In non-profit filings in the USA, CEO Nigel Portwood was paid $1,486,174 in 2024/25.
- UCU Oxford branch/LA rule 6.3.4 provides for:
    - "Donations to charities or other bodies whose objects are consistent with those of the Branch/LA. Donations greater than £250 must be approved by a general meeting of the Branch/LA; donations of this amount or less may be approved by the committee."
- Recent donations from UCU Oxford to UCU branches taking industrial action to oppose redundancies have typically been for £1000.

This branch believes that:

- OUP's actions are based on greed, and lack any financial rationale.
- Asking affected staff to train their replacements is insulting and inexcusable.
- Offshoring operational roles in this way takes money out of Oxford's economy, which affects all of us, as well as the many independent businesses operating in the local area who benefit from the custom of OUP staff.
- Unite OUP meets the definition in rule 6.3.4.

This branch resolves to:

- Make a donation to the Unite OUP strike/hardship fund of £1000.
- Express our solidarity with the striking Unite OUP members and their colleagues facing this threat to their jobs and livelihoods.