

Amendment to Motion 7B: Motion to support Fair & Equal Pay

Explanation: This amendment retains CUSU support for Fair & Equal Pay whilst preventing CUSU from active promotion of or participation in strike action and putting student welfare at the heart of CUSU's concerns if strike action does occur.

Proposer: Henry Wright (Homerton JCR)

Amendment:

After "CUSU Notes:"

Under point 8 delete "with strong student support, including from CUSU and the GU" and replace with "with support from CUSU and the GU"

Delete point 10

Delete point 11

Insert a new point 10 "During the last round of strikes, the welfare support provided to students was inadequate with many students raising welfare concerns and suffering undue stress or academic disadvantage due to lost contact hours;"

Insert a new point 11 "Behaviour during the last round of strikes between those on picket lines and students going about their daily business was at times threatening with students being called 'scabs', shouted at and physically intimidated from entering lecture sites;"

After "CUSU believes:"

Delete point 4

Delete point 5

Insert a new point 4 "It is the right of the UCU to strike, however it is the individual choice of each and every CUSU/GU member as to whether they wish to support strike action or not;"

Insert a new point 5 "Lobbying the university as well as supporting the UCU stance at the negotiating table can have an equal and longer term effect than strike action;"

After "CUSU resolves:"

Under point 2A delete ", and to help them show their support for the strikes e.g. through motions, putting up posters etc.;" and replace with ", and to help them ensure their members are supported with regards to welfare and are aware of avenues for reporting threatening or inappropriate behaviour"

Under point 4 delete "support for the dispute" and replace with "support for the pay dispute (whilst explicitly not supporting strike action)"

Under point 7A delete "details of how to support the industrial action,"

Under point 7B delete "while not undermining industrial action"

Delete point 7C

Delete point 7D

Delete point 7E

Insert a new point 7C “To lobby the university departments affected by strike action to put in place alternative arrangements for affected students including changes to exam structures if required;”

Insert a new point 7D “To arrange for a contact with UCU so that JCR welfare officers can raise any distressing interactions between their students and those on picket lines to minimise welfare issues;”

Under point 8A delete “This may include having consultation with UCU and other trade unions on further action short of a strike as well as raising awareness and sharing and producing resources, and supporting student groups that also campaign around these issues.”

Delete point 8C

Delete point 6

Delete point 5

Delete point 3

Motion as amended:

CUSU Notes:

1. The University and College Union (UCU) is conducting a ballot of its members on industrial action, which opens on Monday 9th September and closes on Wednesday 30th October;
2. The ballot relates to a claim jointly lodged by the five higher education trade unions (Unison, Unite, GMB, EIS and UCU) in March 2019 on the issues of pay, the gender pay gap, precarious contracts and workloads;
3. Staff across the UK HE sector have suffered a cumulative real terms pay cut of over 17% since 2009;
4. There are large and persistent gender pay gaps across UK universities, with disparities in excess of 15% across Russell Group institutions;
5. The gender pay gap in Cambridge is worse than the sector average: the mean hourly wage for women working for the University of Cambridge is 19.7% lower than for men (<https://gender-pay-gap.service.gov.uk/Employer/cKLM2VVR/2018>, March 2018);
6. A 2016 survey of UCU members found that academic staff work an average of 50.9 hours FTE per week;
7. Early career academics and postgraduate research students are often employed on hourly-paid contracts which limit their rights as workers and provide little security of employment;
8. UCU members engaged in industrial action over a dispute on the USS pension scheme during Lent Term 2018 with support from CUSU and the GU;
9. Many staff are also students and GU/CUSU members;

10. During the last round of strikes, the welfare support provided to students was inadequate with many students raising welfare concerns and suffering undue stress or academic disadvantage due to lost contact hours;
11. Behaviour during the last round of strikes between those on picket lines and students going about their daily business was at times threatening with students being called 'scabs', shouted at and physically intimidated from entering lecture sites

CUSU believes:

1. All workers have a right to fair pay, pensions and fair treatment and should not be discriminated against because of gender, race, ability, or any other protected characteristic;
2. Many of the issues at stake in the dispute, including precarious contracts, disproportionately affect postgraduate research students who are CUSU/GU members;
3. Students benefit from working with and being taught by staff who are fairly paid, have job security, and are not forced to take on an excessive workload;
4. It is the right of the UCU to strike, however it is the individual choice of each and every CUSU/GU member as to whether they wish to support strike action or not;
5. Lobbying the university as well as supporting the UCU stance at the negotiating table can have an equal and longer term effect than strike action;

CUSU resolves:

1. To lobby the university, faculties and colleges to provide fair pay, pensions and conditions to all of their employees;
2. To educate and inform students about these ballots, any subsequent industrial action, and what this will mean for students;
 - a. To assist JCR/MCRs in informing their members about these issues, and to help them ensure their members are supported with regards to welfare and are aware of avenues for reporting threatening or inappropriate behaviour;
3. To produce statements of support for the pay dispute (whilst explicitly not supporting strike action), to be shared with UCU and other relevant groups;
4. And, in the event that the ballots are successful and result in industrial action:
 - a. To provide information on the industrial action that is taking place to members of CUSU, including how we are supporting students during the strikes, and the work we are doing as CUSU on this issue;
 - b. To make provisions to mitigate the negative impact of disruption on CUSU members;
 - c. To lobby the university departments affected by strike action to put in place alternative arrangements for affected students including changes to exam structures if required;
5. And, should the ballot not result in industrial action:
 - a. To continue to lobby the University to address the issues of pay, pensions, the gender pay gap, precarious contracts and workloads;
 - b. To continue to provide information about, and publicly promote, UCU membership for those CUSU members who are eligible;