

## **Memorandum of Understanding, between: CUCU, CUSU and CUGU**

This Memorandum of Understanding (MoU) establishes the terms and understanding between Cambridge UCU (CUCU), Cambridge University Students' Union (CUSU) and the Cambridge University Graduate Union (CUGU) in relation to shared working.

### **Background**

Following the recent industrial action over staff pensions in spring 2018, there has been renewed and increased collaboration between CUCU, CUSU and CUGU. The three unions have found these collaborations to be beneficial. This MoU intends to formalise these collaborations to ensure their longevity.

### **Purpose**

This MoU establishes a commitment to a partnership on strategic issues and in areas of common interest. The unions' interests are aligned: staff working conditions are the conditions in which students learn. They also represent the current and future working conditions of many students: postgraduate students in particular are often both staff and students. A university education is a collaborative relationship between staff and students and each benefits from the advancement of the other's interest. The purpose of this MoU is to encourage unions with shared interests and memberships in Cambridge to cooperate in order to benefit each other in terms of visibility and engagement.

These goals will be accomplished through the following commitments:

Commitment from CUCU: to proactively contact the students' unions when policy developments may impact on student teaching or postgraduate student employment, to allow for preparation. To support students' rights to fair learning and working conditions, fair pay for student workers and equal treatment through demonstrations of solidarity and joint campaigning activity. To maintain an ongoing dialogue. To discuss areas of shared work.

Commitment from CUSU and CUGU: to proactively contact CUCU when policy developments impact on campaigning plans, to allow for preparation. To support the right to fair pay, fair pensions and fair treatment for all staff, through demonstrations of solidarity and joint campaigning activity. To maintain an ongoing dialogue. To discuss areas of shared work.

CUCU, CUSU and CUGU representatives will meet termly and share information about plans and strategy related to relevant issues.

### **Reporting**

CUSU and CUGU representatives will report annually to their respective councils, and CUCU representatives will report to their AGM.

### **Duration**

This MoU shall become effective upon signature by the authorised representatives from CUCU, CUSU and CUGU and will remain in effect until modified by mutual consent or terminated by any one of the partners. This MoU does not represent a commitment of funds and may be modified by mutual consent of authorised representatives from CUCU, CUSU and CUGU.

**Date:**

CUCU, Cambridge University Graduate Union, Cambridge University Students' Union,