

June 2018

University and College Union

To National executive committee

From NEC members

Agenda item 12

For Decision

Subject **Late motions and amendments to motions from members**

Please note the first part of this document contains a motion submitted in time but excluded from the paper in error, an emergency motion received and an amended version of motion previously submitted by the proposer that was originally over the word count.

1 Motion re UCU Cymru statement

We on behalf of Wales Council call upon the NEC to establish an independent investigation into the events leading up to and the conduct of Congress 2018. This is not to apportion blame but to minimise the risk of repetition.

Proposed C Jones

Seconded R Prout

40 words

(This motion should be read alongside the longer motion shared at the end of NEC/1187)

2 Emergency motion – Fire at Glasgow Art School

NEC is scunnered by the fire at Glasgow Art School, a Grade A listed Rennie Mackintosh Building, and the loss of important cultural resources.

NEC believes that this fire just a year after the Grenfell disaster raises further serious concerns about building fire safety.

NEC sends a message of sympathy and support to the people evacuated from their homes and businesses and the Art School staff and students, particularly those who lost work.

NEC calls on GS to pressure government, and members to write to their MPs and MSPs calling for:

1. The urgent introduction of new legislation, drawing on best practice internationally, for fire safety in public buildings and apartment blocks, including those under construction.
2. Financial support for the people and businesses evacuated and for the reconstruction or building afresh of the Art School.

NEC requests a donation of £500 to support those evacuated and Art School reconstruction.

Proposed by Marion Hersh

(150 words)

3 Motion ten – Profile of Casualisation

NEC congratulates FE colleagues who have recently gained important wins for casualised staff through claims and strike action highlighting important equality elements. The ACC also has done excellent work on promoting these issues throughout the UCU structures and more widely. It is still a scandal that universities and colleges refuse to provide transparent meaningful data or to promise enough action to target insecurity across both sectors. Research identifies BAME and women members in particular are disproportionately employed on insecure contracts. We need to further increase the profile of this issue throughout the FE and HE pay claims.

NEC resolves that

- Cradle to Grave Conference and other UCU conferences have a major speaker on casualisation and that more emphasis is given to this and accompanying equality issues in future planning of events.
- Publicity materials, placards on casualisation and an anti casualisation banner are available for all demos

Proposed by Christina Paine

(146 words)

4 Amendment to Motion one - Motion on Democracy and Dissent

Add the following after NEC believes 3

NEC acknowledges the hardwork and dedication of staff, particularly in

USS, pay and other campaigns, at Congress and throughout the year.

Add at the end of the motion

NEC mandates the President and other officers to ensure that motions 10 and 11 are debated and voted on at the Special Congress.

Proposed by Marion Hersh

The motion as amended would read as follows

NEC notes

1. The closure of Congress 2018
2. Delegates accepted CBC advice that motions 10 and 11 criticising the General Secretary were in order and voted 4 times to hear them.
3. the assertion that the GS is an employee like all others and that these motions undermine staff employment rights.
4. Motion L8 was carried at Congress.

NEC believes

1. The GS's role is unique among union staff as an elected position
2. Members have the right to hold elected officials to account whilst recognising the valuable work of UCU staff.
3. The right to dissent is necessary to achieve unity in our union.
- 4. NEC acknowledges the hardwork and dedication of staff, particularly in USS, pay and other campaigns, at Congress and throughout the year.**

NEC resolves

1. That motions 10 & 11 were in order and are in line with policy so should be debated at the recall Congress.
2. Fighting for union democracy and accountability must go hand-in-hand with organising to defend pay, jobs and conditions.
- 3. NEC mandates the President and other officers to ensure that motions 10 and 11 are debated and voted on at the Special Congress.**

5 Amendment to motion four - Stop Trump

Insert after 'going ahead'.

In the last two days Trump has received worldwide condemnation for his wholly inhumane policy of incarcerating the children of migrant families seeking asylum at border entry locations, caging them alone and terrified in makeshift detention centers, even when the family is complying in all respects with immigration law. This is resulting in heartbreakingly distressed children, alone and terrified, many as young as 18 months, crying for their parents.

Resolve no 4)

NEC is both disgusted and concerned at the actions of the Trump administration in relation to migrant families and their children and resolves to give support to partner agencies and campaigns around the world for this to stop immediately.

Proposed by Christina Paine

The motion as amended would read as follows

UCU opposed the planned visit to the UK by Donald trump on 12-14 July. We believe his racism and misogyny mean that he is not an acceptable politician to receive such and invitation. We note that the visit is going ahead.

In the last two days Trump has received worldwide condemnation for his wholly inhumane policy of incarcerating the children of migrant families seeking asylum at border entry locations, caging them alone and terrified in makeshift detention centers, even when the family is complying in all respects with immigration law. This is resulting in heartbreakingly distressed children, alone and terrified, many as young as 18 months, crying for their parents.

We therefore resolve to

1. Support he protests called by Together Against Trump and the STUC to coincide with the visit
2. Publicise these protests widely
3. Encourage UCU members to mobilise support for and attend the demonstrations
4. **NEC is both disgusted and concerned at the actions of the Trump administration in relation to migrant families and their children and resolves to give support to partner agencies and campaigns around the world for this to stop immediately.**

L9

Add 'up to 25' before 'elected lay members' in first starred point.

Add before point about electing its own chair.

The voting order should be as follows:

1. Representatives of devolved nations and regions
2. Representatives of equality standing committees and employment subgroups not already elected
3. Sufficient representatives of branches to ensure an appropriate

HE: FE balance.

Proposed by Marion Hersh

The motion as amended would read as follows

To facilitate a thorough, fair democracy review, NEC agrees:

* commission membership must comprise of **up to 25 elected lay members** representing FE and HE in fair balance

* there must be at least one member elected to represent each nation and region

* there must be adequate representation of all equality strands and special employment groups, in commission membership and in terms of the commission's consultation with equality standing committees and special employment groups (including the anti-casualisation committee, the academic related and professional staff committee, prison educators, and adult and community education)

*** The voting order should be as follows:**

1. Representatives of devolved nations and regions

2. Representatives of equality standing committees and employment subgroups not already elected

3. Sufficient representatives of branches to ensure an appropriate

HE:FE balance.

* the commission will elect its own chair and nominate its own experts

* members will be able to recommend issues of democracy and areas of investigation for the commission to examine

* commissioners will receive strong support to organize specific national / regional meetings alongside other accessible means to gather feedback from

members at all levels of UCU

7 Amendment to Motion nine - Civility: Prerequisite for Democracy, Equality, Diversity, and Inclusion

Add the following new bullet point

That the chair of the NEC and sector executives must endeavour to chair meetings that do not act to patronise or be rude to members, limit their speaking to facilitate that all business is debated and avoid bias in the setting the agenda.

Proposed by Carlo Morelli

The motion as amended would read as follows

NEC notes:

- that several of our recent meetings have been characterised by tension, by raised voices, and by an atmosphere that some experience as aggressive and intimidating;
- that the quality or persuasiveness of an argument is not enhanced by shouting;
- that were incivility to become normalised, it would have significant consequences for equality of participation and of representation, marginalising, or even excluding, those who are disinclined to tolerate or adopt this behaviour;
- that NEC members or staff who have experienced domestic or workplace aggression may be affected by incivility;
- that members of NEC, and staff who attend meetings, are all entitled to dignity and respect.
- **That the chair of the NEC and sector executives must endeavour to chair meetings that do not act to patronise or be rude to members, limit their speaking to facilitate that all business is debated and avoid bias in the setting the agenda.**

Therefore, we commit ourselves to uphold basic standards of interpersonal conduct, to treat each other decently, and to make these meetings events that we can all attend—and to which we can all contribute—without apprehension or fear.

The following representation was received under rule 30.2 from Yorkshire and Humberside regional committee

The rule also requires NEC to give a timely reply.

Motion adopted at the Yorks/Humberside Regional Committee Meeting, 16 June 2018:

A democratic UCU - defend the right to dissent

Yorks/Humber Region notes:

1. the closure of Congress 2018.
2. Delegates accepted CBC advice that motions 10 and 11 criticising the General Secretary were in order and voted 4 times to hear them.
3. The assertion that the GS is an employee like all others and that these motions undermined staff terms and employment rights.
4. Congress voted for a recall congress to conclude business.
5. Congress passed motion L8 so it is now union policy.

Yorks/Humber Region believes that:

1. The GS'S role is unique among union staff as an elected position.
2. Members have the right to hold elected officials to account whilst recognising the valuable work of UCU staff.
3. The right to dissent is necessary to achieve unity in our union.

Yorks/Humber Region resolves:

1. That motions 10 & 11 were in order and are in line with policy so should be debated at the recall Congress.
2. Fighting for union democracy and accountability must go hand-in-hand with organising to defend pay, jobs, pensions and conditions.