

June 2018

University and College Union

To National executive committee

From NEC members

Agenda item 12

For Decision

Subject Motions from members

1 Motion one - Motion on Democracy and Dissent

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.

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.

Proposed by Mandy Brown

Seconded by Dave Muritu

(149 words)

2 Motion two - #OurUCU statement

NEC notes

1. that after the closure of Congress 2018, the majority of delegates signed the OurUCU statement

2. That emails have been circulated to all UCU members with the GS's view of what happened at Congress

NEC calls on the General Secretary to circulate the OurUCU statement to all members to allow the majority view of congress delegates to also be heard.

Proposed by Mandy Brown

(63 words)

3 Motion three - Fascists not welcome

UCU NEC Notes:

- The racist English Defence League (EDL) is getting ready to march through Leeds and probably other cities on Saturday 7 July and throughout the summer in support of their jailed ex-leader Tommy Robinson.
- In June 400 racists and fascists marched through Leeds in defence of Robinson. There have also been arson attacks on a Mosque and a Sikh Gurdwara in the city.
- They have been using Islamophobia as a tool to build support, particularly in the wake of the London Bridge and Manchester terrorist attacks.

NEC resolves to:

- Defend multi-faith and multicultural cities.
- Stand united against the EDL, DFLA and their supporters who are not welcome in cities like Leeds or elsewhere in the UK.
- To publicise, and call on branches to publicise, counterdemonstrations and protests against far-right marches, whether by EDL, SDL, NF, DFLA or FLA.

Proposed by Elaine White

(140 words)

4 Motion four - Stop Trump

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. 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

Proposed by Margot Hill

Seconded by Sean Wallis

(76 words)

5 Motion five : Anti-fascism

Some 15000 far right supporters rallied in London in support of the jailed ex English Defence League leader Tommy Robinson on Saturday 9 June. This was a violent demonstration that saw anti racists and the police attacked, some of robinsons's supporters giving Nazi salutes and vile Islamophobic rhetoric used by speakers at the rally. The event received support from international far right figures, fascist groups, FLA/DFLA and UKIP.

We Resolve to

- 1) support plans by Stand Up to Racism and Unite Against Fascism to oppose the next 'Free Tommy' rally in London on 14 July and other so called 'free speech' events on 23 June organised by his supporters.
- 2) Publicise events and counter protests against these rallies.

Proposed by Margot Hill

Seconded by Sean Wallis

(118 words)

6 Motion six - Access to legal advice

NEC notes:

1. all decisions should be fully informed
2. Legal advice is complex.
3. Members with hearing, sensory processing and/or information processing impairments require written information, in advance, to avoid discrimination or disadvantage.

NEC mandates General Secretary and President to:

1. Ensure that written legal advice (in appropriate accessible formats) is provided to NEC members in addition to an oral overview of this advice. This should be provided in advance. Where there are concerns about the circulation of confidential legal advice, it will be provided on the day and returned afterwards.
2. Where advice must be provided on the day, members are given sufficient reading time with a separate quiet room for any members who require it. This reading time should take account of information processing diversity or impairment

NEC also believes legal advice required by members should be more robust in resisting employer attacks or discrimination.

Proposed by Elane Heffernan

(147 words)

7 Motion seven - Follow-up to Congress motions B19 and L9

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

- * commission membership must comprise of 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 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

Proposed by Vicky Blake

(149 words)

8 Motion eight - Congress Motions 10 and 11

NEC notes that

1. Congress passed motion L10 on the recall conference to discuss outstanding business
2. Congress passed motion L8 allowing debate of motions voicing dissent with the GS.
3. Motions 10 and 11 were included in CBC's second report, not challenged when this report was presented and voted onto the agenda as part of this report.
4. Congress voted three/four times not to withdraw these motions.
5. Over * branches have passed motions calling for the debate of motions 10 and 11 at the Special (Recall) Congress.

NEC acknowledges the hardwork and dedication of staff, particularly in USS, pay and other campaigns, at Congress and throughout the year.

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

(133 words)

*to follow

9 Motion nine - Civility: Prerequisite for Democracy, Equality, Diversity, and Inclusion

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.

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.

Proposed by Ryan Prout

(150 words)

10 Motion ten - Homelessness

NEC notes:

- that Congress 2018 and Congress 2014 were both held in Manchester;
- in the four years between these events, the problem of homelessness and of street sleeping has clearly worsened in Manchester, as elsewhere in the UK;
- street sleeping increased by 15 percent between 2016 and 2017 alone;
- more than 100 000 UK households were assessed as homeless in 2017;
- there are an estimated 307,000 people sleeping rough or living in inadequate housing;
- the scale of homelessness is an indictment of this Conservative government and of its coalition predecessor;
- homelessness is often the result of loss of work and austerity and is a labour issue;
- that homeless people are excluded from the transformative potential of second chance education.

NEC therefore calls on the responsible officials to authorise a donation to Crisis, or to the Albert Kennedy Trust, and to highlight the impact of homelessness on access to education.

Proposed by Ryan Prout

(150 words)

11 Motion eleven - Recall Congress 2018

Noting Congress motion L10, NEC resolves:

- to ensure regional committees and relevant UCU committees who are able to

send delegates to Congress in rule are urgently consulted alongside branches with respect to the timing of the one day Congress (at which outstanding business from Congress 2018 will be conducted).

- to ensure the date selected is likely to facilitate maximal attendance by delegates so that Congress will be both quorate and representative of all sectors, equality groups, and special employment groups
- to ensure full support is given to every branch, region, and union committee which has the capacity to send delegates to send its full complement of delegates, including assistance to secure those delegates appropriate time off to attend the Congress

Proposed by Vicky Blake

(120 words)

The following representation was received under rule 30.2 from UCU Cymru Council.

The rule also requires NEC to give a timely reply.

UCU Cymru complaint and request for an independent investigation into the breakdown of business at UCU Congress 2018.

UCU Cymru wishes to express our gratitude for all of the help and hard work given to us by all of the Welsh and UK staff.

However, UCU Cymru wishes to express its deep disappointment in the way Congress was allowed to be disrupted so that almost no business was conducted. We recognise that CBC is its own committee and should not be controlled by the NEC; however we did assume that there is a level of communication that facilitates the smooth running of our union and its Congress. UCU Cymru recognises that the NEC under rule 18.1 is the principal executive committee of the Union, and shall be responsible for the execution of policy and the conduct of the general business of the Union between meetings of National Congress. UCU Cymru believes that a number of questions should be investigated as to why this situation was allowed to arise.

The situation has arisen because of a number of motions, three of which were ruled in order by CBC (M7, M10 & M11) and one late motion (B19). It was very clear before Congress had started that the Unite Branch of UCU staff had a number of concerns, to such effect that members of Unite lobbied UCU delegates outside of the Conference Building on the start of the first day. UCU Cymru does not object to the Unite branch holding very legitimate concerns and we also respect the democratic right of those branches who put forward the original motions. It was however wholly foreseeable that the possibility of a considerable and unnecessary loss of time and expense might take place.

UCU Cymru believes that as the NEC is responsible for the conduct of the Union, it should be responsible for the events that led up to Congress. To this effect the NEC should allow an independent investigation as to why this deeply divisive and publicly embarrassing situation was allowed to happen in the first place. We believe there are a number of actions (or lack of) that need scrutiny and measures put in place in order for this not to happen again.

UCU Cymru wishes to express that this investigation should not be looking to apportion blame on any member of UCU or Unite but should be looking at establishing the facts of what has happened to develop a set of proposals to ensure this does not (so far as is reasonably practicable) happen again.