

## Emergency meeting on OPS restructuring – 21/03/2019

EUGM motion debate over constitutionality (receipt was 10M Wed but could be interpreted otherwise)

EUGM will go ahead tomorrow (Friday) 5-6pm hopefully in JCR

Marxist Soc has pushed for EUGM – not clear whether it will go ahead

Exec meeting today – motion supports all professional staff *to prevent strike* (we all lose if these changes go through)

Weak constitution -> open to interpretation

Motion not so relevant; action/inaction is

UNISON Passed motion for vote of no confidence in management

2<sup>nd</sup> April board of trustees meeting

Statement should be based on motion and with lots of signatures to be sent to management

What are our main demands?

OPS will affect student support (eg Widening Participation, students with SpLDs, loss of specialist librarians etc.)

Academic staff will be affected next

Staff had a right of response to November plans

New version is even worse, no right of response but warrants more response

Admissions people under new head

Rules on rematching not being applied – inconsistency and transparency over few years

'Transitional period' but no info on that – need more clarity (Monica refusing info) – SU can play a part in asking for more info on this and its implications

0 consultation on this process

New library director never sought data on what work is like etc. and just announced the plans without this info

The process (not just the outcome) of the restructuring of library is flawed

Why are there so many grade 10s? they need that many managers otherwise no one will take them seriously

EUGM – need to discuss how this pressure will work. Statements and signatures won't make management panic. Will affirm SU commitment to preventing the strike, must retain control of the narrative

LTD has been underresourced all year, will be subsumed into marketing and admissions

Students organised sessions to get essay support but staff couldn't provide it

What happens behind the scenes when students are absent for 4 weeks, very busy time for staff

Say job changes will happen at end of ay but the impacts are felt right now and this affects services that can be provided right now

Kate Black's contract wasn't long enough to secure her job, she's responsible for so many things, it's something which students actually will get upset about

Head of departments all sit on board and have signed it – Laffey says he signed because he didn't understand it. They can still retract it

Mental health will be affected, Monica brought up student's mental health but this also affects staff's MH as they cannot help the student. Employer has a legal responsibility and its' written in management thing and all things which could affect marginalised people has to be assessed on this basis. There is no actual support, they offered counselling services but counsellors weren't there, HR surgery only offered very generic advice. Counselling service is available anyway and has been for ages; not a new thing that's been introduced for staff really. Disability law should make anticipatory changes to prevent discrimination.

Diagnoses are way too slow

One job entails looking after ppl with disabilities or MH problems; the downgrading removes this responsibility and replaces it with just giving them a card with a phone no

SU is in a good financial situation

Don't just use email templates but also make them, personal or ppl stop reading them

In academic terms Votes of no Confidence have made managers resign etc.

Also affecting other institutions, look at what student body is doing in Cardiff, reading, Exeter, and Gloucestershire

Student support sends a powerful message to UNISON members

Exec Board meeting (unit that signed off on this, mostly academics), meet every Monday, next, meeting is Monday 25<sup>th</sup> 10-12, room 115

### **Next Steps:**

Hau-Yu will sort EUGM

Get people to go to EUGM tomorrow at 5pm, print flyers

Record the EUGM and publicise

Draft email templates for people to send to student reps, department heads, managers

Exec board meeting Monday

Prepare a statement and signed open letter to management

Talk to societies, reps, but also flyer and talk to ppl

Keep getting signatures for EUGM motion

Walk out on 2<sup>nd</sup> April