



**UCU  
RISING**



**University and College Union**

**University of Southampton Branch  
General meeting**



# Agenda

1. Apologies for absence
2. Update on *Modernising the Governance*
3. Update on *Workload Principles*
4. Discussion of *UCU Rising* industrial action
5. Motions from members
6. Call for new branch officers

I have been notified of two motions. Motions will also be accepted from the floor.



# Modernising the Governance

We had a further negotiating meeting with management on 29<sup>th</sup> March, at which a few small improvements were made to the proposals.

We are submitting the revised proposals to an eBallot of members which will conclude in time for the JJNC on 18<sup>th</sup> May.

Update from Marianne.



# Workload Principles

Our management have started a major HR project to establish a set of Workload Principles on which local workload models will be based.

As well as consulting with the three campus trade unions, they are setting up focus groups.

It might be helpful if UCU colleagues could join appropriate groups. You can sign up, by May 15th, through the form linked here:

<https://www.southampton.ac.uk/blog/sussed-news/2023/04/26/the-workload-principles-project-register-your-interest/>



# Pensions update

UCU eBallot:

Do you wish to NOTE or REJECT continuing joint work with UUK?

Combined result

Note: 85%

Reject: 15%

This shows that UCU members know the scale of victory they have delivered on pensions. The renewed strike ballot mandate is there if we need it but for now, we will not call action in the USS dispute.

[Jo Grady 2023-04-17]



# Pay and conditions update

UCU eBallot:

Do you wish to NOTE or REJECT the proposals agreed between the joint trade unions and UCEA at Acas?

Note: 44%

Reject: 56%

Total number of members voting across all surveys: 35,338

A majority of members have voted to continue the dispute and this means the marking and assessment boycott (MAB) commenced on 20 April 2023.

MAB training:

<https://www.youtube.com/watch?v=maHfheNwwzQ>



# Marking and assessment boycott

We have written to our Vice-Chancellor about our employer's threat of pay deductions and received a reply this morning.

[Our letter.](#)

[VC Response.](#)

UCU FAQ:

[https://www.ucu.org.uk/MAboycottFAQs#1.\\_What\\_is\\_a\\_marking\\_and\\_assessment\\_boycott?](https://www.ucu.org.uk/MAboycottFAQs#1._What_is_a_marking_and_assessment_boycott?)





# Migrant workers

Unfortunately, there are additional concerns for our migrant worker colleagues joining in the action. You can find the updated UCU guidance here:

<https://www.ucu.org.uk/heaction-migrantworkers>

Laura Loyola (@wawisloyola), our incoming migrant worker representative on the National Executive Committee also has a helpful Twitter feed:

<https://twitter.com/wawisloyola>



# Industrial Action Survey

We have opened a survey to help us support each other in the marking and assessment boycott. It also gives you an opportunity to feed back to us about this industrial action. The survey is rather long; please fill out what you can.

The link has been sent by eMail to each member.



# Hardship Fund

Please contribute if you can to our local hardship fund:

Account name: UCU Southampton 71 Hardship Fund

Account number: 20391537

Sort code: 60-83-01



# Motions



# Motion 1

## Motion on Gender Pay Gap

The University of Southampton UCU Branch notes:

That the latest published data for the University of Southampton reveals that the median gender pay gap has increased from 19.9% (March 2021) to 21.5% (March 2022), the mean gender pay gap has increased from 13.7% (March 2021) to 16.2% (March 2022), and that the median gender pay gap at UoS has increased every year since 2018.

(Source: [Gender Pay Gap Service](#))

That, by contrast, the UK gender pay gap for median gross hourly earnings (excluding overtime) for all employees is estimated to be 14.9% (2022), and that the trend is downwards (Source: [ONS](#)),

That the University of Southampton, despite previously publishing Equal Pay Reviews annually, has not published one since the 2019 report (Source: [UoS](#)), and that, consequently, there is no current published data on disability, ethnicity, migrant and LGBTQ+ pay gaps.

The Branch believes:

That the expanding gender pay gap at the University of Southampton represents a significant leadership failure of the University Executive Board and a significant oversight failure of the University Council.

That pay equality, unsustainable workloads and over-casualisation are linked, and that the University has demonstrated an unacceptable degree of complacency and lack of urgency in addressing these issues.

The Branch resolves:

To call on the University to issue an apology to women and minority employees for failing to ensure that they are paid fairly.

To call on the University to halve all equality pay gaps by 2026, and to eliminate them by 2029.

To call on the University to resume annual Equal Pay Reviews.



# Motion 2

## **Motion on Amending the Branch Hardship Fund**

For the period 3 May 2023 to 13 June 2023 only, the University of Southampton UCU Branch authorises the Executive Committee to make amendments to the eligibility criteria of the local Hardship Fund, to enable payments to be made to members participating in the Marking and Assessment Boycott. A report on any changes made must be given at the Annual General Meeting on 14 June 2023.



# Annual General Meeting

Our Annual General Meeting is the occasion when we review the past year, look to the future, and elect the branch officers. This year's AGM will be on Wednesday 14th June at 13:00. Nearer the date, we will circulate nomination forms for roles on the executive committee.

**Now is the time** to step forward and offer to take a role as a Branch Officer or member of the Branch Executive.



**University and College Union**

**Joining us**

Your colleagues can join today here:

<http://www.ucu.org.uk/join>