**P23-24/101**

**Motion: support Unite UCU staff**

The branch notes:

1. [UCU’s rule 2.4.ii](https://www.ucu.org.uk/media/14161/Rules-2023-24/pdf/UCU_Rules_2023-24_from_29.05.23.pdf) includes UCU’s aim to ‘promote equality for all including through… the Union’s own employment practices’;
2. On May 13 2024 Unite UCU members [voted overwhelmingly in favour](https://twitter.com/UniteUCU?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor) of industrial action in a [collectivised industrial dispute](https://drive.google.com/file/d/1jk4B3TdCB7VVDUCIU4fKQY02RT3RZp4D/view) with UCU as an employer, with notice of [strike action issued for 30 May](https://x.com/UniteUCU/status/1790788211372876024);
3. Unite UCU’s issues in the dispute (set out in full [here](https://drive.google.com/file/d/1jk4B3TdCB7VVDUCIU4fKQY02RT3RZp4D/view)) include:
	1. UCU’s continued failure to meaningfully engage with serious equalities concerns (in particular, [workplace racism experienced by Black staff](https://docs.google.com/document/d/1l2Bv5Ni_20OKWB_WBWWtmxpx6cT4UGDLHJF6j5XG-yI/edit?usp=sharing)) and health and safety issues, including contravention of health and safety law [according to the Health and Safety Executive](https://archive.is/YC2P4);
	2. Organisational failings in UCU management culture leading to workplace stress;
	3. Bullying and dismissive behaviour by UCU senior management;
	4. Breach of the recognition agreement between UCU and Unite UCU.

This branch believes:

1. That as an employer UCU should apply the same standards that it demands for its members in terms of pay, working conditions, equality, health and safety, fighting precarity, and union-employer relations and negotiations;
2. That failing to do so is not only morally wrong and unfair to the staff who support us to push for these demands for ourselves, but also brings the reputation of UCU as a union into disrepute, thereby weakening UCU’s negotiating position vis-à-vis our own employers;
3. That workplace racism, as experienced by UCU’s Black staff, is unacceptable and requires urgent independent investigation;
4. That all Unite members employed by UCU have the right to a safe and professional workplace culture; to be respected and supported by management; to have their health, safety and well-being prioritised; and to have workplace stress minimised.

This branch resolves:

1. To publicly support Unite UCU’s demands;
2. To write to UCU’s General Secretary, urging her to fully engage with Unite and commit to addressing the issues raised in this dispute in full;
3. To send this motion to all National Executive Committee (NEC) members and support any NEC and/or Congress votes aligned with this branch motion;
4. To donate £200to Unite UCU’s strike fund.
5. To encourage members to sign the [letter of solidarity with Unite UCU](https://docs.google.com/forms/d/e/1FAIpQLScdPTXMNKYRrbcdEinlbNMlCIIXk21dRBEzYAAMuk_05Lz46g/viewform).

Proposer: Nicki Kindersley