

### Hello RAIUL UCU Members!

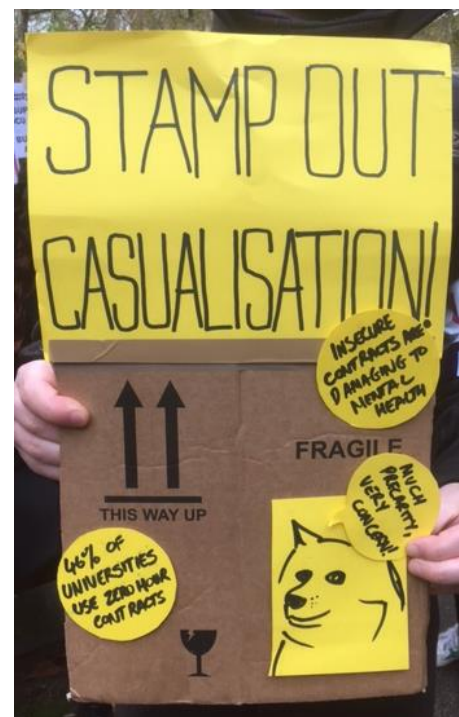
The fall term is almost done and holidays will soon be upon us. We hope that you have had a successful semester.

This is the first start to the academic year with a recognised UCU Branch at Richmond. Our top priorities have been Adjunct Faculty contracts, and the workload of all faculty and related unacceptable levels of stress. We have also been in consultation over several new university policies (international and remote working, diversity and equality, long-Covid), and are pleased to announce a new Environmental and Sustainability Framework at Richmond. Further information on these campaigns and issues, along with upcoming meetings and ways to get involved with the RAIUL UCU, including solidarity with striking UCU members, can be found here and at our website: <https://richmond.web.ucu.org.uk/>.

### Richmond Adjunct Faculty: Campaigning for Change

Richmond UCU Branch has stepped up its campaign to end zero-hours contracts for our Adjunct Faculty and improve their working conditions. Two informal online meet-ups were held specifically for Adjunct Faculty this semester, which gave Adjunct Faculty the opportunity to raise concerns as well as hear about UCU's campaign and how to participate. Another meet-up is planned for early in the next semester.

We raised the issues of zero-hours contracts and pay and conditions for Adjunct Faculty at the fall JNCC with senior management. The Branch's request to end the use of these contracts met with a generally favourable response; however, we are still awaiting a formal answer on the letter to senior management on this topic sent 9 September. The Branch Committee is continuing to press for a clear timeline following suggestions that long-term Adjuncts will be moved off zero-hours contracts. We plan more actions to raise awareness of the use of zero-hours contracts and the casualisation of the HE workforce in Spring 2021, as Adjunct Faculty remain a priority. **An Adjunct Faculty Action Group meeting is set for 20<sup>th</sup> January.**



To join the **WhatsApp group for Adjunct Faculty** contact the Branch email address or email the Adjunct Rep directly on [cddille@yahoo.com](mailto:cddille@yahoo.com).

### Have your say:

*Let us know what issues and concerns you want us to address at the January Joint Negotiation and Consultation Committee meeting with senior management*

**If your workload is causing stress and illness, let your HoD know.**

**All faculty are entitled to sick leave.**

**If you are ill, stay home and take sick leave.**

### Stress Campaign Update

Workplace stress is a serious issue and a threat to health and well-being, as we learned from you in the [Richmond UCU stress](#) survey conducted in the summer. Having presented this information to the university executive, they agreed it is an issue that needs to be taken seriously and addressed. We have called on the university to dedicate resources and information on stress reduction.

The UCU has called for the university to follow [HSE guidelines](#) to tackle workplace stress, for heads of departments to be trained to recognise stress, and for stress-specific risk assessments to be part of the stress policy for the university. We also want a more comprehensive and updated university stress policy to be included in the employee handbook update. We are currently pressing for ways to ensure faculty can take sick leave and alternative ways to make up classes.

The university and UCU want to work together to break down stigma and raise awareness about stress and stress-related illnesses. We encourage all faculty to take time off when they are sick, and report to HR if this sickness is stress-related.

### A welcomed green strategy at Richmond

Richmond now has a brand new Environmental and Sustainability strategy. It was recycled from numerous other strategic plans so is 100% green. The idea is that going forward in our new home we establish baselines and actions for monitoring and increasing things like recycling, purchasing energy efficient devices, encouraging green and public transport, and ensuring that sustainable and ethical partnerships are all part of any new projects/purchases, etc. Whilst many of these actions pertain directly to Estates and HR, UCU will be working with faculty, staff and students to support, and even possibly lead, some actions ourselves. Ideas and volunteers welcome:) The core Strategic Plan can be found on this page: <https://www.richmond.ac.uk/about-richmond/vision-mission-values/>, to which the recently passed Environmental and Sustainability strategy will be published shortly.

## Solidarity with UCU industrial action against changes to USS and the four fights

UCU members at many universities voted in favour of an industrial action ballot over changes to the USS pension and the Four Fights over pay, workload, equality, and casualisation (see here [for more information](#)). RAIUL UCU calls on all members to support their fellow UCU members who are fighting on behalf of the whole HE sector to safeguard and improve working conditions.

**UCU**  
University and College Union

**FOUR FIGHTS**

What we are fighting for

[www.ucu.org.uk](http://www.ucu.org.uk)

**1 FAIR PAY** £2,500 pay uplift on all pay points £10 minimum pre-hour wage for all contract types

**2 JOB SECURITY** Staff to move from hourly paid to fractional contracts PERMANENT CONTRACT A framework to eliminate precarious employment practices

**3 MANAGEABLE WORKLOADS** 35 hours to be the standard weekly contract of all HEs Nationally agreed action to address excessive workloads

**4 EQUALITY** Nationally agreed action to close the gender, ethnic and disability pay gaps

We urge RAIUL UCU members to [donate to UCU's fighting fund](#) to support your colleagues who are taking action. Please get in touch for more information or ways to get involved.

### Thanks Dom!

We would like to announce that Dom Alessio has stepped down as Health and Safety Officer. On behalf of the members, the Branch Committee would like to warmly thank Dom for his contributions to the union and improving colleagues' working conditions.



### Get Involved with your Union

We are looking for volunteer **Caseworkers** and **Departmental Reps** to help build and diversify the voice of the Union. Please get in touch with us ([richmonducubrand@richmond.ac.uk](mailto:richmonducubrand@richmond.ac.uk)) with any news, ideas, or concerns you might have, and come to our upcoming events (all online):

**Branch Members' Meeting: December 10<sup>th</sup>, 10am-11:30am**  
**USS Pension Q&A December 10<sup>th</sup>, 11:30-12pm**  
**Adjunct Faculty Action Group Meet-up, 20<sup>th</sup> January**

**Together we can improve working conditions at Richmond.**

#### Branch Committee Officers are:

Chair - Sue Pell  
 Secretary - Samantha Bracey  
 Membership Officer - Ivan Cohen  
 Treasurer - Emmanuel Okyere\*  
 Committee Officer - Martin Brown

(\*to be ratified at December branch meeting)

Health and Safety Officer - Kandida Purnell\*  
 Adjunct Faculty Officer - Catherine Dille  
 Equalities Officer - Shuna Neilson  
 Green Officer - Wayne Clark  
 RIASA Officer - Lucia Morawska

**UCU**  
 Richmond, The American  
 International University in London