

Hello RAIUL UCU Members!

We hope that you have had a restful break and a happy new year! As a new branch we urge you to get active to help strengthen and shape our branch in 2023!

New Full-time and Fractional Contracts

The UCU have been negotiating faculty contracts with the University since spring 2022. While initiated by the University Executive Team (UET), the UCU has approached the negotiations as an opportunity to establish a progressive, forward-looking contract that ensures equality, fairness, and security for all faculty.

Supported by our Regional UCU Officer, we have engaged in rigorous and constructive negotiations that succeeded in many of our key concerns being addressed. These have included:

- reducing the notice period to 3 months
- ensuring ownership of our research and gaining clarification and limitations of other aspects of intellectual property
- the inclusion of more explicit provisions for consultation of any changes in the terms
- reducing the punitive tone of the contract

We have outstanding concerns about Sick Leave and the change in benefits to employees. We continue to press for improvements in these and other areas in our meetings with the UET.

Adjunct Faculty's Guaranteed Course Contracts

We are also very disappointed in the slow progress on the Guaranteed Courses for Adjunct Faculty. These contracts were delayed in part by the Brazel Supreme Court ruling on seasonal part-time holiday pay. However, throughout the negotiations, we have been in regular consultation with our Adjunct colleagues. Through on-going negotiations we are pressing for increased security and fairness in these new contracts. We are also pushing UET to clarify roles and responsibilities and provide guidance for Adjunct faculty. The UET are optimistic in rolling out Adjunct faculty contracts during Spring 2023.

To keep connected, all Richmond Adjunct Faculty are encouraged to join the [Adjunct Whatsapp group](#). [Contact the Adjunct Rep on the branch email](#).

For a full report on the negotiations, see our [website](#).

Report back on the Faculty Progression, Promotion, and Workload Trial

Thank you for your feedback on the trial FPPW. In December, we met with the UET to report that most respondents found the process onerous, burdensome, and lacked clarity. Based on your comments, we recommended that the process be streamlined, transparent, and in consultation with the UCU. We emphasised the revision of the FPPW must guarantee reasonable workloads and equitable pathways to progression and promotion.

See the [Full Report](#)

National update on industrial action

November 2022 saw over 70,000 staff at 150 universities across the UK take part in three days of strike action over attacks on pay, working conditions and pensions. The strike was the biggest in the history of higher education with historic turnouts on its picket lines. Richmond UCU stands in solidarity with all those branches taking action in the face of the sustained erosion of pay and conditions across the UK's HE sector.



The strikes came after UCU members overwhelmingly voted 'yes' to industrial action in two historic national ballots over attacks on pay and working conditions as well as pension cuts. The results are the first ever successful nationally aggregated ballots in the education sector since the Tories introduced anti-trade union laws in 2016. Despite the results, vice-chancellors have not made any improved offers.

On 11th January 2023 UCU announced that [more than 70,000 staff at 150 universities across the UK will strike for 18 days between February and March 2023](#) in disputes over pay, conditions and attacks on pensions. The precise dates of the action will be confirmed later this month.

Building the Union ahead of annual pay claim

All unions depend upon the strength of their membership in any discussions or negotiations with their employer. To that end we are seeking to build Richmond UCU: increasing our membership will increase our strength. We would encourage you to speak with your colleagues who are not yet part of UCU and encourage them to join us. A clear explanation of the benefits of joining can be found at www.ucu.org.uk/media/1744/How-to-answer-the-why-join-questions/pdf/recruit_faqs.pdf

In speaking one-to-one with a colleague there are three core 'secrets' of a successful approach: the approach itself, the central message conveyed, and the 'exit strategy', all clearly explained at www.ucu.org.uk/media/1743/How-to-approach-a-potential-member/pdf/recruit_approach_1.pdf

Your UCU continues to be in discussions with the University over major issues, such as pay and conditions of employment, including key areas such as stress, wellbeing, sick leave, etc. With a greater level of membership we will be in a stronger position to negotiate with management.

For further details on how to join please contact our Membership Officer through the Richmond UCU email or go directly to the UCU website.



Educating for a Changing Planet

UCU has produced a short film which is a call to action for educators working with the student movement and trade unions for a Just Transition and a Green New Deal.

This [7-minute film](#) draws on the personal stories of teachers in the Global South and the Global North who are already witnessing the negative impacts of the climate crisis on the education of young people. There is a pledge at the end which encourages UCU

members to think about how they can become engaged as individuals and educators. Our students at Richmond are reflecting with increasing concern on how these issues will affect their futures, and we can think about how they will – and already are – changing our respective disciplines, from global policy and business risk to damaging floods at ancient historical sites.

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](#) with any news, ideas, or concerns you might have.

Calling all designers:

UCU Richmond Branch has been up and running for nearly two years, and we would like to order a fabric banner to increase our visibility at on-campus events and identify our branch at UCU rallies. Would any members with design experience be able to contribute their skills in designing one? Banners are a time-honored trade union tradition stretching back to the movement's nineteenth-century beginnings. For more information on the history of this art form see 2022 Banner Exhibition – People's History Museum. To offer your services in helping to create a memorable image for our branch please write to us at: RichmondUCUbranch@Richmond.ac.uk

Dates for your calendar!

The next Branch Members' Meeting will be held on 27th January at 10:30am on Microsoft Teams (e-mail RichmondUCU@richmond.ac.uk for the link if you have not received it)

Together we can improve working conditions at Richmond

UCU Richmond Branch Committee Officers

Chair - Sue Pell
Health and Safety Officer - Kandida Purnell
Secretary - Samantha Bracey
Adjunct Faculty Officer - Piola Massarotto
Membership Officer - Ivan Cohen
Equalities Officer - Shuna Neilson
Treasurer - Emmanuel Okyere
Green Officer - Catherine Dille
Staff Officer - Martin Brown
RIASA Officer - Lucia Morawska