

Catherine Morrissey

From: Esmilda Yates <EYates@UCU.ORG.UK>
Sent: 29 January 2015 11:12
To: Esmilda Yates
Cc: Andrew Young; Barry Jones
Subject: Members Email

Importance: High

Dear Member,

Later today an announcement will be posted on the intranet by the University. We wanted to take the opportunity to inform you about what's happening and why, and to ask for your support.

The University received a request by staff under the Information and Consultation Regulations 2004 to establish Information and Consultation arrangements; you may have signed the petition yourself a few months ago.

UCU and UNISON want to ensure that staff do feel fully informed and consulted on a regular basis. Around two years ago, the two unions renegotiated our recognition agreement with the University to ensure that we are informed and consulted about matters that affect all staff and can represent staff interests effectively on all matters from small policy changes to large restructures.

We welcome this opportunity to extend our current arrangements and protect what we have already achieved. The unions have agreed that in order to comply with the legislation, the staff side team that will discuss these changes should be nominated from our pool of union reps by the two union committees. The reps then simply need to be endorsed by all staff at the University through a simple majority vote.

The ballot for endorsing the reps opens on the 2nd February and closes on the 6th. It is vital that members of UCU and UNISON take the time to click 'Yes'. We want committed and experienced representatives making these decisions that will affect our ability to represent your interests, from simple updates on Programme Beveridge to protecting jobs in restructures.

UCU has nominated Jon Bitmead and Angela Ireland, two reps with many years of experience in dealing with the wide range of complex issues that have emerged at the University. UNISON have nominated Sam Ferman, their new steward in Stewart House at HEE and Angela Jelfs, their stalwart treasurer and steward in Student Central.

There will be many opportunities for you to discuss this with both unions over the next few days, look out for details on stalls, drop ins and members meetings. We urge you to talk to your colleagues and encourage them to Vote Yes.

If you have any queries please contact UCU on uol@ucu.org.uk.

Endorse Your Reps!

Thanks,

UCU Senate House Branch Committee

Stay up to date with UCU by signing up to our weekly web update, news feeds, twitter or facebook services: <http://www.ucu.org.uk/stayupdated>

Want additional support? The College and University Support Network (Recourse) offers UCU members a range of services - from factsheets to counselling. Access these services online <http://recourse.org.uk/> or through the 24/7 telephone support line, Freephone 0808 8020304

Disclaimer

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Three years ago, UNISON and UCU renegotiated our recognition agreement with the University, enabling us to set up our Joint Negotiating Committee, to be included from the start in all consultations, and to be kept informed about the University's strategy and financial situation.

Unlike staff forums, we also negotiate on changes to terms and conditions and pay. It is the only forum that London Weighting could have been discussed in.

We welcome the opportunity to extend and improve our existing framework and ask you to endorse our reps in order to do so. See the staff intranet for more details.

Vote **Yes** on February 2nd!



Our trained, experienced, reps scrutinise, amend and negotiate to get the best deal for everyone. We ensure equality, transparency and consistency.

Our reps are protected by law against reprisal by the University or managers so they can say what they like, even if the University don't want to hear it.

We keep an eye on the financial situation, the University's business strategy, health and safety concerns, and more...

Our reps can call on union officials who work across the Higher Education sector for advice as well as legal support.



We are involved in every consultation, all policy changes, Restructures and reorganisations. We are about to embark on having a comprehensive change policy drawn up, so we can ensure that all future restructures follow an agreed policy.

Endorse your Reps!

If there are any issues you want to discuss with your reps, please get in contact with us. Email unison@london.ac.uk or jon.bitmead@london.ac.uk



**VOTE
YES
AND
ENDORSE
YOUR REPS**

Just to be clear, this is about consultation not negotiation. For example, voting No will not bring London Weighting back to the table or introduce local bargaining over pay. These are subjects for negotiation along with pensions and other changes to terms and conditions of employment.

Now we've taken that off the table, we want you to vote to endorse our four candidates in order for them to form the staff side during discussions with the University on extending our current framework agreement to cover all staff and ensure it is **bulletproof!**

The four candidates below have been elected and chosen through their union's democratic processes. They have received training in their roles and want to continue to represent all staff during consultations, university-wide such as policy changes or departmental such as restructures. They have access to resources which are simply not available to 'independent' forum members. They have the ability to resist the employer in a way that non-union representatives cannot do.

Please click **Yes** and allow them and the rest of the UCU and UNISON reps to carry on with their hard work.

(We have been quite clear about our motivation for a Yes vote. We suggest you consider the motives behind the no campaign.)

UNISON
the public service union

Vote Yes: 2nd Feb*

*Or anytime before 6th Feb!

UCU
University and College Union

Catherine Morrissey

From: Esmilda Yates <EYates@UCU.ORG.UK>
Sent: 30 January 2015 11:11
To: Esmilda Yates
Cc: Barry Jones; Andrew Young
Subject: Important: Please read - All Staff Ballot - VOTE YES

Importance: High

Please pass this onto colleagues in your department

UNISON and UCU together are the recognised trades' unions at Senate House, University of London. Our recognition agreement provides for a full range of information, consultation and negotiation. UNISON and UCU work hard to ensure that all staff are represented and we welcome more staff joining and getting involved. If you are not currently a member of UCU or UNISON, or you know somebody who isn't, and you (or they) would like to maximise your ability to influence conditions at University of London, please join the appropriate union.

Our representatives are democratically elected, trained and supported by the wider union – an ICE forum would have no such support and backing. We are national unions that provide specific support to those working in higher education – in UCU and UNISON you having the backing of huge organisations with all the support and solidarity that this provides.

Vote YES for the four representatives who will meet with the University to negotiate the broadening and improvement of the recognition agreement to ensure its in full compliance with the ICE regulations.

Some of you may have received an e-mail from Catherine Morrissey. As the IWGB Branch Secretary, we are surprised that she is, in effect, arguing for non trade union members to have an active role in industrial relations at the University of London! This dishonest anti-trade union position is solely aimed at disrupting and undermining the established consultation arrangements at the University.

There is no need to have two information and consultation forums as Catherine has suggested - this would lead to confusion and conflict and play directly into the employer's hands.

Unions have fought for generations for the right to be informed and consulted and to improve our members' working lives. We don't want the hard work of union activists to be undone by those calling for a non-union forum.

Please VOTE YES.

Sent from the UCU London Regional Office on behalf of the UCU Senate House branch

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Catherine Morrissey

From:
Sent: 30 January 2015 11:49
To: Catherine Morrissey
Subject: FW: Important: Further Explanation on Information and Consultation

FYI

From: Senate House UNISON Branch [mailto:unison=london.ac.uk@mail67.atl91.mcsv.net] **On Behalf Of** Senate House UNISON Branch
Sent: 30 January 2015 11:46
To:
Subject: Important: Further Explanation on Information and Consultation

[View this email in your browser](#)

Dear Member,

Please pass this onto colleagues in your department.

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Please VOTE YES.

Endorse Your Reps!

Thanks,

Senate House Branch Committee

Franco, Simon, Angela, Sam, David and Hafsi

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Senate House UNISON
Room 101, Senate House, Mallet Stree
London, London WC1E 7HU
United Kingdom

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UNISON *Senate House and Edexcel Branch*

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Friday, 30 January 2015

Endorse Your Reps - Vote YES on February 2nd

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UNISON has nominated Sam Ferman, our new steward in Stewart House at HEE and Angela Jelfs, our stalwart treasurer and steward in Student Central. UCU has nominated Jon Bitmead and Angela Ireland, two reps we have worked closely with for many years, both at the JNC (Joint Negotiating Committee between the two unions and the management) as well as during campaigns and consultations.

There will be many opportunities for you to discuss this with both unions over the next few days, look out for details on stalls, drop ins and members meetings. We urge you to talk to your colleagues and encourage them to Vote Yes.



Posted by [Dave Pardue](#) at 11:02 No comments:

+1 Recommend this on Google

What is Programme Beveridge?

Most University of London employees will be aware of the new project announced by the University, Programme Beveridge. The aims of the project have been stated as:

- Provide an effective workplace for staff
- Enable staff to work in a way that meets their own needs as well as the needs of the organisation
- Encourage staff to work together by breaking down physical barriers
- Increase the amount of space for academic and commercial events
- Provide efficient and effective storage facilities

Each aim is geared towards supporting the University's overall strategy. But what will this actually mean?

UNISON and UCU reps have been briefed on the project in order to ensure that we can help members should any problems or concerns arise. At this stage, few concrete plans have been put in place although HR have already moved offices to Stewart House. There are many positives that staff can look forward to, such as improved technology and new workspaces. However it is unclear which staff will be affected and which may miss out on this flexible approach to working. UNISON will work to ensure that the approach taken will be fair and consistent for all our members. If you have concerns regarding the programme, don't hesitate to contact the branch.

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