

# Universities and Colleges Union University of Bradford Local Association

General Meeting  
23<sup>rd</sup> January 2025

# Agenda

1. Welcome and apologies
2. Update on Transformational Change
3. Questions from the floor
4. Motions for debate
5. AoB

# Transformational Change

- Institution wide VRS closed ~60 applicants
- Incorrect information on FAQs regarding USS pension for those 55
- Once formal consultation of organisational changes starts VR will be opened for some staff

# Transformational Change

- Academic transformational change to be heard at Senate on 29<sup>th</sup> January
- Professional services not yet clear – beyond “centralisation”
- Employer targeting ~150 reduction of jobs
- High risk of compulsory redundancies

# Motions

- Voting
  - Members may comment on motions prior to the vote
  - No redrafting will take place
  - Members should abstain or vote against if not content with a motion as drafted

# Motion 1: Protecting Jobs and Terms & Conditions

UCU UoB LA notes that:

- The employer rejected the calls upon it made by the branch at the motion passed on 16th October, namely:
  - i. To rule out compulsory redundancies
  - ii. To further reduce capital expenditure to address any shortfall
  - iii. Ensure any voluntary redundancy package is equal to that applied during the mutually agreed resignation scheme (MARS)
- That the employer is unwilling to negotiate of key matters and policies
- That VRS applications are well below the numbers identified by management to meet their cost reduction strategy
- That in the absence of any extension to VRS the likelihood of compulsory redundancies is increased

# Motion 1: Protecting Jobs and Terms & Conditions

UCU UoB LA believes:

- That 'engagement' with the trade unions is not sufficient, and that real and meaningful negotiation must occur.
- That voluntary redundancy should be open throughout the Transformational Change programme.
- To protect staff jobs and working conditions (which are student learning conditions) the branch must move to take appropriate action.

**UCU UoB LA resolves:**

- **To lodge a formal dispute if the employer is unwilling to make material concessions**

## Motion 2: Demilitarisation

UCU UoB LA notes that:

- The University of Bradford's policy position is that the University should expend "no investment in companies whose core mode of operation is in the manufacture / trading of arms" and the University's call for attention to be drawn to its own investments which are "considered to be unethical, socially, or environmentally irresponsible."

UCU UoB LA believes:

- The flow of arms, technology, and investments from countries including the UK (and via the USS) make conflicts around the world possible – with particular ramifications for contexts of occupation;



# **Motion 2: Demilitarisation**

## **UCU UoB LA resolves:**

- To seek further transparency around the issue of research projects and investments where arms production is implicated (including dual-use technologies) on campus;**
- To seek divestment, and/or conversion of arms research and investments on campus;**
- To work collaboratively between academic and professional staff and students, and with wider work within the city where possible on the above**

# Motion 3: Boycott, Divestment and Sanctions

UCU UoB LA notes that:

- The national UCU position affirming support for Boycott, Divestment, and Sanctions within the constraints of existing UK law

UCU UoB LA believes:

- International law should be respected and maintained
- To break the cycle of violence, and in line with international law, the occupation of Palestine and apartheid must end and internationally-recognised rights to self-determination must be realised
- The UoB must not be complicit with war crimes and crimes against humanity, and should take action to ensure compliance with international law. Failure to do so may mean the UoB is complicit with breaches of international law.
- Students should not be penalised or censored by the University for pursuing lawful dialogue on campus about international law and/or Palestinian liberation

# **Motion 3: Boycott, Divestment and Sanctions**

## **UCU UoB LA resolves:**

- To look to advance BDS on campus where possible;**
- To oppose all forms of racism, including antisemitism and Islamophobia**
- To support students censored and disciplined for exploring the necessity of rights for occupied people (including Palestinians) on campus**
- To work collaboratively between academic and professional staff and students, and with wider work within the city where possible on the above**

# Any other business

- Open meeting of all staff – Monday February 3<sup>rd</sup> 12:00-13:00, Phoenix NE0.100