

## UCU Glasgow General Meeting

24 February 2026

12.30 – 2pm

### MINUTES

Chair: Jenny Morrison

1. Welcome & Introductions - Jenny explained that Duncan is unwell, so she is chairing

2. Minutes of last meeting – 5 February 2026 - approved

3. Matters Arising - nb

4. Officers' updates

Jenny reported that the University has finally confirmed that staff are entitled to four instead of two weeks of parental leave if their child was born or adopted anytime in the last calendar year. This is a win for unions, as it was first raised by UNISON colleagues during their local dispute last year. There has been some confusion with implementation, but the University has now said everyone is eligible for four weeks time off.

Maha updated that the University has submitted a response to the new proposals for changes to requirements before getting indefinite leave to remain. The University's response, which was shared with UCU Reps, was strongly in opposition to the new proposals. UCU has also submitted an institutional response opposing the new proposals. UCEA has also submitted a response, and while the response wasn't seen by UCU, we believe it is also in opposition to the proposed changes. The University has been quite constructive recently in engaging with UCU on institutional responses to consultations on e.g. government policies, and if there are any issues members would like the University or UCU to submit a response they should get in touch with the branch.

5. Subcommittee & working group updates

Marion updated that an Equalities meeting will be organised soon.

9. Dispute

This item was moved up the agenda as the meeting wasn't quorate to vote on motions.

Maha updated members that there have been ongoing discussions with the University about the professorial re-zoning. The University confirmed that there will be no salary detriment as a direct consequence of the rezoning and agreed that affected staff can request an extension to the March deadline. The University has not agreed to halt the process and has not provided details to what'll happen to people who enter the performance management process. At the last meeting the employer has promised to respond in writing on the latter point, and the branch is currently waiting on this document from the employer. The University has also not confirmed that it will not repeat this exercise elsewhere in the University in the future, but verbally said there are no current plans to do so. Finally, the University refused to hold formal dispute

resolution talks with all the unions together, as per the recognition agreement. UCU is arguing this is a pay and policy matter, but the Uni says it's just pay and they don't have to use the formal processes.

An online poll will be launched later today to gather opinions from the membership about next steps, such as moving to an industrial action ballot. The meeting then discussed the poll and future strategy on this matter.

6. UCU Congress (UK) motions Note: If any motion is carried, all remaining motions will fall (Rule 17).

The meeting was not quorate. The motions were heard and the meeting then voted whether to remit the motions to the Committee, who would then take a vote on sending it to Congress or HESC.

Congress motion 1: "Jobs not bombs and education for peace not war" was proposed by Marion Hersh and seconded by Divya Persaud. There were speeches in favour and against the motion. The motion did not meet the 2/3 majority required to remit it to Committee.

7. Higher Education Sector Conference motions Note: If two motions are carried, all remaining motions will fall (Rule 17).

HESC motion 1: "Organising against the Threats of Generative Artificial Intelligence (GenAI)" was proposed by Julia McClure and seconded by Sophie Renner.

The motion was remitted to the Committee.

HESC motion 2: "USS Conditional Indexation (CI) – we've explored and no thanks" was proposed by Marion Hersh and seconded by Vladimir Unkovski-Korica. The motion did not meet the 2/3 majority required to remit it to Committee.

8. Local motions

There was no time to table any local motion.

10. AOB

There was no time to table any AOBs.