

## UCU Glasgow General Meeting

27 November 2025

12.30 – 2pm

### MINUTES

Chair: Duncan Lowther

Present: Around 65 UCU Glasgow members

1. Welcome & Introductions

Duncan Lowther welcomed members to the meeting.

2. Minutes of last meeting – 29 October 2025

The minutes of the last meeting were passed.

3. Matters Arising

No matters arising.

4. Officers update

Duncan said that the national ballot on pay and conditions is closing on Friday, 28 November 2025. Ryan Field reported that the current local ballot figure – based on self-reported voter data - is 40%. There have been some meetings with management on professorial rezoning, which will be discussed later in the meeting.

Duncan also reported that UCU Glasgow finally signed the new recognition agreement. The University tried to remove bargaining rights from UCU for grade 10 and above, but UCU fought back and won, so the new recognition agreement gives us the same bargaining rights as the previous one.

5. Subcommittee & working group updates

Sarah Currier reported from the LGBTQ+ Subcommittee that a holiday social is organized for next week, and everyone is welcome. Details have been sent out to all members. The Subcommittee is still waiting on more details on the EHRC guidance. The letter from the motion that passed at the last GM will be written and sent shortly.

Marion Hersh reported that a meeting will be organized in due course for the new Subcommittee for disabled, neurodivergent and deaf members, interested members can reach out to the UCU Glasgow Office to get involved.

Sophie Renner reported from the Sustainability Subcommittee that a meeting will take place immediately after the General Meeting, and members can get in touch with her for joining details.

6. Academic promotion and Professorial zone movement

At a regular meeting last week with HR we were informed that voluntary zone movements for the following year were paused and people without any zone movements in the past 6 years would be asked to submit a portfolio to re-apply for their current zone. Exemptions are being made for staff who have declared intention to retire and those who have recently taken up senior management roles. UCU immediately raised concerns about this, and also stressed that we haven't been consulted on this at all. Emails have now been sent out to professors and the new rules will be enforced from January onwards.

7. Local motions

Motion 1: IT Policy and Practice: Disability Discrimination, proposed by Marion Hersh and seconded by Eric Silverman. The motion passed with 42 votes in favour, 3 against and 10 abstentions. Jonathan Dunne also signposted members to a link where Zoom Premium access can be requested again.

Motion 2: Stopping forced rezoning, proposed by Richard Reeve and seconded by Jenny Morrison. A member said that this new policy contradicts collegiality. Another member raised general issues around transparency and the promotion/re-zoning process. The motion passed with 68 votes in favour, 1 against and 1 abstention.

8. AOB

- a. A member attended a training course against sexual harassment in the workplace, and reported that a local training on this topic be organized if members are interested.
- b. Neil Allison, a caseworker, reported that there are some issues with the University not being very committed to finding suitable alternative redeployment for staff in case of redundancy, and that the 'at risk' policy needs to be looked at.