

UCU Glasgow General Meeting

5 February 2026

12.30 – 2pm

MINUTES

Chair: Duncan Lowther

Present: UCU Glasgow members

Minutes of last meeting – 27 November 2025 – approved

The chair started the meeting, apologised for IT delays, and welcomed members.

Officers reported that HR agreed to update FAQs and confirmed that being part of this pot does not mean staff couldn't apply for re-zoning the year after (so no delay), there's another meeting tomorrow with POD.

The chair asked about next steps, what will they be if they don't recognise dispute or ignore recognition agreement, branch would need to decide what to do; if dispute resolution meetings should happen (first part of the month) and if they reach an impasse how far would we want to take it.

A member suggested to go down the SFC funding route because if the university refuses 'effective voice' they might not be eligible for that funding anymore?

Another member suggested we do not go to informal meetings because we should go only through official dispute resolution meetings.

Overall, concern about the response from the Principal was noted by multiple members.

Members had heard intel from Lancaster: the Principal arrived and a few people were demoted, Principal said more people were promoted through the process. Principal has, in the past, ignored recognition agreement, but there was no recognition for grade 10 at Lancaster, unlike Glasgow. No successful pushback from UCU there because they weren't recognised.

A member suggested that threat of IA is the only legitimate leverage we have and suggested a petition. Other members agreed and suggested maybe a consultative e-ballot.

A member said there's loads of casework around fixed-term contracts, university might be in breach of fair treatment of staff, that's happening right now. In terms of the rezoning, a 'consultation process' existed but just asked to share views with LM and then cascaded up, and concerns were not listened to. Officers replied to say that the branch maintains that no meaningful consultation took place.

UCU Scotland motions

UCUS motion 1: Yes 27, No 0 **CARRIED**

UCUS motion 2: Yes 18, No 6 **CARRIED**

UCUS motion 3: Yes 23, No 1 **CARRIED**

UCUS motion 4: Yes 23, No 0, Abstentions 1 **CARRIED**

Local motions

Local Motion 1: Yes 22 No 2 Abstain 1 **CARRIED**

Local Motion 2 Yes 23 No 0 Abstain 0 **CARRIED**

Local Motion 3 Yes 24 No 0 Abstain 1 **CARRIED**

Quorum lost (end of scheduled meeting).

Local Motion 4 not taken.