

Agenda

UCU Glasgow General Meeting

Thursday, 28 November 2024

4pm – 5.30pm, Hybrid

Chair: Richard Reeve

Present: ~ 15 UCU Glasgow members in person, ~ 40 online

1. Welcome & introductions

Richard welcomed everyone to the meeting.

2. Minutes and Matters Arising

- a. [Minutes GM 29 October 2024.docx](#)

The minutes of the last meeting were passed. There were no matters arising.

3. UCEA e-ballot on pay and terms of reference

Richard encouraged everyone to vote in the e-ballot. The Higher Education negotiators are recommending to accept the terms of reference but reject the pay offer.

4. [Local motions](#) - copied into this document below

Motion 1 – ‘Sustainable travel policy’ was proposed by Sophie Renner and seconded by Chrissy Sanachan. An amendment was proposed by Richard Reeve and seconded by Duncan Lowther. After a debate on the motion the meeting voted to accept the amendment, and then passed the motion as amended.

Motion 2 - ‘Divestment from military, aka ‘defence’ firms’ was proposed by Vladimir Unkovski-Korica and seconded by Sam Lawton. The motion passed.

Motion 3 - ‘Arms embargo and industry partnerships’ was proposed by Matt Mahon and seconded by Ashli Mullen. The motion passed.

Motion 4 - ‘Affiliation to BRICUP’ was proposed by Matt Mahon and seconded by Chrissy Sanachan. The motion passed.

Motion 5 – ‘Office spaces’ was proposed by Nik Kirby and seconded by Diarmaid Kelliher. A friend amendment by Matt Mahon to include University Services into the motion text was accepted by the proposer. The motion was passed.

5. Workload campaign

Vladimir Unkovski-Korica encouraged members to fill out and distribute the workload survey, which is open to all staff at the University.

6. SPHSU redundancies

Richard Reeve and Eric Silverman reported on the situation in the Social and Public Health Science Unit, where around 80 staff are facing redundancies after the MRC cut funding for research units. Local negotiations have mostly been exhausted by now and the branch has launched a petition. Members are encouraged to sign the petition and share it.

7. Branch Subcommittee Updates

a. Migrant members: survey

The Migrant Member Subcommittee has put together a survey for migrant members to talk about their experiences around visa fees. The results will be used to inform the next steps in negotiating with the University to improve financial support for migrants who have to apply for visas.

8. AOB

Richard Reeve briefly updated from the University Court meeting last Wednesday where Court voted against divesting from the arms trade.

Motion 1 – Sustainable travel policy - PASSED

UCUG notes:

1. 23/24 Carbon Footprint, 28% of which is business travel emissions (attached)
2. Sustainability Working Group (SWG) Travel Policy Recommendations (attached)
3. Conference travel represents the majority of travel bookings made through Selective Travel Portal (and the majority of that is “participation” rather than “speaker”)

UCUG believes:

1. Travel Policy Recommendations reasonably and sensibly target business travel without impacting mission-critical activities like fieldwork and teaching, and taking equality and career considerations into account
2. Equality impacts of business travel policies should not just focus on UoG staff, but include the unequal consequences of unmitigated climate crisis globally

UCUG resolves to:

1. Endorse the SWG Travel Policy Recommendations as written, noting exceptions and protections for fieldwork and teaching but extending the second recommendation on page 5 to clarify that in particular, intercontinental travel should be allowed as necessary for fieldwork (where such work cannot be carried out by in-country partners) and collaborative research, but in all cases, priority should be given to fewer, longer, multi-functional trips to reduce carbon footprint."
2. Support members to reduce their business travel emissions via the Sustainability Subcommittee
3. Pressure UofG to disseminate business travel emissions to individual members of the university alongside sufficient anonymised data to determine the individual's placing relative to their peers (e.g. per school and job family) and across the university as a whole. This should also be broken down by category (e.g. conference, fieldwork/research, teaching, administration) if possible

Motion 2 – Divestment from military, aka ‘defence’ firms - PASSED

UCUG condemns University Court's refusal to divest from firms with more than 10% of their income from 'defence' counter to expressed wishes of the majority of students and staff.

UCUG notes:

1. There is no evidence of a financial need for continuing investment in 'defence'
2. The university has given an explicitly political reason for this decision
3. Other universities have divested without any negative consequences on research

UCUG believes that continued investment in 'defence'

1. is counter to charitable purposes of the University
2. means that the University has a moral and financial responsibility for injury and death in wars where its humanitarian efforts are supporting people

UCUG calls for

1. An emergency meeting of Court to overturn the disgraceful decision and agree to divest from firms with more than 10% income from 'defence'.
2. Court members who voted against this to resign

Motion 3 - Arms embargo and industry partnerships - PASSED

UCUG notes:

1. The International Criminal Court issuance of arrest warrants for senior Israeli officials, alongside repeated ICJ rulings that the population of Gaza is at risk of genocide;
2. The University Court's decision to reject divestment from the arms industry, despite overwhelming support for divestment from staff and students, and advice on the minimal financial impact of divestment;

UCUG believes that UoG:

1. Should divest from the arms industry immediately,
2. Should encourage the disarmament of parties in breach of international law;
3. Has a moral obligation to ensure that parties it forms partnerships with do not engage in activities contravening its charitable purposes

UCUG demands:

1. That the University should call for an immediate arms embargo on Israel;
2. That the University call on its partners invested or involved in the arms industry to stop selling arms to Israel or any other parties in breach of international law.

Motion 4 - Affiliation to BRICUP - PASSED

UCU Glasgow notes:

- The British Committee for Universities of Palestine is an organisation of UK based academics, set up in response to the Palestinian Call for Academic Boycott. Its twin missions are to support Palestinian universities, staff and students, and to oppose the continued illegal Israeli occupation of Palestinian lands with its concomitant breaches of international conventions of human rights.
- BRICUP has recently set up an affiliation scheme for trade union branches.
- UCU Glasgow has organised events with BRICUP in the past.

UCU Glasgow resolves:

- To affiliate to BRICUP at a cost of £100/year.

Motion 5 - Office spaces - PASSED

UCU Glasgow notes:

That the University is seeking to undertake a range of different changes to faculty workspaces across various Colleges and Schools and University Services without collective consultation with neither faculty members directly nor the Union as a whole.

UCU Glasgow resolves:

To take action to organise a collective response to this wider University initiative and insure a collective consultation process with members.