

Draft joint statement proposed to GCU management by UCU@GCU

(This was proposed by the local union as a basis for a possible step forward by both sides. It is based on what was accepted jointly by management and UCU at Queen Margaret University. However after due consideration from the Executive Committee of the university, it was rejected)

Joint statement between Glasgow Caledonian University management and Glasgow Caledonian University UCU branch (GCU UCU) in relation to the Marking and Assessment Boycott (MAB).

The primary concern of Glasgow Caledonian University management is to ensure that any adverse impact on students arising from a Marking and Assessment Boycott (MAB) is removed or minimised, whilst recognising the right of UCU members to participate in industrial action, including a MAB. Following constructive discussions locally, the University has agreed to withdraw its decision to deduct 30% of salary for those members of staff who participate in the MAB, on the basis of an agreement reached with GCU UCU.

In return, GCU UCU has agreed

1. GCU UCU will advise its members that the decision to participate in the MAB is an individual one
2. Glasgow Caledonian University management recognises that tackling excessive workloads (and the resulting stress) and the extent of casualisation are matters of serious concern for members of GCU UCU
3. GCU UCU agrees that members participating in the MAB will agree to any reasonable request to undertake other relevant work not related to marking and assessment (within their contracted hours)
4. Glasgow Caledonian University management agrees that holiday entitlements will not be affected by participation in the MAB, and that reasonable requests for annual leave should be granted and will communicate this clearly to all line managers
5. As and when the MAB ends or the dispute is concluded, GCU UCU will advise members to do their utmost to support students affected by the MAB (within their contracted hours).

GCU UCU acknowledges that GCU management have legitimate expectations of staff who choose to participate in the MAB both during the action and following its conclusion. These expectations will be communicated clearly to staff.

The University maintains its position that it does not accept partial performance and that participation in the MAB is a breach of contract, and the University is therefore entitled to deduct 100% of pay. However, under this agreement, for those members of staff who choose to continue to participate in the MAB, no salary deduction will be applied at present.

In the event of a further escalation of industrial action by UCU or GCU or an extension beyond the current mandate (which ends in September 2023), the University and GCU UCU branch each reserve the right to review their position with 15 days notice. The University, as a member of UCEA, commits to continuing to request that UCEA return to negotiations with UCU as a matter of urgency with a view to resolving the national dispute.

GCU management and GCU UCU are committed to continued dialogue.

Signed by:

GCU Management

GCU UCU