

**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.

The University Executive Group agreed the next period for payroll deductions has been set as July 3 2023 to September 8 2023, however, 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. Furthermore, 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

In return, GCU UCU has agreed that

1. GCU UCU will advise its members that the decision to participate in the MAB is an individual one
2. GCU UCU accepts the request from management that members participating in the MAB would give notice three days prior to participation in any element of the MAB.
3. GCU UCU accepts that members participating in the MAB will agree to any reasonable request to undertake other relevant student support work not related to marking and assessment (within their contracted hours)
4. 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).

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 and all campus trade unions. We will work together over the coming weeks and months to address this issue.

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 GCU UCU who choose to continue to participate in the MAB no salary deduction will be applied at present, providing the above agreements have been honoured.

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.

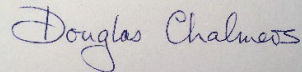
In regard to students who are appealing against grades and or processes which they believe have been affected by the current action, management will ensure that cases are dealt with in a timely manner.

GCU management and GCU UCU are committed to continued dialogue.

Signed by:

GCU Management

GCU UCU

A handwritten signature in cursive script, appearing to read "I. Campbell", written in dark ink on a light background.A handwritten signature in cursive script, reading "Douglas Chalness", written in dark ink on a light background.