

## **P22-23/015**

### **Motion: supporting casualised members in industrial action**

Cardiff UCU:

Notes:

1. Reducing inequalities at work is a key aim of the current UCU dispute, including through pay equality and anti-casualisation.

Believes:

1. We support our casualised colleagues.
2. Inequalities in the workplace mean casualised members, including postgraduate researchers and those on variable hours or fixed-term contracts, may have greater concerns about being able to strike than others.
3. The process of taking part in industrial action should ideally reduce the existing inequalities in our workplace rather than add to them.
4. Finding ways to support all members to participate in industrial action will build our collective strength.

Resolves:

1. To commit to a goal of equity in industrial action, so that more precariously employed members do not shoulder a disproportionate burden and do receive greater support.
2. To promote existing good practice by Cardiff UCU, such as prioritising postgraduate tutors in our fighting fund/hardship fund.
3. To actively and creatively explore through the strike committee and members' forums any other ways to achieve the above goal and to involve casualised members in this.