**P22-23/059**

*Requesting the UCU Cardiff Executive Committee to seek legal advice*

We (the UCU Cardiff branch members) believe that some of the policies that Cardiff University has implemented as a response to the MAB are not just disproportionate and morally wrong, but also potentially unlawful. In particular, we have serious doubts about the legality of:

* the policy of deducting 50% of pay for participating in the MAB, regardless of which other tasks our members are carrying out
* the policy of starting any kind of pay deductions from the moment marking becomes available instead of from the moment such marking would be scheduled to be done if it wasn't for the MAB

As such, we are considering taking legal action and would like to obtain specialist legal advice regarding the feasibility of this. Such advice would be helpful for the purpose of:

* getting clarity on whether the current policies that HR has implemented regarding the MAB are indeed lawful or not
* pointing this out to HR in case the advice states that the policies are not lawful, and demanding the university drops such unlawful policies
* convincing UCU Head Office and UCU Wales that we have a strong case that is worthy of their support if we decide to take it to court, in case HR still won’t listen

While we understand that taking legal action takes both time and resources, the alternative is to sustain the status quo in which our employer is less and less concerned with our legal rights, confident that we will never dare challenge them in court.

As such, we would like to call upon the UCU Cardiff Executive Committee to seek specialist written legal advice, and to cover any expenses of such that are not covered by UCU Head Office or UCU Wales, up to a maximum of £3000.

*Proposed by Sandy Gould*

*Seconded by Martin Caminada*