

Motion for AGM – Terms for Attending Meetings with University Management

Cardiff UCU notes

- Cardiff University management often tries to dictate the terms of participation of union representatives in meetings between the unions and university management.
- It is not uncommon for university management to insist on only one union rep present, including to represent the three recognised campus trade unions.
- There is an unbalance of power in meetings between university management and trade unions, in that the former hold most of the information and decision-making power on the topics under discussion and they also tend to outnumber the trade union representatives in the room.

Cardiff UCU believes

- Attending meetings without fellow union members present puts our reps in a vulnerable position and at greater risk of being made to agree to decisions that might not reflect the branch's position.
- Each trade union represents different members, and it is not appropriate for one union rep to speak for the three different unions.
- Deciding the terms in which we attend meetings with management is important for us to balance the power dynamics that are inherently against us.

Cardiff UCU resolves

To add to our branch rules the following clause:

Cardiff UCU executive committee is always open to dialogue and to join any meetings with university senior management within the agreed parameters:

- We can bring a minimum of two UCU members whose identities are at our discretion.
- Representatives of the three recognised campus trade unions have been invited unless there is a clear and obvious reason why only UCU should be represented.
- Any documents or information shared by management as part of the meeting will always be shared with the whole Cardiff UCU executive committee.
- Cardiff UCU members will always be made aware of meetings happening between UCU reps and university management and of the topics under discussion and will receive updates on the outcomes of such meetings with as much detail as possible.
- Any exceptions to these rules must be approved by a quorate executive committee meeting by a 2/3 majority.