

# VICTORY!

## Coventry staff win fight for union recognition

**Staff working at one of Coventry University's subsidiary companies now finally have the right to be represented collectively by a trade union.**

CU Services Ltd had refused to recognise UCU to represent seventy teachers delivering English language courses for international students in Coventry. This meant staff in the company did not have access to collective bargaining rights, unlike their colleagues at Coventry University. These members can now be represented by UCU after the union [satisfied the Central Arbitration Committee \(CAC\)](#)[Opens new window](#) - the body who rules on these matters - that the majority of staff backed the move.

A UCU recruitment campaign successfully recruited CU Services Ltd staff members to the union who took part in a ballot following the union's application for recognition in September to the CAC. In the vote\*, held by the CAC, all the staff who voted (100%) voted in favour of recognition, on a turnout of 73%. The CAC wrote to both UCU and CU Services Ltd informing both parties that UCU is now recognised to negotiate for staff at CU Services Ltd.

However, the story was to take a sinister

turn. Coventry University subsequently engaged in union busting activity, by transferring the workers across to another Subsidiary called *thefutureworks*, which, because it is an employment agency rather than an employer, meant the lecturers at CU Services Ltd lost their employment rights and relegated them to the lesser status of workers. Needless to say, *thefutureworks* do not recognise a trade union.



Coventry UCU Alternative Open Day Protest June 2015

Coventry University received lots of national negative publicity – one damning article in *The Guardian* likening them to Sports Direct – and after protracted negotiations coupled with the threat of a day of protest on the 12 November University Open Day, the employers have eventually backed down and signed a Recognition Agreement giving

CU Services Ltd staff union recognition and negotiation and bargaining rights, and transferred the affected members back into CU Services Ltd employment.

**Congratulations to all the members and UCU staff involved in this spectacular victory, especially Jonathan White and Rebecca Stewart!**

\* 70 ballots were issued. 51 votes were cast. All 51 votes were in favour of UCU being recognised to negotiate for CU Services Ltd staff.

# UNWELCOME THE TORIES TO BIRMINGHAM

## NATIONAL PEOPLE'S ASSEMBLY DEMO 3 OCTOBER 2016

Despite a massive turnout, the demo got hardly any press coverage at all, even in the Birmingham Press—shocking! Many thanks to Rhiannon Lockley for the photos!



## NATIONAL RECRUITMENT WEEK 1

W/C 21 NOVEMBER 2016

**Yes - its National Recruitment Week again! National Recruitment Week 1 takes place w/c 21 November 2016.**

UCU Campaigns Department have set up a link to sent out packs of materials on a request basis. Use this on line form to make ordering our promo materials a quick and simple process

<https://yoursay.ucu.org.uk/s3/UCU-promotional-materials>.

We would advise ordering now to ensure that you get your materials in good time for the week, as this link will be being used nationally.

Branches in the region are already planning activities, such as stalls, door knocking activities, pensions and member surgeries and seminars. Contact Lesley Foley on [lfoley@ucu.org.uk](mailto:lfoley@ucu.org.uk) if you need any help and would like someone from regional office to come out to your event(s).



### NATIONAL ANTI-CASUALISATION DAY

**24 NOVEMBER 2016**

Regional HE Anti Casualisation Officer Elio Di Mucio and Branch Administrator Russ Whitfield at Birmingham University Branch (BUCU) have come up with the brainwave of creating 12 life sized cut out figures of casualised staff holding boards in front of them, with sound bites of how casualization affects their lives, such as not being able to get a mortgage. These will be a regional resource that can be used by other branches . It is planned to launch the resource at a BUCU event on the day itself – for more details email Russ on [admin@birminghamucu.org](mailto:admin@birminghamucu.org) or Elio on [elio\\_antonio5@hotmail.com](mailto:elio_antonio5@hotmail.com)

Elio is prepared to talk at any Anti-casualisation events (depending on his availability) If you want to stage an anti-casualisation event during NRW1, contact [lfoley@ucu.org](mailto:lfoley@ucu.org).

#### **Future National Recruitment Week Dates are:**

**NRW2 HE only—w/c 27 February 2017**

**NRW3—FE only w/c 6 March 2017**

**NRW3—w/c 15 May 2017**



### **United for Education: UCU and NUS national demonstration, Saturday 19 November**

We are delighted to announce that we have joined up with our sister union the National Union of Students (NUS) for a mass demonstration in defence of free, accessible and quality further and higher education and to demand an end to privatisation and cuts in universities and colleges. Staff, students and supporters from across the education sector and trade union movement will march in London in what promises to be a huge show of opposition to Tory policy on post-school education.

[Please find more information and circulate here](#)

**There will be a regional coach departing from Alpha Tower at 8 am on 19 November. Members travelling from the Black Country can join the coach at the company's Netherton base (car parking is available on request) Please contact Lesley Foley to reserve a space or for more details on [lfoley@ucu.org.uk](mailto:lfoley@ucu.org.uk)**

### **Annual Equality Groups Conference 2016 - Register Now**

[Conference Aston – Hotel & Conference Centre, Birmingham](#) To Register click [here](#)

Registration is open until 2nd November and you can send delegates to all of the separate conferences. Branches are able to submit motions to the separate conferences - the deadline for motions is 10th November. Delegates can also be nominated by their branch to serve on the equality standing committees (Black, Disabled, LGBT and Women members) - the deadline for nominations is the 17th November.

Thursday 1 December
9.30 – 13.00 - Disabled Members' Conference
Thursday 1 <sup>st</sup> December 2016
14.00 – 17.30 - Women Members' Conference
Thursday 1 <sup>st</sup> December 2016
From 19.00: Dinner (All members)
Friday 2 <sup>nd</sup> December 2016
09.30 – 13.00: Joint Plenary and FE & HE Workshop sessions (All members)
Friday 2 <sup>nd</sup> December 2016
14.00 – 17.30: Black Members Conference
Saturday 3 <sup>rd</sup> December 2016
09.30 – 13.00 LGBT Members Conference

## UCU TRAINING

We have places available on the following courses.  
(All courses are run at Alpha Tower in Birmingham.)

### Rep 2: February 8, 9 10 2017

This course complements the Rep 1 that took place in September 2016. However, reps who could not make the Rep 2 in the previous year have booked on so places are going fast. Book now to avoid disappointment. Use the link below to register:

### **Rep 2: Representing UCU members, 8-10 February 2017, Birmingham**

This second module of Reps training will help you develop the skills you need to support members who are facing difficulties at work.

### Equality reps

This course is aimed at UCU equality officers, equality reps, and other branch officers, who want to learn more about how to use equality legislation to tackle discrimination at work and how to develop and promote a branch based equality agenda. Please use link below to register

### **Equality reps: 8-9 March 2017, Birmingham**

### Rep 1: UCU Reps Induction 15, 16 17 March 2017

After the success of Rep 1 and by popular demand, a second Rep 1 course will take place on 15, 16 and 17 March 2017. This is open to new reps and existing reps who have not yet undertaken training. This course is already over half full, so again book now to avoid disappointment.

This 3-day course is aimed at new reps/caseworkers and activists who will be undertaking this role in the near future. Existing reps who have not attended training before are also encouraged to attend.

### **Rep 1: UCU reps induction, 15-17 March 2017, Birmingham**

### Introduction to pensions

This course is aimed at existing pensions reps or other branch reps or officers who are currently or will be offering support to members with pensions enquiries. Every branch should have at least one pensions representative to be able to give a specialist level of advice to members locally. Use link below to register:

### **Introduction to pensions, 5-6 July 2017, Birmingham**

## FORTHCOMING EVENTS

### **October is Black History Month**

**Click her to find a list of all West Midlands events going on**

<http://www.blackhistorymonth.org.uk/listings/region/west-midlands/>

### **Stand up to Racism public meeting, Birmingham: Wednesday 2nd November (Priory rooms, Bull Street, Birmingham)**

Following the very well attended rally in London last Saturday (where Sally Hunt our general secretary spoke along with Jeremy Corbyn and others), a public meeting is taking place in Birmingham to look at how we confront the rise of racism - speakers include Natalie Bennett.

### **WEST MIDLANDS DISABLED MEMBERS' NETWORK**

The next meeting will take place at The Ellen Terry Building, Coventry University on Thursday the 10th of November at 19:00.

Details of directions etc are available on our Wordpress site:

<https://wmucudisabledmembersnetwork.wordpress.com/2016/10/09/wm-disabled-members-network-meeting-at-coventry-university/>

Any queries please :Email: [ucuwmdwn@gmail.com](mailto:ucuwmdwn@gmail.com)

### **WEST MIDLANDS BLACK MEMBERS' NETWORK**

Thursday 10 November 1830-200 hrs, Birmingham Alpha Tower. With guest speaker from Migrants Right to Work Campaign

More details/information please contact Dave Muritu at [dmuritu@hotmail.com](mailto:dmuritu@hotmail.com)

**If you have any articles or news that you would like to submit for the next newsletter, email Lesley Foley on [lfoley@ucu.org.uk](mailto:lfoley@ucu.org.uk)**