



We are still available to be contacted: Know your Reps:

Branch Chair: Phil Sayce Email: Phil.Sayce@uwe.ac.uk
Branch Secretary: Nicky Goodall Email: Nicky.Goodall@uwe.ac.uk
Vice Chair: Chris Mason Email: Christopher4.Mason@uwe.ac.uk
Casework Co-ordinator: Elaine Hall Email: Elaine3.Hall@uwe.ac.uk

Faculty Reps:

ACE: Maggie Weber
FBL: Elena Blanco
FET: Chris Mason
HAS: James Costello
Glenside: Clive Warn



Working from Home and Online Teaching

We are continually monitoring the current situation carefully and are aware that some of the systems that Colleges and Universities are using enable managers to track online activity. We will challenge any examples of managers using these systems as an opportunity to monitor staff, engage in surveillance of working activity or use technology in a way that could be detrimental to members. It is also important that you understand on what basis you are providing online educational material to your students. UWE already has an established lecture capture policy negotiated with UCU. It should be explicit that any material you have made in response to the COVID-19 crisis will not be used to your detriment once institutions get back to normal. If you are in doubt about any of these questions, ask your immediate line manager and if you are concerned at their response, then raise these issues with your local UCU branch.

More information for members on homeworking, online teaching, including ACAS advice and HSE guidance can be found online, including on the UCU website.

UCU Working From Home Bulletin https://www.ucu.org.uk/media/10830/UCU-guidance-on-working-from-home-and-teaching-online/pdf/ucu_workfromhome_guide_mar202.pdf

ACAS Guidance <https://www.acas.org.uk/working-from-home>

HSE Guidance <https://www.hse.gov.uk/toolbox/workers/home.htm>

UCU Website Guidance <https://www.ucu.org.uk/covid19>





What is the extra significance of UCU in the Covid crisis?

- 1 - Trade unions are organisations that represent people at work. Representation is in normal time done face to face. If your employer suggests that disciplinarys or capability proceedings should be done using Skype or Zoom let us know.
- 2 - Trade unions aim to protect their members. This includes making sure that workplaces are safe, stay safe and that people's health is not being put at risk through doing their jobs. During this crisis we are working tirelessly to ensure that your workplace is a safe workplace for you and your students.
- 3 - Trade unions aim to improve their members' pay and conditions. During the Covid -19 crisis UCU are working hard to ensure that your income is protected and that you are not pressurised into ways of working that will leave you less well off. If you think this is happening to you, let us know. We will work tirelessly to protect your existing terms and conditions.

What This UCU branch has done

The UWE UCU Branch executive continue to meet at least every two weeks to continue business as usual. The lead branch officers meet online weekly with HR to keep up to date on how the University is adapting to the current National crisis. We continue to support a very high level of case work, advise and assist members lodging grievances, offer help for today and plan for whatever the future holds. So please do contact us if you need to because we are here. We want to hear from you if you are worried that you are overloaded with work, feeling under pressure to adapt teaching materials in unreasonable timescales, feeling under pressure to answer a higher volume of emails with rapid turnaround or feeling micromanaged.

Do you know someone who is not a UCU member?

Each non-member makes UCU less representative and potentially undermines our ability to secure sustained improvements for everyone. UCU members are skilled professional people yet over

120,000 of them also explicitly recognise the value of belonging to an independent, professional organisation. **How would you feel if your colleague had work problems and no professional support during this difficult time?** Getting union help requires membership BEFORE the problem occurs. Fortunately, Joining is easy online using the web link www.ucu.org.uk/join

Membership dues start at only a pound a month but for most are the cost of coffee and a sandwich a week and are allowable against tax.



Keep up to date with regional UCU news. Follow them on twitter [@ucusouthwest](https://twitter.com/ucusouthwest)

Urge your MP to protect post-16 education

Please write to your MP and call for urgent action to mitigate the risk of losing vital academic capacity across colleges and universities at just the time when it will be needed most.

Contact them about the wider impact on post-16 education or, on the estimated £2.5bn black hole in university finances that will result from the CoVid-19 crisis.

Contact Point - If you need more information about the UCU branch at **UWE**, need advice or support: please contact Nicky Goodall: Nicky.Goodall@uwe.ac.uk or one of the other lead UCU Branch Representatives listed on page 1 of this newsletter.

Justice
cannot be for
one side alone,
BUT MUST BE
for both.
- Eleanor Roosevelt

