

Policy name: Trade Union Industrial Action

Date Presented: 26/04/23

Lapse Date: May 2024

### **STUDENT COUNCIL NOTES:**

As of (April 2023), Ulster University has faced 9 periods of industrial action amid an ongoing industrial dispute between UCU (the University and Colleges Union) and universities nation-wide over the previous 5 years.

During the same 5 year period, this has included similar connected action from other national unions such as Unite.

Based on the decisions taken through Student Council, UUSU has taken a position which has varied from direct support to support for an end to strike action as determined and mandated by Council policy.

UUSU recognises that members of the Post Graduate Researcher (PGR) community are entitled to membership with UUSU and a trade union and should be encouraged to do so.

### **STUDENT COUNCIL BELIEVES:**

As a membership led organisation, our position on individual bouts/group actions of industrial action that affects our membership should be determined on a case by case basis through balloting of our membership via the referendum process as outlined in our bye laws.

Members of the PGR Community should be able to make full use of UUSU and if applicable their trade union.

Student Council believes that UUSU should continuously represent the views of the whole membership regardless of the outcome of any given referendum and ensures that the impact of any action is communicated to the university hierarchy.



**STUDENT COUNCIL RESOLVES:**

To mandate the designated Deputy Returning Officer(s) or designated replacement to draft, when appropriate, the terms and wording of any referendum in line with bye-law six and other appropriate rules and regulations.

When the result of ballot action by a national trade union in favour of Industrial Action is made available publicly, that would have an effect on the university experience. In such a case, UUSU Student Council mandates to seek the opinion of the whole membership via referendum to determine our stance and position when engaging with the university and other stakeholders on a case-by-case basis<sup>1</sup>.

This mandate would determine our actions, be it to directly support, oppose or abstain on the direct asks made by our trade union colleagues.

UUSU will continue to support the PGR Community as their Students' Union, regardless of the outcome of a referendum on Trade Union support.

UUSU will continue to engage with all relevant parties to support resolutions to any ongoing and potential industrial action.

Proposed by: *Student Executive*

Seconded by: *Jack Powell*

*1. In line with Bye Law Six: A decision taken by a Referendum and voted upon by less than 3% of the Union Membership shall have powers of recommendation which shall be deemed null and void.*

Name of Proposer: *j Bloggs*

Name of Seconder: *HEST*