

**UNISON**  
**Annual General Meeting**  
**York St John Branch**  
**Wednesday 3<sup>rd</sup> March 2010 at 10.30 AM**  
**De Gray Lecture Theatre**

**Minutes**

**Apologies:-** Val Murray, Bob Holiday, Chris Hailstone, Pieter Smith, Ann, Monty Feather

**2009 Minutes:-** Janice pointed out that it stated incorrectly that 10 days would allowed to be carried over into the next holiday period. It is in fact 5 and only with line manager's agreement.

**Chairs Report and Matters Arising :-** Dave Thompson Unison Branch Chair said he would combine matters arising and his report. Dave stated that once again it had been a difficult 12 months, both for members and the Exec.

Over the year several reps had been on TUC training courses to make sure they can represent members in the difficult time ahead. Anna had completed the reps stage 1 course, while Linda and Monty had completed the H&S reps stage 1 course. Monty was in the middle of doing the H&S reps stage 2 course.

The branch would continue to fund training this year to make sure that branch officials and reps to make sure that our members get the best representation possible.

At last years AGM Tina raised the issue of the University Activity Review (UAR). It was noted by the Exec that the only information we received, prior to the VCs meetings with members of staff, was the same update staff were given, but we were given it the day before. It was also noted that on each update it stated that there had been consultation with the Unions. We went to the JCC and complained about this. As a result of this monthly meetings between HR, the Financial Director and the Unions were set up.

These meetings continued after the UAR finished and are now about the Financial Resilience Plan (FRP). The next meeting been on March 11<sup>th</sup>.

The other thing that happened was that it was noted that redundancies had taken place without consultation with the unions. On closer inspection of the university redundancy policy Anna noticed that this was contrary to what was in that policy. We were only becoming involved when members came to us.

So after a meeting with Julie Maughan it was agreed that we would be informed of any reviews and involved in those reviews, Which we have been on two occasions so far. There has been an effort to save jobs in these reviews but we have to be careful of the grades that some of jobs are being given.

One of the next things on the agenda is the harmonisation of flexi, toil and overtime. It appears that these vary from department to department. HR have now collated all the information from different departments and we will be meeting soon to discuss their findings. Dave stated he did not think there will be much change in the flexi scheme but there is a concern that some people are building up so much flexi that they then struggle to take it.

Dave told the meeting that he had been to the Unison Higher Education conference in Newcastle where it was voted that this years pay claim would be 4%.

It was then noted that the Chair thought the introduction of the Unison Newsletters was a big success. He then thanked Anna for doing an excellent job producing them.

One of the other things that had just happened was that we now had a new website. As it is still in its infancy it is still being developed.

Everybody should have got a copy of the latest update on the smoking policy but if anybody has anything to add we would like to hear from them.

Dave then asked members if there was any questions on any of the subjects in the report.

Tina asked if there had been any mention of more redundancies at the FPR mention. Gareth replied that at the last meeting in February there had been no mention of redundancies, but that did not rule them out, as more funding cuts were being made.

Caroline asked if the members would be able to feed back into the wage negotiations. Dave said as soon as any information about the pay claim was received it would be passed on to members so that they could express their views.

**Treasurers Report :-** Simon presented yearly account and balance sheet.

A member asked why there was no honoraria expenditure this year and Simon explained that because of the new method of paying honoraria this would not be shown till next year.

At this point Dave explained that honoraria had now to be paid through Unison, with tax and national insurance being deducted prior to payment.

There being no more questions the accounts were accepted.

**Election of Branch Officers :-**

Chairperson Dave Thompson:- Proposer Anna :- Secunder Keith

Deputy Chairperson Anna Herbert:- Proposer Dave:- Secunder Gareth

Secretary Gareth Jenkins:- Proposer Simon:- Secunder Mark

Treasurer Simon Coulson:- Proposer Keith:- Secunder Linda  
Health & Safety Reps Monty Feather and Linda Wilson:- Proposer Dave  
Secunder Simon.  
Membership Secretary Pieter Smith:- Proposer Gareth:- Secunder Linda

### **Election of Workplace Reps**

It was proposed that all existing workplace reps should be elected on block:-  
Proposer Dave:- Secunder Tony

### **Health & Safety Report**

As reported earlier both Linda and Monty had attended training courses. Neil told the meeting that as University Health & Safety he was proposing to hold regular meetings with both Unison and UCU Health & Safety Reps.

Dave also told the meeting that the University had introduced Health Surveillance for employers whose jobs could cause health problems.

### **Equal Pay**

This is a big issue nationally, with Unison involved in many equal pay claims. At York St John our branch has a seat on the equal opportunities and diversity committee so as to ensure equality for all our members.

### **Points of Interest from the Floor**

The issue that was raised by several members was the apparent policy by the university to delay filling vacant posts. At least three members said that in their departments there had been delays of at least three months before staff had been replaced, and in a couple of cases even longer.

Some staff were being expected to cover vacant posts as well as their own. This was causing not only stress to staff but also causing services to be affected.

Dave Craven said that the delay in replacing the vacant joiners posts was having an effect on the service provided to other departments and also students. There were also concerns that the delays may have Health & Safety implications.

The Chair said that the branch would write to the University expressing Unison members concerns.

### **A.O.B**

There being no other business Dave thanked all the members for coming and closed the meeting.