

"Would you like to form a separate UCU Branch?"

"YES PLEASE!"

Members say: "Yes!"

UCU members working at INTO Newcastle University have voted to form a Branch!

The ballot - which took place over the summer - returned a **100% 'YES'** vote. The next steps are being taken and more will follow soon.



UCU members at INTO Newcastle forming their own branch is a great step forward for us. We have already had questions about what roles people can take on. There is a full list of union representative positions available [here](#) (p.25-27), but the key question that we want members to think about is "What can I do to help out?"

Anyone who would like an informal chat to find out what they can do to help, please email jbryan@ucu.org.uk

The recent meeting of members began to raise a list of what appeared to be common problems. We will be looking to produce some simple FAQs to give members some guidance.

One common theme was a concern about being told something verbally that wouldn't be put into writing.

If you are unsure or unhappy with what is being said to you, or asked of you, request that it is put into an email so that you can fully understand what is being said, give it some thought, and respond in writing.



Ask your colleagues to support the email pledge and to join our campaign for trade union recognition

If you know someone who wants to
[join UCU:](#)
www.join.ucu.org.uk

It would appear that there is a level of dissatisfaction with a number of managers at INTO. Here are some of the recent comments from members that we have received:

"There is too much discretion in the hands of line managers"

"In some situations, the policies and procedures are just not there - things are left to line managers to decide. We know that a system like that means there is less chance of fair and equitable treatment."

"I'm getting less keen on these 'individual catch-ups' that happen. If there are things that we all need to know about, then good management practice would be to brief us all at the same time. Or put something in writing to us so that we are all clear about what is happening."

'Hands off' online lecture recordings, UCU tells universities and colleges

The union has produced [guidance on staff performance rights](#) and is calling on universities and colleges to explain what plans they have to meet legal requirements over data protection and intellectual property rights and what additional workload expectations are being placed on staff. UCU has emphasised the need for universities and colleges to agree a fair system with local UCU branches to ensure teacher pay and workload is not forgotten in the drive for blended learning.

Do you want to find out a bit more about the work of the union and what UCU does in the region?

Have a listen to the [podcasts](#) that the regional office produces. Simply search [UCU Northern Region](#) in whatever podcast app you use

They are available free to download and listen to on Spotify, Apple podcasts, Google podcasts & many more



Taking the next steps

A well-attended meeting on 15 September 2021 discussed the concerns of staff working at INTO Newcastle. The big question was: "What can we begin to do about them?" It was great to hear so many people saying that they wanted to be involved in the union, taking up issues that they felt strongly about.

If you want to get involved: jbryan@ucu.org.uk

If you [recognise a union](#) in your workplace there are certain rules you need to follow.

You must:

- give the union information in advance to help with [collective bargaining](#)
- [inform and consult the union](#) about major changes in the workplace
- follow proper procedures if you're [taking union subscriptions](#) straight from your employees' pay (the 'check off')
- let union reps and members have [time off for union activities](#)
- not discriminate against a worker because they're in the union

From: www.gov.uk/working-with-trade-unions

You can find the Regional Office of UCU via the following:

ucunorthern.org.uk



UCU MEMBERS
Please check and update your personal information at
<https://my.ucu.org.uk/>