

## Talks/Correspondence between UCU and Northumbria University

February/March 2024

### ***Setting the record straight***

On Friday 15<sup>th</sup> March 2024, The Evening Chronicle [reported](#) that *'Both sides have expressed a willingness to return to the negotiating table'*. Sadly, that is only half true. This document seeks to make clear what has happened regarding talks between UCU and the University.

We have always been willing to meet with the University, but they have refused to deal with UCU and its representatives. Such an approach by the Executive is their prerogative, but it does nothing to resolve a dispute over compulsory job losses.

It is not usual to publish the correspondence that has taken place between us and the University, but we do so to set the record straight. Below is a chronology of what has happened, followed by an appendix with the relevant correspondence. We believe that it shows the following:

1. That an agreement was reached on several issues between UCU and the University, but then the University added more stipulations. This included a demand that we do not engage with external stakeholders, something that no trade union can sign up to, and (seemingly) is being asked of no-one else.
2. That a meeting with UCU and representatives from the University was set up and subsequently cancelled – with no explanation given as to why that happened.
3. That the University's position is that they will *'come back'* to UCU *'at the point we have anything further to discuss'*.
4. That UCU have made clear: *'we are willing to meet and work with you to try and minimise the number of compulsory redundancies and to (hopefully) resolve the dispute'*.

### **Chronology**

14/02/24	A UCU Branch meeting took place. Close to 200 members were there and they overwhelmingly voted to declare a dispute.
15/02/24	UCU communicated with the University Vice-Chancellor and declared a dispute. We offered to meet.
16/02/24	Our communication was acknowledged and were told that a meeting would be set up.
20/02/24	The University set up a meeting with UCU, scheduled to last 30 minutes.
23/02/24	UCU communicated with the University suggesting that as we only had 30 minutes, we could best use the time to <i>'sketch out a framework for our discussions'</i> .
23/02/24	The University started to set out conditions for UCU to be included meetings. They stated <i>'Our plan moving forwards is to speak with UCU and UNISON in separate discussions, until we are in a position where the maturity of UCU's position matches that of UNISON. We will consult with you as legally required to do so but will not engage in wider discussions until we have that commitment.'</i> They asked UCU <i>'to publicly correct'</i> several statements.

26/02/24	A meeting took place between UCU and the University. UCU indicated a willingness to move forward and suggested drafting a joint statement to that effect. Later that morning we sent a draft. The University responded in the afternoon with a few minor amendments, and also stated <i>'we'd need any agreement between us to involve UCU reviewing all promoted and published materials (including X) that includes the incorrect assertion we discussed this morning in relation to local students, and for UCU not to repeat that claim.'</i>
27/02/24	<p>UCU agreed to the amendments by the University, and stated that we would therefore agree the joint statement. We also stated: <i>'We will review our material, as you have said, and will not repeat that claim. However, it would be helpful for you to verify your claim on that issue, and for us to be provided with that evidence in due course.'</i></p> <p>We also suggested: <i>'that we now look to meet again and schedule further regular meetings to see if we can make some progress towards a shared aim – ruling out compulsory redundancies and resolving the dispute.'</i></p>
29/02/24	<p>The University responded to us saying that they <i>'were comfortable with the wording'</i> of the joint statement. They then placed more stipulations on UCU:</p> <ul style="list-style-type: none"> <li>• <i>'we expect incorrect UCU posts on X to be removed'</i></li> <li>• <i>'no further contact to be made to seek support from external stakeholders'</i></li> <li>• <i>'and, more generally, for the Branch to behave in a way which does not undermine our efforts and positive intentions'</i></li> </ul> <p>We were also told:</p> <ul style="list-style-type: none"> <li>• <i>'I will get the information for you to provide assurance about local students.'</i></li> </ul>
04/03/24	UCU and UNISON representatives attended a meeting with senior members of the Executive. At that meeting, we were shown slides about the financial situation that stated: <i>'This isn't a make tweaks scenario; it requires significant and sustained action' to 'take out costs ready for 2024/25 and in future years'.</i>
06/03/24	<p>UCU wrote to the University stating:</p> <p><i>'To then be asked, 48 hours later, to make further commitments (which you surely will have known that we cannot give) I find astonishing. You must know that we cannot agree to effectively a vow of silence when it comes to us seeking "support from external stakeholders", regardless of how you might seek to operationalise that statement. To also ask "for the Branch to behave in a way which does not undermine our efforts and positive intentions" leaves us thinking that you are looking to derail any chance of finding areas and wording where we might agree. To be blunt, having come to an agreement, it is now bad faith on your part to seek to add extra conditions.</i></p> <p><i>To be clear, we are in dispute with the University and will look to resolve that dispute through several mechanisms – seeking support from others will be one of those. That is our right as a trade union, as well as the right of individual members to do the same. Your statement would mean that the simple democratic act of contacting your local MP would be out of bounds. In addition, we also cannot, and will not, sign up to an ambiguous statement where our representatives are required to "behave" - the clear implication being that we are currently misbehaving.</i></p> <p><i>If you wish to move forward, I suggest that you review your reply (29/02/24) to my email (27/02/24). As we said then, we agree to the wording in that joint statement, will review our material, and will not repeat that claim.'</i></p>

08/03/24	A meeting that was due to take place on Monday 11/03/24 between UCU and the University Executive was cancelled, with no explanation given.
13/03/24	<p>An email exchange takes place where UCU repeats requests for the University to meet with us to try and avoid the dispute. This is refused.</p> <p>The University states:</p> <ul style="list-style-type: none"> <li>• <i>'we will come back to you at the point we have anything further to discuss'.</i></li> </ul> <p>UCU states:</p> <ul style="list-style-type: none"> <li>• <i>'We have been told that the goal of the University is to do all that it can to avoid compulsory redundancies. It is difficult to understand how cancelling meetings without explanation, refusing to engage with us, and withdrawing from anything where we might agree, is a mechanism to do that.'</i></li> </ul>

**Jon Bryan**  
**Regional Support Official**

## **Appendix**

### **Email correspondence between UCU and Northumbria University**

**From:** Jon Bryan  
**Sent:** Thursday, February 15, 2024 10:30 AM  
**To:** andy.long@northumbria.ac.uk  
**Cc:** Tom Lawson <tom.lawson@northumbria.ac.uk>; Jane Embley (jane.embley@northumbria.ac.uk) <jane.embley@northumbria.ac.uk>; Adam Hansen (adam.hansen@northumbria.ac.uk) <adam.hansen@northumbria.ac.uk>  
**Subject:** Compulsory Redundancies at Northumbria University

To: Vice-Chancellor, Northumbria University

Cc: Deputy Vice-Chancellor, Chief People Officer, UCU Branch Chair

#### **Compulsory Redundancies at Northumbria University**

Dear Andy (if I may)

You will no doubt have expected this correspondence. It is in relation to the University's proposal regarding redundancies.

In short, the University have not ruled out compulsory redundancies. At a well-attended Branch Meeting yesterday, our members voted overwhelmingly to declare a dispute on this matter.

We would welcome the opportunity to find a resolution. I hope that we can meet to do so.

With kind regards,

Jon

**Jon Bryan**  
**UCU Regional Support Official**  
**Northern Region**  
**@jonbryan**

+++++

**From:** Jon Bryan  
**Sent:** Friday, February 23, 2024 9:27 AM  
**To:** 'Jane Embley' <jane.embley@northumbria.ac.uk>; 'Tom Lawson' <tom.lawson@northumbria.ac.uk>  
**Cc:** Andrew Feeney (andrew.feeney@northumbria.ac.uk) <andrew.feeney@northumbria.ac.uk>; Adam Hansen (adam.hansen@northumbria.ac.uk) <adam.hansen@northumbria.ac.uk>  
**Subject:** RE: Meeting

Dear Jane and Tom

Thanks for making the time to meet on Monday. As we only have 30 minutes scheduled, can I suggest that we use this time to sketch out a framework for our discussions, as well as looking to schedule some further meetings.

I am aware that both we and UNISON have requested information from the University. I am also aware that the University has stated that it says it is doing all that it can to avoid compulsory redundancies. You will know our view is that the University should give a guarantee of compulsory redundancies and that various timeframes should be extended to facilitate that.

I hope that we can use the meeting on Monday to make some progress.

Best wishes,

Jon

*Jon Bryan  
UCU Regional Support Official  
Northern Region*

+++++

**From:** Jane Embley <jane.embley@northumbria.ac.uk>  
**Sent:** Friday, February 23, 2024 9:45 AM  
**To:** Jon Bryan <jbryan@ucu.org.uk>  
**Cc:** Andrew Feeney <andrew.feeney@northumbria.ac.uk>; Adam Hansen <adam.hansen@northumbria.ac.uk>; Tom Lawson <tom.lawson@northumbria.ac.uk>  
**Subject:** Re: Meeting

Hi Jon  
Thanks for your message.  
We would also like to use the meeting to develop a clear structure for the discussions ahead. Our approach will be shaped by the response we receive to an email I sent to Adam a few minutes ago (which I have attached).  
Best wishes  
Jane

\*\*\*\*\*

**From:** Jane Embley <jane.embley@northumbria.ac.uk>  
**Sent:** Friday, February 23, 2024 9:34 AM  
**To:** Adam Hansen <adam.hansen@northumbria.ac.uk>  
**Cc:** Tom Lawson <tom.lawson@northumbria.ac.uk>  
**Subject:** Future meetings with UCU

Adam

We have our meeting planned for Monday at which we will discuss UCU's position and ours in relation to the cost reduction work over the period ahead.

While it is your own decision to be in dispute with the University, we do not accept your use of factually incorrect information, and the unnecessarily damaging nature of this, throughout what is already a difficult time for colleagues. We are committed to meeting with UNISON and will engage Lorraine and her colleagues openly and fully in this exercise but will be unable to take the same approach with UCU until you have publicly corrected some deliberate untruths that have been included in UCU comms on this issues and agreed not to make statements that either you know to be untrue or make assertions for which you have no evidence in the future. The assertions that we would like you to publicly correct are:

- ‘Everyone who teaches or helps you is at risk of **compulsory redundancy**’: No individual or role at Northumbria is currently at risk of redundancy.
- ‘**Courses will be cut**’ We have not suggested anywhere that courses will be closed.
- ‘**local students went elsewhere**’ The proportion of our students who are local has not declined in recent years.

Our plan moving forwards is to speak with UCU and UNISON in separate discussions, until we are in a position where the maturity of UCU’s position matches that of UNISON. We will consult with you as legally required to do so but will not engage in wider discussions until we have that commitment.

Best wishes

Tom and Jane

**Jane Embley (she/her)**

*Chief People Officer*

[Jane.Embley@Northumbria.ac.uk](mailto:Jane.Embley@Northumbria.ac.uk)

Sutherland Building, Northumbria University, Newcastle upon Tyne, NE1 8ST, United Kingdom

+++++

**From:** Jon Bryan <[jbryan@ucu.org.uk](mailto:jbryan@ucu.org.uk)>

**Date:** Monday, 26 February 2024 at 11:21

**To:** Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>

**Cc:** Andrew Feeney <[andrew.feeney@northumbria.ac.uk](mailto:andrew.feeney@northumbria.ac.uk)>, Adam Hansen

<[adam.hansen@northumbria.ac.uk](mailto:adam.hansen@northumbria.ac.uk)>, Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>

**Subject:** Re: Meeting

Hi Jane/Tom

Thanks for the meeting today

Please see below and let me know what you think

**SUGGESTED JOINT STATEMENT**

[For internal use at the University, and to be presented to the media if necessary. We will provide a copy to our press office.]

+++++

Following a meeting today between the University and UCU, the following joint statement has been agreed.

The University recognises that UCU has declared a dispute because of the possibility of compulsory redundancies. UCU has said that it will remain in dispute until there is a guarantee of no compulsory redundancies.

The University has reiterated that, as a result of this cost reduction exercise, no individual, role or course has been currently earmarked for compulsory redundancy or closure. UCU accepts that to be the case.

The University has stated that it is doing all that it can to rule out compulsory redundancies, while accepting that this commitment does not end the dispute with UCU.

The University have committed to scheduling further meetings with UCU to work on the commitment to avoid compulsory redundancies. UCU will work proactively with the University to that end.

Ends.

While we accept that this does not address the issue you have about our comments re. local students, we feel that it doesn't quite fit in with the rest of the content and would feel somewhat unusual.

If we can agree to this wording. Or something similar, please let us know.

Thanks

Jon

Jon Bryan  
Regional Support Official

++++++

**From:** Jane Embley <jane.embley@northumbria.ac.uk>  
**Sent:** Monday, February 26, 2024 12:22 PM  
**To:** Jon Bryan <jbryan@ucu.org.uk>  
**Cc:** Tom Lawson <tom.lawson@northumbria.ac.uk>; Andrew Feeney <andrew.feeney@northumbria.ac.uk>; Adam Hansen <adam.hansen@northumbria.ac.uk>  
**Subject:** FW: Meeting

Hi Jon  
Thank you for this helpful suggestion. I have suggested a couple of minor edits but broadly it looks ok.

In addition, we'd need any agreement between us to involve UCU reviewing all promoted and published materials (including X) that includes the incorrect assertion we discussed this morning in relation to local students, and for UCU not to repeat that claim.

Best wishes  
Jane

Suggested edits to your draft:

Following a meeting today between the University and UCU, the following joint statement has been agreed.

The University recognises that UCU has declared a dispute because of the possibility of compulsory redundancies. UCU has said that it will remain in dispute until there **are no compulsory redundancies, or there** is a guarantee of no compulsory redundancies, **in relation to this exercise**.

The University has reiterated that, as a result of this cost reduction exercise, no individual, role or course has been **currently** earmarked for compulsory redundancy or closure. UCU accepts that to be the case.

The University has stated that it will **continue to do all it can to avoid** ~~is doing all that it can to rule out~~ compulsory redundancies, while accepting that this commitment does not end the dispute with UCU.

The University have committed to scheduling further meetings with UCU to work on the commitment to avoid compulsory redundancies. UCU will work proactively, **and in good faith**, with the University to that end.

+++++

**From:** Jon Bryan  
**Sent:** Tuesday, February 27, 2024 7:07 AM  
**To:** Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>  
**Cc:** Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>; Andrew Feeney <[andrew.feeney@northumbria.ac.uk](mailto:andrew.feeney@northumbria.ac.uk)>; Adam Hansen <[adam.hansen@northumbria.ac.uk](mailto:adam.hansen@northumbria.ac.uk)>  
**Subject:** RE: Meeting

Hi Jane

We agree to the wording. We included the word “currently” as we used it from the wording that you provided in your email on Friday.

If we now change the word “today” to “yesterday”, this is good to go.

We will review our material, as you have said, and will not repeat that claim. However, it would be helpful for you to verify your claim on that issue, and for us to be provided with that evidence in due course.

Once this statement (below) is agreed and you let us know, it can be sent out to staff by you/Tom/Andy, and we will also use it. I will provide it to our press office once you confirm.



I would suggest that we now look to meet again and schedule further regular meetings to see if we can make some progress towards a shared aim – ruling out compulsory redundancies and resolving the dispute.

I hope that we can get these in the diary soon.

Thanks

Jon

*Jon Bryan  
UCU Regional Support Official  
Northern Region*

+++++

**From:** Jane Embley <jane.embley@northumbria.ac.uk>  
**Sent:** Thursday, February 29, 2024 1:11 PM  
**To:** Jon Bryan <jbryan@ucu.org.uk>  
**Cc:** Tom Lawson <tom.lawson@northumbria.ac.uk>; Adam Hansen <adam.hansen@northumbria.ac.uk>  
**Subject:** FW: Meeting

Hi Jon

Thanks for coming back on this, we are comfortable with the wording.

Our aim is to make the statement available in our published materials and on the site where our FAQs sit. In line with the statement we will now schedule in meetings with UCU to discuss the cost management work in relation to academic staff. While we agree that the statement below provides an opportunity to reset the position moving forwards the reality is that major damage, that was unnecessary, has been done cannot now be undone. I want to be clear that we expect incorrect UCU posts on X to be removed, no further contact to be made to seek support from external stakeholders and, more generally, for the Branch to behave in a way which does not undermine our efforts and positive intentions.

I will get the information for you to provide assurance about local students.

Best wishes

Jane

Following a meeting on Monday between the University and UCU, the following joint statement has been agreed.

“The University recognises that UCU has declared a dispute because of the possibility of compulsory redundancies. UCU has said that it will remain in dispute until there are no compulsory redundancies, or there is a guarantee of no compulsory redundancies, in relation to this exercise.

The University has reiterated that, as a result of this cost reduction exercise, no individual, role or course has been earmarked for compulsory redundancy or closure. UCU accepts that to be the case.

The University has stated that it will continue to do all it can to avoid compulsory redundancies, while accepting that this commitment does not end the dispute with UCU.

The University has committed to scheduling further meetings with UCU to work on the commitment to avoid compulsory redundancies. UCU will work proactively, and in good faith, with the University to that end.”

+++++

**From:** Jon Bryan <[jbryan@ucu.org.uk](mailto:jbryan@ucu.org.uk)>  
**Date:** Wednesday, 6 March 2024 at 08:00  
**To:** Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>  
**Cc:** Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>, Adam Hansen <[adam.hansen@northumbria.ac.uk](mailto:adam.hansen@northumbria.ac.uk)>  
**Subject:** RE: Meeting

Hi Jane

Apologies for the delay in getting back to you – I was on leave when it came in.

I have to say I am disappointed with the content of your email. At our meeting, I suggested that looking for areas where there might be agreement between us would be a positive thing to do. That seemed to get some consensus between us. After the meeting I drafted some words, you suggested some changes, and we agreed to them. They were not the first choice of words for us, but I thought that compromise would get us to a better place.

Your email to us on the Monday afternoon also asked us to review “*all promoted and published materials (including X) that includes the incorrect assertion we discussed this morning in relation to local students, and for UCU not to repeat that claim.*” We agreed to this. As far as we were concerned, we had reached some agreement.

To then be asked, 48 hours later, to make further commitments (which you surely will have known that we cannot give) I find astonishing. You must know that we cannot agree to effectively a vow of silence when it comes to us seeking “*support from external stakeholders*”, regardless of how you might seek to operationalise that statement. To also ask “*for the Branch to behave in a way which does not undermine our efforts and positive intentions*” leaves us thinking that you are looking to derail any chance of finding areas and wording where we might agree. To be blunt, having come to an agreement, it is now bad faith on your part to seek to add extra conditions.

To be clear, we are in dispute with the University and will look to resolve that dispute through several mechanisms – seeking support from others will be one of those. That is our right as a trade union, as well as the right of individual members to do the same. Your statement would mean that the simple democratic act of contacting your local MP would be out of bounds. In addition, we also cannot, and will not, sign up to an ambiguous statement where our representatives are required to “*behave*” - the clear implication being that we are currently misbehaving.

If you wish to move forward, I suggest that you review your reply (29/02/24) to my email (27/02/24). As we said then, we agree to the wording in that joint statement, will review our material, and will not repeat that claim.

I look forward to your response.

Thanks,

Jon

Jon Bryan  
UCU Regional Support Official  
Northern Region

+++++

**From:** Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>  
**Sent:** Wednesday, March 13, 2024 10:22 AM  
**To:** Jon Bryan <[jbryan@ucu.org.uk](mailto:jbryan@ucu.org.uk)>  
**Cc:** Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>; Adam Hansen <[adam.hansen@northumbria.ac.uk](mailto:adam.hansen@northumbria.ac.uk)>  
**Subject:** Re: Meeting

Hi Jon  
Time and events seem to have moved on since our email exchange. What is your view of the status of the joint statement we were trying to reach agreement on?  
Best wishes  
Jane

+++++

**From:** Jon Bryan <[jbryan@ucu.org.uk](mailto:jbryan@ucu.org.uk)>  
**Date:** Wednesday, 13 March 2024 at 12:26  
**To:** Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>  
**Cc:** Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>, Adam Hansen <[adam.hansen@northumbria.ac.uk](mailto:adam.hansen@northumbria.ac.uk)>  
**Subject:** RE: Meeting

Hi Jane

Our view hasn't changed from the email that we sent last week. We agree with the joint statement. But one thing that seems to have changed is in the last section, about the University scheduling meetings. The planned meeting for Monday was cancelled, as I understand it, without explanation.

We had draft comms to members and a press release based on this, which was ready to go today.

It would be useful to hear from you where we are with this, in particular about meetings, preferably by the end of the day so that we can provide an accurate update as to where we are.

Hopefully, we can get this.

Thanks

Jon

Jon Bryan  
UCU Regional Support Official  
Northern Region

+++++

**From:** Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>  
**Sent:** Wednesday, March 13, 2024 4:22 PM  
**To:** Jon Bryan <[jbryan@ucu.org.uk](mailto:jbryan@ucu.org.uk)>  
**Cc:** Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>; Adam Hansen <[adam.hansen@northumbria.ac.uk](mailto:adam.hansen@northumbria.ac.uk)>  
**Subject:** Re: Meeting

Hi Jon

Can you confirm whether you feel the petition, initiated by the branch, fits with the wording of the joint statement and what the next steps might be at your end (on this and other activity) if the statement is agreed?

Best wishes

Jane

+++++

**From:** Jon Bryan <[jbryan@ucu.org.uk](mailto:jbryan@ucu.org.uk)>  
**Date:** Wednesday, 13 March 2024 at 16:57  
**To:** Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>  
**Cc:** Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>, Adam Hansen <[adam.hansen@northumbria.ac.uk](mailto:adam.hansen@northumbria.ac.uk)>  
**Subject:** RE: Meeting

Hi Jane

I take it you mean this one? [www.tinyurl.com/NUUCUpetition](http://www.tinyurl.com/NUUCUpetition)

We don't see this as incompatible with the joint statement.

You will know that we have given notification of balloting. As you might expect, we will encourage our members to vote in that.

I'm not sure what else you are expecting us to say?

Thanks

Jon

*Jon Bryan  
UCU Regional Support Official  
Northern Region*

+++++

**From:** Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>  
**Sent:** Wednesday, March 13, 2024 9:23 PM  
**To:** Jon Bryan <[jbryan@ucu.org.uk](mailto:jbryan@ucu.org.uk)>  
**Cc:** Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>; Adam Hansen <[adam.hansen@northumbria.ac.uk](mailto:adam.hansen@northumbria.ac.uk)>  
**Subject:** Re: Meeting

Hi Jon

The joint statement literally talks about working together to avoid compulsory redundancies, and yet the petition rather implies that is not the case. Added to this there are still template letters and other materials on UCU's website that talk about course closures and colleagues being at risk of redundancy – things that we agreed at our previous meeting were simply not true. It is difficult to see that as working in good faith with us to resolve these very challenging issues.

My suggestion is that we set the statement aside and we will come back to you at the point we have anything further to discuss.

Best wishes

Jane

+++++

**From:** Jon Bryan  
**Sent:** Thursday, March 14, 2024 10:29 AM  
**To:** Jane Embley <jane.embley@northumbria.ac.uk>  
**Cc:** Tom Lawson <tom.lawson@northumbria.ac.uk>; Adam Hansen <adam.hansen@northumbria.ac.uk>  
**Subject:** RE: Meeting

Dear Jane

Your refusal to meet with us is your decision, but it is disheartening.

As I stated in an earlier email, the lack of good faith from you in adding on further stipulations (after we had reached an agreed point) is a matter for you to reflect on. It is disappointing that you have not done that.

We are in dispute and have commenced the process for a statutory ballot on industrial action. This is not brand-new information. We will be continuing down this path until the matter is resolved. A guarantee of no compulsory redundancies would do that. It is in your hands.

We have also stated to you that we are willing to meet and work with you to try and minimise the number of compulsory redundancies and to (hopefully) resolve the dispute. That is still our position. Sadly, it is not being reciprocated.

We have been told that the goal of the University is to do all that it can to avoid compulsory redundancies. It is difficult to understand how cancelling meetings without explanation, refusing to engage with us, and withdrawing from anything where we might agree, is a mechanism to do that.

Jon

*Jon Bryan  
UCU Regional Support Official  
Northern Region*