

## UCU Industrial Action – Discussion on ICU Action Plan

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### Context

Staff in the University and College Union (UCU) have voted to go on strike over pensions. These strikes, which were supported by 71.9% of voting UCU members at Imperial, will initially take place on the 1st, 2nd, and 3rd of December. Staff also voted to support Action Short of Strike (ASOS) from 1<sup>st</sup> December to 3<sup>rd</sup> May, which entails working to contract and not undertaking voluntary activities.

This is the third time Imperial staff have voted to strike in recent years. Both previous times, ICU have taken a position in support of this action, which was decided by Union Council. This time, I decided that given the wide-reaching impact of this action on students, it would be more democratic to put this decision to an all-member vote which ran from November 24<sup>th</sup>-26<sup>th</sup>. The referendum reached a quorate turnout of 2502 votes (10.44%) with the results:

|         |      |
|---------|------|
| Yes     | 1791 |
| No      | 648  |
| Abstain | 63   |
| Total   | 2502 |

Therefore, the formal position of Imperial College Union is in support of the strike action.

It is now necessary to determine what actions the Union should take to show this support, which is the purpose of this discussion.

### What has this support looked like in previous years?

Previous Council resolutions have mandated the following actions:

- The Union President has written to the Provost encouraging the College to support the UCU's position and to exert pressure nationally in favour of their position.
- Elected representatives have been mandated to support the UCU position in meetings with the College if and when the issue is raised.
- Union officers and staff have been encouraged to disseminate materials publicising the strike and the UCU's position in the dispute.
- Elected officers have been encouraged to visibly support the UCU where possible, including attending events and writing in *Felix*.
- Union representatives have been mandated to call on their respective faculties / departments to ensure that disruption to major coursework and exams taking place during the strike period is minimised.

Besides these formal resolutions, the Union has informally supported the UCU strike action previously by providing space in the Union building for striking staff to meet and hold events during the strike period, and for storing materials.

**For discussion: does Council wish ICU commit to repeating all these previous supportive actions, and are there any additional means of support that Council would recommend?**