

Agreement between the Leicester UCU and the Executive Board

Dated 04/11/21

Subject to agreement by members of the Leicester University and College Union (LUCU) the Executive Board (EB) propose the following basis for an agreement to end our local dispute:

1. LUCU will write to the UCU NEC requesting that they lift the global academic boycott of the University of Leicester in return for the following undertakings, to be enacted only once the boycott is lifted by the UCU NEC.
2. The EB agrees to ensure that there are no compulsory redundancies as a result of Phase 2 of the Shaping for Excellence programme. Those at risk of redundancy, who choose not to accept VSS, will be given the option to be redeployed in line with the agreed [Redeployment and Retraining Policy and Procedure](#). Where appropriate, this will include coaching, training, pay protection and working with individuals to support them in securing alternative roles that are available within the current Division or elsewhere in the University.
3. The EB agrees to rule out beginning any further restructuring leading to collective compulsory redundancies (Procedure B of [Redundancy Ordinance Policy and Procedure](#)) until January 2023.
4. The EB agrees to work with LUCU specifically on:
 - 4.1. A joint statement, the text of which should be agreed by both parties, announcing the resolution of the dispute, to be sent out simultaneously by the University and LUCU.
 - 4.2. LUCU will be consulted about the timescale and remit for the forthcoming review of Ordinances. LUCU (with our two other recognised Unions - Unite and Unison) will be a key part of the negotiation of the review of the contractual Ordinances.
 - 4.3. The Registrar and Secretary will offer to meet with LUCU Representatives to set out the University's governance approach; our compliance with the CUC Code; our mechanisms for review and will consider the feedback received.
 - 4.4. As part of the JNCC, there will be a discussion with our three recognised Trade Unions to discuss the potential wider representation of campus trade unions on University decision-making Committees and bodies that are within the remit of EB.

- 4.5. The EB and LUCU will commit to seek to find ways that they can work together to achieve partnership working in accordance with the Recognition Agreement and to review the Working Together Principles Agreement.
5. Representatives of EB and LUCU will commit to review the effects and implications of the redundancy process over the last 12 months. We will specifically look at lessons that can be learned for both parties in respect of consultation, communication, information sharing, social media, dignity and respect; more than one meeting may be necessary. The initial meeting will be supported by an agenda agreed by representatives of EB and LUCU and will invite both the Vice-Chancellor and the UCU Regional Official.
6. On the basis of this agreement, LUCU would agree to end its current dispute with regard to proposed compulsory redundancies.