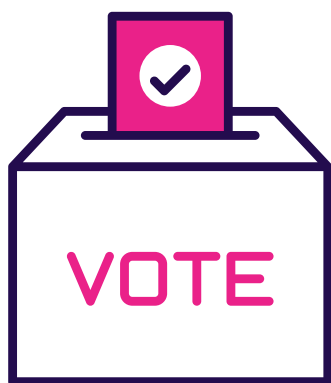


# SUSSEX UCU AND YOU

## WELCOME TO YOUR SUSSEX UCU NEWSLETTER

This newsletter shares with you the work that Sussex UCU is doing on behalf of members and for all staff and students at Sussex. If you have questions, comments or want to get involved, please get in touch!

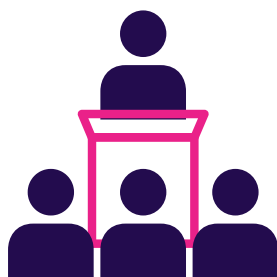


### UCU BALLOT

The consultative ballot on UCEA's offer in the Four Fights dispute, is now live and closes on Wednesday 29 July. Members should have received an email from Civica Election Services. If you have not yet received this email, please check your spam/junk folder and if you still cannot find it you can [request a replacement](#).

UCEA's offer shows the power of the recent round of industrial action. Nevertheless, UCU recommends that members reject the offer because it does not go nearly far enough in securing guarantees in the areas of the dispute.

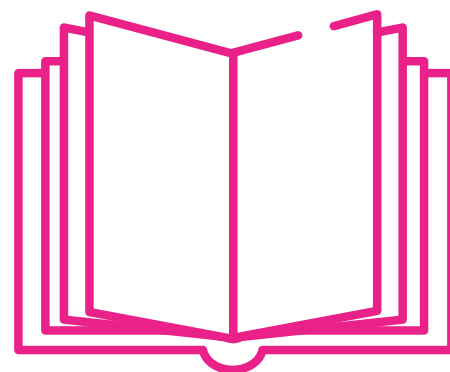
We urge you to use your vote in this important matter.



### REC UNION REP

The trade unions at Sussex have been invited to nominate a Rep to join the Self Assessment Team of the University's [Race Equality Charter](#). This is an important opportunity to shape the University's approach to tackling institutional racism and racial inequality.

To nominate yourself, please email [ucusussex@sussex.ac.uk](mailto:ucusussex@sussex.ac.uk) by Friday 31 July with a short paragraph explaining why you are interested in this work and what you think you can bring to the role. It should demonstrate a sound knowledge of institutional racism at Sussex and in HE, and you must have the drive and enthusiasm to influence senior managers. We will consider all nominees but for this role BAME staff will be given priority. In the case of multiple nominees, the Equality Reps from UCU, Unison and Unite will together make the final decision.



### ANTI-RACISM READING GROUP

The first meeting of the Unions Anti-Racism Reading Group took place yesterday. Attended by around 30 participants - including UCU, Unison and Unite members and students from across the University - this dynamic meeting provided a forum for discussions of the book *Dismantling Race in Higher Education* (2018) and reflections on how unions and students should work together in the project of dismantling race at Sussex. If you would like to be involved in the next meeting (details tbc), email [ucusussexantiracism@gmail.com](mailto:ucusussexantiracism@gmail.com).

24 July 2020



## CRISIS JUSTICE AT SUSSEX.

# TEACHING NEXT TERM

Communications this week have confirmed that staff will be expected to teach on-site face-to-face this autumn term. In discussions with Kelly Coate (Pro Vice-Chancellor of Education and Students) and Siobhan O'Reilly (Director of HR), UCU representatives have made arguments for staff 'opting-in' or volunteering to teach face to face, rather than 'opting-out', or being required to provide justification for refusing to teach on site, given equalities, H&S and disability legislation and guidelines.

We have also pushed the UEG to accept UCU's 5 tests for Safe Returns to Campus, especially the fifth test:

"Staff who are themselves more vulnerable to Covid-19, and staff who live with people at heightened risk, must not be required to work on campus. Plans must explicitly address measures for the protection of staff, students, and members of their households, who are in groups identified as facing heightened risk of contracting and/or are more vulnerable to the worst effects of Covid-19, recognising that BAME groups are particularly affected and are likely to be over-represented amongst staff groups undertaking essential on-campus work such as cleaning and security work."

Regretably, the University has as yet **not ruled out coercing staff to return to campus**, despite repeated requests to do so.

A template email from UCU for staff who wish to inform their line-managers of their refusal to return to on-site work will be sent to all members shortly. If you feel under pressure to return to work, or would like to share your views on the University's policy for returning to campus, please get in touch.



# WHAT YOU CAN DO TO SUPPORT SUSSEX UCU WORK THIS WEEK



- Support our Crisis Justice Campaign on Twitter and Facebook.
- Read our latest blog posts.
- Email your departmental rep to get involved
- Become a COVID-19 UCU Health and Safety Rep (includes facilities time)
- Get in touch (below) if you have issues to raise to the union's attention.
- Volunteer as REC Trade Union Rep (see p1)
- Vote on UCU Sussex's response to the UCU Levy.
- Register for free Negotiation Training

---

## KEEP IN TOUCH WITH YOUR UNION

- Email: [ucusussex@sussex.ac.uk](mailto:ucusussex@sussex.ac.uk)
- Website:  
<https://ucusussex.wixsite.com/ucusussex>
- Twitter: [@SussexUCU](https://twitter.com/SussexUCU)
- Exec and Reps List:  
<https://ucusussex.wixsite.com/ucusussex/contacts>
- Crisis Justice Campaign Twitter:  
[@CrisisJusticeSX](https://twitter.com/CrisisJusticeSX)

