

WE NEED A GUARANTEE! NO JOB CUTS AT UWS!

EIS ULA, as a member of the joint trade unions are in dispute – what is it about?

UWS are continuing with their Organisational Change Project (OCP), a project which is considering the university's provision in a number of ways. The project has lacked transparency and meaningful consultation with trade union representatives, which is why the joint trade unions have withdrawn from it and lodged a dispute to seek a no compulsory redundancy guarantee for their members.

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EIS ULA

**Educational Institute of Scotland
University Lecturers' Association**

BACKGROUND

UWS has been undertaking the OCP since the start of the year, the purpose of which is to address a budget deficit which the University claims it has. EIS ULA, along with other trade unions represented at the University, refute this claim.

Whilst trade union representatives initially attended the project in good faith, it became clear very quickly that there was a lack of financial transparency, and no meaningful consultation was taking place. As a result, EIS ULA representatives withdrew from the process.

EIS ULA and other trade unions have consistently requested a no compulsory redundancy guarantee from the University, irrespective of the outputs of the OCP. To date, the university has declined to offer this to its staff.

This refusal from the University has led to the recognised joint trade unions lodging a dispute with UWS to seek this guarantee. Unfortunately, UWS has failed to engage in the dispute process so far, which is why members are now considering taking strike action.

Why are we seeking a no compulsory redundancy guarantee?

Staff at the University are rightly worried that UWS is unwilling to guarantee that they will not seek to make them compulsory redundant. EIS ULA representatives are convinced that all other options are NOT being fully considered by the University and are therefore seeking this guarantee.

What are the likely outputs of the OCP?

The OCP is considering not only how the University spends its money, but also the staffing required across the institution. As such, this will likely mean a reduction in academic course provision (and student numbers), a detriment to research projects, a stripping back of support services and staff job cuts. This is simply unacceptable for staff and for students.

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