

Resolution Title: GSA stance on Industrial Action

Summary: The GSA notes the ongoing dispute resulting in the current industrial action, believes that the aims of the industrial action are beneficial for both staff and students, and therefore resolves to support the industrial action.

Proposer: VP Academic

Secondary: President

Outcome: Revised GSA stance to support the industrial action as well as affected students.

Review Date: Here you can suggest when this policy next gets reviewed, don't worry if you are not sure we can decide on this later.

This GSA notes: What is the situation? Describe to students exactly what it is you want to change. Be sure to include research and how the issue affects other students.

There are two separate disputes and two separate ballots for industrial action. One is about pensions and the other is about pay and conditions.

1. Pay: Better pay rates
2. Workload: 35 hour work in a week, payment for extra hours, workload management
3. Equality: closing gender/ethnic pay gap, a full equal pay audit for all protected characteristics.
4. Casualisation: end zero hour contracts, improve job security, postgraduate teaching assistants.

Also, based on our surveys, over seventy percent of graduates support Strikes and Action Short of Strikes (ASOS).

This GSA believes: Why do you want to change it? What is the situation? Describe to students exactly what it is you want to change. Be sure to include research and how the issue affects other students.

Due to the conversation between sabbatical officers and students, as well as considering that the previous round of strikes in December 2021 did not cause much disruption and secure its desired outcome. The officer team believes that the GSA stance on industrial action should be reviewed and revised.

The working conditions of any member of society ultimately impact on everyone else one way or another. In this case, the working conditions of our staff directly impact students. It is only a matter of time until this impacts on academia, as part of the marketisation of knowledge, and

reaches students and professionals. Overworked, underpaid, and struggling staff are the ones who day by day show up and try to do the best for students' education. Considering how staff performance influences student's learning experience in the long term, it is important to create an equal working environment for the staff. They deserve better and students deserve better too.

We want better welfare for our staff so that we can give our students quality teaching. Staff teaching conditions are the learning conditions of the students. Workload and low pay are important factors which influence the staff. Another reason is that the sabbatical officer team is concerned about the working conditions for Graduate Teaching assistants (GTAs). As a big part of the GSA membership, GTAs should have a better working environment, and we are supporting them to secure fixed contracts, as opposed to zero hours contracts.

Workers do deserve the rights and the students are not consumers. We are not willing to let the system keep rolling as it is: where exploitation and inequality does not matter, as long as some get what they want.

Considering the impact on students, who are being taught by overtired and underpaid staff, we believe that both the lecturers and GTAs should be given adequate time to prepare for seminars and lectures. These strikes are sorely needed and staff could only drag them on for longer if they do not receive the adequate support now.

The GSA believes we need to move to a new university system that prioritises cooperation, partnership and collaboration. We believe our University should be democratised. Students and staff must have an equal say and ownership over their education, not just the managers at the top.

This GSA resolves: What do you want the GSA to do? Tell us what action you want to see happen and who should be responsible for it.

The GSA asks Council to pass this motion to:

1. Support the UCU industrial action and release a statement in support of this stance
2. Provide support to affected members including postgraduate taught students, postgraduates researchers and GTAs, regardless of whether they are in support of the industrial action or not
3. Lobby the university to resolve the dispute as soon as possible to minimise the negative impact on both staff and students
4. Support the University and College Union during the industrial action

Implementation Record: (For completion by the GSA)

Next review date:

Lead sabbatical officer: VP Academic

For guidance or questions, please contact representation@yorkgsa.org.