

Motion Four: Motion of boycott and support for outsourced workers at the central University of London

Proposer: George Brieley

Secunder: Joe Leam

Union notes:

1. Outsourced workers at the central University of London* have been campaigning since September 2017 to end outsourcing and be made direct employees of the university. This campaign has the support of the vast majority of the outsourced workers at the University of London demonstrated by the fact that in April 2018 they held the largest outsourced workers' strike in the history of UK higher education.
2. Outsourced workers, the majority of whom are migrant workers or BME, suffer from far worse terms and conditions than the majority white British colleagues that are directly employed by the university. They are also far more likely to suffer from bullying, discrimination and unlawful deduction of wages.
3. Almost a year after the University of London began its facilities management review (November 2017) outsourced workers are still in limbo, waiting to be given a clear timetable under which they will be made direct employees. In this period they continue to suffer under a regime of structural discrimination, where they are vulnerable to unfair and ill treatment.
4. The university has ignored all calls by the workers to go into substantive negotiations with them and the union that represents the vast majority of the outsourced workers, the Independent Workers Union of Great Britain. Consequently, the workers have been excluded from the University of London's facilities management review, a review that would have a significant impact on the work they do and on their terms and conditions. Rather than engage with the workers, the university has opted for strong arm tactics to try and break their campaign, employing dozens of strike breakers and extra security, at a significant cost.

Union resolves:

1. Organise a boycott of University of London central administration (including Senate House, Stewart House, the Warburg, the Institute of Historical Research and the Institute of Advanced Legal Studies) until the outsourced workers' demands are met and they are brought in-house. The boycott will require members to not organise or attend events at these buildings.

2. Inform members of the boycott and the reasons behind the boycott of University of London central administration (including Senate House, Stewart House, the Warburg, the Institute of Historical Research and the Institute of Advanced Legal Studies).
3. Officially support strike action taken by outsourced staff at University of London after the successful ballot of IWGB members taken on the 15th of October.
4. Commit to sending a delegation to the protest in London at 8am on 30th October and sign up as a supporter of the march.

* comprising the central academic bodies & administrative functions based at Senate and Stewart House, the Warburg Institute, the Institute of Advanced Legal Studies and the University of London Halls of Residence BUT EXCLUDING the colleges of the federal University.