

GLOSSARY OF some TERMS

All the Us

UCU University and Colleges Union (the Union)

UUK Universities UK – the employers’ representative body in pension talks.

USS University Superannuation Scheme (the pension fund) USS is a **DB** scheme (DB defined benefit, you know what pension you will get) and **DC** (Defined Contribution, you know what you pay in but not what you get out)

UCEA Universities and Colleges Employers Association are the negotiating body for wages, pay and conditions. Generally even more hardline than UUK. UCU, along with other unions, enters into negotiation on pay annually through **JNCHES** (‘jinches’) Joint negotiating committee higher education sector

Executive bodies

UCUS UCU Scotland - our regional office. We are supported by paid and elected Regional Officers as part of UCU Scotland (UCUS). The paid staff you are most likely to see on campus are Dominic Allen, who attends meetings with management and Mike Williamson the Branch organising officer who often comes to the picket and Branch meetings. Carlo Morelli is the current UCUS president.

NEC the national executive committee. They enact policy from Congress. Made up from members of the

HEC Higher Education Committee and **FEC** Further Education Committee, plus other elected officials

Union negotiators - these are elected at Congress plus some of the elected officials.

Members elect the members of the HEC who then go on to form part of the NEC. (so it is important you vote!)

Congress UCU Congress usually happens in May. This is the union’s sovereign decision making body. The various executive committees are to a large extent bound by decisions made at Congress and must interpret Congress policy when making decisions. Delegates from Branches come together to vote at Congress. HWUCU are usually represented by Marion Winters and/or James Richards at present.

CJNCC (JNC) the joint negotiation committee. Union reps from all the campus unions, Unite, Unison and UCU meet with representative of the University. We normally have two reps plus sometimes an observer.

Rep (union rep / representative) a member of the UCU who is there to represent a member or the Branch usually in a meeting with management.

Casework – when a member of the Branch is represented by a union rep in a meeting with management. This can be all sorts of meetings from disciplinarians and grievances to meetings about contracts.

GTVO get the vote out- the ballot campaign to ensure we cross the 50% threshold required.

EIA – Equality Impact Assessment

RA- Risk Assessment