

UNITE Branch Meeting

25th June 2008

Minutes

Apologies: ??

20 members present

Minutes of Branch Meeting 20th Feb 08 Read and approved

Matters Arising from Minutes

Collective Bargaining Arrangements

University have proposed an employee relation structure for local collective bargaining. This policy has been reviewed by the Regional and National Unite officers who both agree the policy is an improvement on our current situation. The policy was put for a vote

In Favour	13
Against	0
Abstain	2

Collective Bargaining Policy agreed.

Car Parking

Once a year the University meet with unions to discuss car parking fees and arrangements. There will be no increase in car parking charges for 08/09. Barriers maybe placed at car park entrances to monitor flow and collect information.

Grievance Procedure

This item will be tabled at the first Collective Bargaining Meeting.

Agenda

Uni of York Pension Scheme

Although the pension fund is in a good position at the moment, liabilities have increased and assets have gone down so any past surplus is expected to be wiped out.

A detailed analysis of the value of the fund will take place in July and from this report we expect changes to be proposed for the pension fund to stay out of deficit.

Factors that have affected the fund recently include:

- HERA
- Pay rise in May and greater of 2.5% or RPI (as at Sept 2008) in October
- Life expectancy increasing
- Most importantly the current economic climate

We must be prepared for some changes in benefits and payments, these **could** be

- Pensionable age increasing to 65, currently 63.5 (since Jan 04)
- Increase in employee and employer contributions
- Introduction of new 'low cost' scheme
 - Based on 80ths
 - Contributions would be less for employee and employer

The next meeting for the Trustee Pension Board is July where it is expected that pension scheme options for the existing scheme and proposals for a new low cost scheme will be submitted to be discussed, debated and negotiated.

A negotiating committee made up of 1 member nominated trustee (Phil Foster) and 5 union members representing Unite, Unison and UCU will then negotiate the best options.

These options will then be presented to members for a vote before being presented back to the board.

Independent professional advice will be requested along the process by all parties concerned.

No rush decisions will be made and no need for panic, this is the case for all Final Salary schemes in the U.K. we are certainly not alone.

It was noted that Salary Sacrifice had been tabled at a HR meeting, but not tabled at any Uni of York pension meetings.

Rewarding Excellence

An extra increment can be rewarded to a member of staff nominated personally or by the Dept who has carried out exceptional work which is not part of their job description. This agreement has not been very successful and is currently being reviewed and this year's invite for nominations will be postponed till Sept08.

AOB

HERA roles are going to be reviewed, where possible generic roles will be introduced for technical staff. This is not an exercise to down grade staff; staff in posts will be protected.

Staff Survey results will be published soon.

Unite website needs updating.

Treasurer's Report

£189.00 in bank account, no recent transactions.