

MINUTES OF THE UCL UCU GENERAL MEETING HELD ON 24th NOVEMBER 2025

This general meeting was held online via zoom.
The meeting was chaired by Saladin Meckled-Garcia.

1. Chair's business

The Chair welcomed everybody to the meeting, in particular new members joining for the first time and explained that the meeting had been called to discuss developments in the EASE/Marcomms Restructuring Project. Movers of motions would be given 5 minutes to speak, and anyone responding would be given 3 minutes following which the mover would have a right to reply of 3 minutes. There would be no AOB. Hazel Croft, an observer from UNISON, was formally welcomed to the meeting.

2. Minutes of the Previous Meeting

There were no issues with the minutes of the previous meeting which are published on the Meetings webpage [<https://ucl-ucu.org.uk/meetings/>].

3. EASE Updates

An update from UCL UCU in respect of the EASE restructuring project was given:

- The dispute resolution procedure was triggered by writing a Failure to Agree letter to the Provost on 21 July. The demands were as set out in the motion:
 - For UCL to agree a pause on existing EASE and MarComms processes, and a moratorium on future proposals while there is wider consultation in UCL, including academic consultation with Academic Board, over existing proposals
 - For UCL to make a commitment to no compulsory redundancies or downgrading of staff arising out of EASE and MarComms programmes.
- UCL responded on 24 July, refusing to enter into negotiations but offering higher-level consultation.
- Management did not commit to no compulsory redundancies nor to pause the process.
- UCL held an Extraordinary Joint Consultative Negotiating Committee (JCNC) on 13 August, and management's response was eventually received on 8 September.
- UNISON also raised a Failure to Agree on 15 August.
- In parallel we have been supporting members in SHS, FLS and FBS in the EASE and MarComms processes, and supporting a campaign at Academic Board.
- FBS implementation was paused while the AB/Council process continued but has now resumed
- In FLS, 2 staff have taken voluntary redundancy and 1 has accepted a downgraded PP post
- In SHS, up to 3 staff are at risk
- In FBS, implementation has just begun. Around 7 G7 staff at risk

- Arts and Humanities EASE will launch soon, and Engineering will apparently be informed of next steps next year.

An update from Academic Board was also given:

- 2 Academic Board meetings to discuss EASE have been held (16 September and 20 October 2025).
- A vote to pause the restructuring was passed at the first meeting with 66.8% in favour, and this margin was increased at the second meeting with 81.1% in favour.
- The issue was discussed at Council where two members were invited to speak for a total of 5 minutes on why the restructuring should be paused. This was followed by 3 management speakers who were allocated more time, speaking in favour of the restructuring, and claiming that affected PS staff are in favour of EASE.
- As a result, Council decided that the EASE/Marcomms restructuring will not be paused but pay will be protected for two years for anyone moving to a lower graded role.

4. Motion 1: We are the university - 'Service simplification', professional integrity and the importance of the university community

Motion 1 was moved by Gargi Bhattacharyya and formally seconded by Amit Singh. Motion 1 was CARRIED (104 for, 2 against, 6 abstain).

5. Motion 2: Developing an industrial response to the EASE and MarComms restructuring process

Motion 2 was moved by Tony Brown and formally seconded by Saladin Meckled-Garcia. An amendment to Motion 2, removing 'Believes (2)' was taken from the floor and CARRIED (93 for, 2 against). Motion 2 as amended was CARRIED (105 for, 1 against, 8 abstain).

6. Motion 3: Next steps in EASE campaign

Motion 3 was moved by Holly Smith and seconded by Ilektra Christidi. Motion 3 was CARRIED (108 for, 1 against, 3 abstain).

7. Next Steps

After all three motions were overwhelmingly passed, a discussion on next steps took place. As escalation will involve moving towards a consultative ballot and then fully into an industrial dispute, the timing of the consultative ballot was briefly discussed, pending the outcome of the national ballot. Members were urged to sign and share the existing [UCL UCU EASE Petition](#).

8. Ballot Reminder

Members were reminded that the last safe date for posting ballot papers is Wednesday 26th November, with the ballot closing at 5pm on Friday 28th November.

The chair thanked members for attending.

Meeting closed.