

Advance by email
Confirmation copy by post



**THE
ROBERT GORDON
UNIVERSITY**
ABERDEEN

Mike Robinson
Unite National Officer for Higher Education
John Smith House
145/146 West Regent Street
Glasgow
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9th March 2011

HUMAN RESOURCES DEPARTMENT

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Dear Mike

Local Collective Bargaining and Trade Union Recognition

I am writing to confirm to you decisions the University has taken regarding the above. This was communicated orally to your local Branch representative at a meeting here today and confirmed also by email.

Having worked, by agreement, within a relatively informal single table structure for the last year, the University has concluded it now intends to bring greater formality and structure to this for the future. A review of the so far recognised bargaining groups reveals that those relating to both UNITE (in respect of the 'special interest group' within professional and support staff) and UCU (in respect of academic research staff), and the respective union membership levels that relate to those bargaining groups, would not warrant continuation of those groups, or continued recognition of UCU or UNITE in respect of those groups, in so far as we have, to date, done so.

In reviewing its local collective bargaining arrangements, the University has concluded that we should move to a formal single table at which we will recognise one trade union in respect of (1) academic and academic research staff and a second trade union in respect of (2) professional and support staff. We envisage that this will involve revised recognition arrangements with EIS and UNISON but this will depend on further discussions with the relevant officials of those unions. Meantime the existing agreements with EIS and UNISON remain in place unchanged.

With immediate effect, we therefore give 6 months notice of our intention to terminate the agreement with UNITE in accordance with the terms of that agreement. As we wish to honour the terms of that agreement, until the expiry of that notice period the UNITE Branch representative is welcome to continue to attend and contribute to internal meetings that relate to collective bargaining matters. The notice period will terminate at close of business on 9th September 2011 after which we will not expect therefore any UNITE representative to attend future internal meetings that relate to collective bargaining matters. In so far as any meetings are required for the purposes of giving and receiving information these will be arranged separately.



INVESTOR IN PEOPLE

Executive Director (Human Resources)
David P Briggs¹
BSc MSc MIPD

Time off with or without pay for recognised trade union duties will also end at that time. We will, of course, continue to permit reasonable statutory time off for individual representation (i.e. grievance or disciplinary cases) purposes.

We hope you will understand that, for the University going forward, an effective and efficient local collective bargaining infrastructure must reflect the size and shape of its workforce and realistically UNITE cannot reflect that in respect of a small 'special interest' part of a bargaining unit that is no longer necessary or appropriate.

Yours sincerely

A handwritten signature in black ink, appearing to read 'David P Briggs', with a stylized flourish underneath.

David P Briggs
Executive Director – Human Resources

Cc: Lydia Ross, Head of HR; Scott Cameron, HR Manager – Client Services