

Final Offer made by the University to BUCU in the discussions at ACAS on Friday 14 July 2006.

1. Brunel University recognises the role of BUCU in representing academic and academic related staff. It is furthermore recognised that a positive industrial relations climate is beneficial for the University.

The University acknowledges the responsibilities of BUCU to negotiate terms and conditions and other matters affecting employment for their members through the collective bargaining process.

BUCU recognises the right of the University to manage its affairs in pursuit of the strategic objectives of the institution.

2. The University is committed to seeking a mutually acceptable outcome regarding the implementation of the 2004 Framework Agreement and the MOU.
3. The University acknowledges that BUCU has concerns regarding specific aspects of the SCC. The University undertakes to initiate discussions with all interested parties in an attempt to resolve these aspects and, should an agreement be reached, seek Council approval.

BUCU is of the view that it is democratically accountable to its members and as such cannot commit members of other unions nor can its representation be restricted by representatives of other unions.

The University acknowledges BUCU's right to work within the SCC constitution to bring about desired changes.

4. The University agrees that elected officers of BUCU will be given facility time of up to 2 days per week (not exceeding 1 FTE in total). The University will ensure that these duties are viewed as a legitimate part of their workload and this is recognised locally. It will also ensure that no-one is treated less favourably as a result of undertaking trade union duties.
5. The University will provide funding of up to £6000 for consultancy work to assist BUCU to develop its organisation. The consultant will be engaged on terms agreed with the University.
6. The University will restore to all BUCU members any amounts that were deducted during May & June 2006 in response to the action short of strike as part of the national dispute.
7. The University will take steps to ensure that no member of BUCU will suffer adverse treatment or victimisation as a consequence of taking part in AUT/UCU action in respect of the Brunel redundancy dispute or the national pay dispute 2006.

8. In the event of the agreement of these points UCU will recommend to BUCU and national offices the end of greylisting of the University.

9. This agreement shall be valid if and only if:

- Greylisting is lifted by 26 July 2006
- A public statement is issued by UCU to all members that the greylisting of Brunel University has been lifted – to occur by 28 July 2006
- All material referring to the greylisting of Brunel to be removed from the UCU/AUT website by 28 July.

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