**4. Renewal of UCU Strikes Policy**

**Council Notes**

1. Oxford UCU has voted to strike over pay and working conditions for 13 days of term (and 5 days outside term) between 1st February and 2nd March 2023.
2. The SU supported previous UCU strike action over pensions in Hilary 2018, Michaelmas 2019, Hilary 2022 and Michaelmas 2022.
3. UCU represents over 120,000 academic, academic-related, and professional staff in the UK, including researchers, postgraduate researchers, teaching staff, and permanent lecturers.
4. Previous Council policy passed in Hilary 2018, affirming Oxford SU’s support for and solidarity with strike action taken over pensions, and setting out Oxford SU’s default position on future UCU strikes. This policy was then updated again in Michaelmas 2019.
5. Many graduate students are members of both UCU and Oxford SU. UCU membership for students is free.
6. Policy passed in Trinity 2017, which states Oxford SU’s commitment to fail working conditions for graduate students who work, includes a commitment to working with UCU to best represent and support these students.

**Council Believes:**

1. That we have a responsibility to support this upcoming strike over issues of pay and working conditions.
2. The demands being made by Oxford UCU will be of benefit to graduate students who work, and who are some of the most exploited workers in the collegiate University.
3. That people should be paid enough to live decently, and that properly remunerated staff with secure and stable jobs are better placed to provide the excellence that the University of Oxford claims to promote. Fair pay and conditions for staff are non-negotiable.
4. In the principle of solidarity across unions, and that an injury to one is an injury to all.
5. Good working conditions creates good teaching conditions.

**Council Resolves:**

For future potential strikes with UCU, Oxford SU will take the following as the default

policy and action of solidarity:

1. To support the cause and organisation of the strike action and communicate this to the University.
2. To release a statement in full support of the UCU strike action.
3. To email all graduate students to encourage membership of UCU.
4. Liaise with UCU representatives.
5. To encourage students to respect the strike by not crossing the picket lines and not attending classes over this period except in the case of compulsory assessments. This could include, but is not limited to, producing materials including posters and leaflets to help explain to students what is happening and why our staff needs support.
6. To encourage students to participate in solidarity action as requested by UCU’s Oxford branch including standing on picket lines and excluding nonattendance at compulsory assessment.

**Proposer**: Jade Calder (VP Access and Academic Affairs)

**Seconder**: Shreya Dua (VP Graduates)