

## **GUCU Proposal re: FTC and AL contracts during Covid-19 Crisis**

Goldsmiths College will undertake the following:

1. Staff whose contracts were due to end during the COVID crisis will receive an extension for 6 months following the end of the crisis period to mitigate against financial hardship.
2. The termination of fixed term contracts will be suspended during the COVID crisis and an extension of 6 months offered to support staff during the crisis period. Termination notices issued during this period will be revoked.
3. Where staff are employed on hourly contracts (ALs), Goldsmiths will remunerate those staff for the additional hours worked in the COVID crisis.
4. Where appropriate, staff will be able to apply to opt-in to the furloughed workers scheme, with the University topping up the 80% paid by the government to a full 100%.

In keeping with [UCU guidelines](#), these policies:

- Reflect practice in the sector (for example: see Kings <https://kingsezone.newsweaver.co.uk/llleefcphy/1wwxh5wwocu>)
- Address the discriminatory impact of these redundancies upon staff (as BAME and female staff will otherwise be disproportionately affected)
- Address the legal obligations of the College concerning long-serving staff (including those with confirmed permanent roles)
- Recognise the high workload currently being undertaken by staff under very difficult circumstances
- Recognise the ongoing high workload demands that will continue until at least September
- Address the health and safety implications of this workload

Appendix 1.

There are a number of colleagues on fixed-term contracts (in academic and professional services) who have recently been informed that their contracts will not be renewed this summer. During this national crisis this is generating enormous anxiety and uncertainty. In one department specifically (Sociology) there are 5 colleagues on fixed term contracts who now face redundancy. The majority of these colleagues have been working in the department for 3+ years. There are serious equalities issues here, with redundancies disproportionately affecting women and BAME women, so this is an opportunity for our management to do the ethical and right thing.

Above all, these lay offs set a precedent for further redundancies of non-permanent staff in other departments in the future and goes directly against the idea that Evolving Goldsmiths is paused - as all redundancies are presented as necessary due to the EG-imposed cuts.

If Goldsmiths is not able to extend these contracts due to uncertainties caused by coronavirus, the university should access the government 'Job Retention Scheme', where employers can claim for 80% of employees wages. [More info on gov.uk here](#) This scheme is 'open to all UK employers that had created and started a PAYE payroll scheme on 28 February 2020' and includes: businesses, charities, recruitment agencies (agency workers paid through PAYE), public authorities."

## Appendix 2.

Workload has increased dramatically for all staff including fixed term lecturers and ALs in recent weeks. Fixed term lecturers, ALs and casualised staff have all played an important role in moving all teaching and assessment online, including: many additional meetings to discuss and coordinate online support. Learning new online platforms and streaming software. Recording and uploading lectures. Scheduling and rescheduling tutorials due to students returning home, time zone difference; illness etc. Constant email support for students, which takes much longer than face to face quick chats after seminars. There is a huge rise in pastoral care, which AL's and GTT's in particular, as front line staff, are responding to as students share the many crises they are going through with the teachers they know.

Many ALs work across several institutions and have had to negotiate all of these changes several times over, using different technology and platforms in each institution.

Many ALs are also experiencing a cut in income streams from elsewhere (such as artists, musicians and so on) and are therefore experiencing severe hardship.

In addition, as the lowest paid lecturers, many live in shared accommodation with inadequate or inappropriate space and equipment for working remotely.

Given the current national crisis, Goldsmiths needs to do the right thing and support these casualised employees, paying them for the additional hours worked and extending their contracts in order that they can complete marking and assessment responsibilities during the summer.

If contracts cannot be extended, ALs need standardised guidance on how to record and claim these extra hours (eg. who to contact, how to fill in forms if they are complicated contract calculators eg; how to back date additional hours already worked?)

Goldsmiths needs to guarantee that sick pay and absence policies apply equally to ALs

Goldsmiths also needs to guarantee the pay for all short course lecturers