

**Renewal Date - 21<sup>st</sup> February 2023**

## **1. Trade Unions**

The Guild endeavours to maintain strong and reciprocal, supportive relationships with campus unions and believes that the mistreatment of staff or students by university management is unacceptable.

The Guild believes that any failure by the University to maintain good industrial relations with its academic or support staff is deleterious to the academic experience and overall interests of students. The Guild believes that University staff deserve to be employed on secure contracts that guarantee dignity in retirement and a fair day's pay for a fair day's work. The Guild further believes that its members should be encouraged to join an appropriate trade union.

In the event of legitimate industrial action taken by campus trade unions, the Guild commits to support such action, unless instructed otherwise by the result of a referendum held in accordance with the Guild's By-laws. The Guild will publicise such action, educate its members as to the reasons for and effects of such action, encourage its members to join staff on picket lines, and lobby University management to engage in negotiations with campus trade unions. The Guild will provide free of charge use of its premises for alternative educational provision and provide refreshment facilities to campus trade unions for the duration of any such action."