

9 October 2020

Dear Nicola and Paul,

Please see attached failure to agree notice.

LUCU reached out to senior management on 2 October in an effort to avoid a dispute, as per our email below. We are very disappointed that we did not receive a response, indicating the management's refusal to take responsibility for the situation, and putting staff and students at risk in the rapidly worsening pandemic across the North West through its insistence on in-person teaching.

This entrenching of management's position on in-person teaching, despite clear evidence of the risk this brings to staff, students and the local community, suggests finances are being prioritised over lives. Even though other universities in the North West (e.g. universities in Manchester and Liverpool), and those across the sector in badly affected areas (e.g. Newcastle, Sheffield, Northumbria) have now moved most or all of their teaching online, Lancaster University management is engaging in brinkmanship, and refusing to listen to staff and students.

To be clear, we are still open for talks and a speedy resolution to the dispute. While the FTA procedure in the partnership agreement specifies two meetings of the JNCC sub-group to take place within 28 days of FTA notification, the situation is deteriorating quickly with regard to safety. Please know that our members are upset, angry, and scared, and we would expect leadership to act and talk to us urgently.

We are calling a general meeting of our members next Friday 16 October to discuss the dispute and consider preparing for next steps, should that prove necessary.

Sunil

FAO: Nicola Owen, Deputy Chief Executive & Paul Boustead, Director of HR and OD Lancaster University

By email

09 October 2020

Dear Nicola and Paul

Re: NOTICE OF FAILURE TO AGREE:

Return to on-campus working and the physical conditions in which any workers are required to work.

The allocation of work and the duties of employment relating to the blended teaching model.

Lancaster UCU hereby gives notice of a 'Failure to Agree' in relation to management's insistence on in-person teaching on campus, under the blended teaching model.

UCU hereby seeks resolution on the following issues urgently:

- I. Failure to restrict numbers of staff and students on campus to essential only, in response to the Coronavirus pandemic, through insistence on in-person teaching;
- II. Failure to agree a model of teaching, in response to the Coronavirus Pandemic.

Yours sincerely,

Sunil Banga

President, Lancaster University UCU