



Goldsmiths Precarious Workers' Bulletin

14th Nov 2018

Hardship Fund for Cleaners

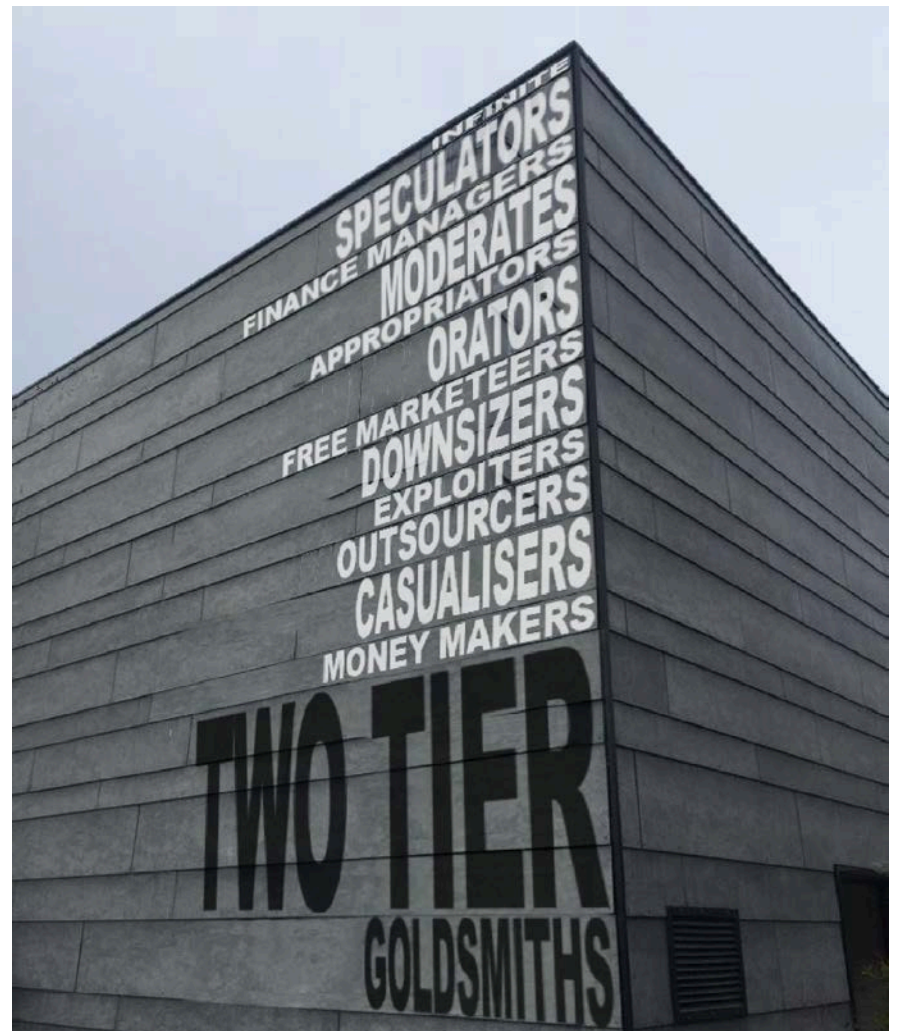
After the announcement of the in-housing, the *Justice for Cleaners* campaign group set-up a hardship fund for all cleaners negatively affected by the restructure imposed by ISS in August. Goldsmiths' staff members and other members of the community have raised money in solidarity with those affected.

Small one-off payments are available to workers who have been unable to come to work since the restructure or whose hours have been cut since the restructure. We have already been able to support a number of cleaners.

If you have been impacted in these ways or know of any colleagues who have been financially hit by the restructure please contact: Goldsmithsjustice4cleaners@gmail.com

These contributions will be provided confidentially. Your employer and your colleagues do not need to know that you have received money from this hardship fund.

The 'One Goldsmiths' campaign is the latest effort by Goldsmiths' marketing team to paper over the glaring contradictions of the university demonstrating yet again that you really don't need a degree to work in the PR industry. With a modicum of brand awareness they might have considered that students do not come to Goldsmiths to be flattered by neoliberal triumphalism but to learn how to scrutinize and confront the mechanisms and agents of power. Here is a rendering of our suggested edits:



Invisiblizing zero-hour contracts

It has come to our attention that in spite of its promises to do away with zero-hour contracts, (Point 53 of Appendix C of the Goldsmiths Framework Agreement for the modernisation of pay structures states; there will be no zero-hour based contracts) Goldsmiths are operating a growing number of zero hour contracts for academic staff.

The Framework Agreement which officially regulates all academic staff contracts at Goldsmiths and complies with employment legislation, states that any employee on a fixed-term contract for 4 or more years will automatically become a permanent employee, unless the employer can show there is a good business reason not to do so. However, associate lecturers serving more than 3 years in particular departments are being refused permanent status or being granted permanent contracts on a zero-hour basis. Given that the legislation and Goldsmiths policies clearly outline what the situation for staff on fixed term contracts should be – rather shocking then, that some departments, supported by Human Resources are directly contravening this.

If you have been issued with a zero-hour contract or refused a permanent contract, please come along to the next Anti-casualisation meeting.

Update on in-housing process for cleaners

In early November, a strong and united cleaner workforce was (at long last) invited to meet with Goldsmiths senior management and Unison officials. Two meetings were held on November 6th, with strong turnout at both meetings including over 42 cleaners at the evening session. Cleaners spoke with great emotion about the appalling conditions in which they are working under outsourcing company ISS, which have significantly worsened since the crippling shift restructure implemented in September 2018. The restructure has overwhelmingly cut hours and personnel while increasing workloads and removing flexibility for workers who now face greater challenges with rent, childcare etc. These work conditions have already caused stress, illness and chronic pain among other issues, and a number of workers have been forced to leave Goldsmiths accordingly. Whilst these dreadful conditions were enacted by ISS, management still has questions to answer in regards to why members of the Goldsmiths community were ever put in a position to be exploited by a company like ISS. Goldsmiths Director of Finance Ian Pleace, Head of HR Andy Lamb, and Head of Facilities Gail Shaw heard the harsh truths about the impact of their relationship with ISS on people's lives. Cleaners demanded that the in-housing process be undertaken as quickly as possible and with full involvement of cleaner representatives and their trusted Unison officer. Cleaners also welcomed the participation in this meeting of more senior Unison officials, including Vicky Lucioni, who were (finally) meeting with workers for the very first time. Since the meetings took place there have been reports of verbal intimidation by ISS management of those who attended the meeting. This is completely unacceptable, please report any more incidences of intimidation to Goldsmiths Workers Action and we will take the case up with Goldsmiths senior management and Unison.

Important Dates

Wednesday 21st November – Anti-casualisation meeting for all AL's, GTT's and fractionals at MMB 212 (12 – 1:30 pm)

Monday 19th November – Justice for Cleaners supper club at the refectory (7:00 – 8:00 pm)

Tuesday 20th November – Cleaners in-housing meeting with management (7:00-8:00am / 7:00-8:00pm)

Saturday 17th November – *Nightcleaners* and '36 to '77 screening and Q&A with representative of Goldsmiths' cleaners and Justice for Cleaners at Raven Row gallery 2:30 – 7:00pm

Wednesday 12th December – Cleaners in-housing meeting with management (7:00-8:00am / 7:00-8:00pm)

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