

Document to aid negotiations, 25 September 2023

In the interests of using the time available as productively as possible, and move us towards a potential resolution to the dispute, we lay out a collection of measures which fall outwith the return of MAB deductions as a potential starting point for discussions. These measures speak to making local progress on each area of UCU's Four Fights, and could form part of a route back to constructive and healthier industrial relations at the University of Sheffield.

1. **(Pay) Cost of living payment.** We ask that the University reinstates the cost of living payments for the 2023-24 academic year, either as a lump sum payment of £1,200 (pro-rated for part-time staff), or paid over a 12-month period, backdated to the August payslip.
2. **(Equalities) Parental leave rights.** We ask that all members of staff are eligible for full parental leave rights from day one of employment.
3. **(Casualisation) Bridging funds.** We ask that the university provides bridging funds in the form of underwriting a minimum of 6-months salary for staff with more than one year's service at the end of their contract funding.
4. **(Workload).** We ask that:
 - a. The University acknowledges that staff costs have fallen significantly as a proportion of income and expenditure, and commits to increasing that proportion over the next 5 years to the levels seen in 2005-6;
 - b. The University commits to a series of meetings with the staffside unions with to ensure that the recommendations of the Workload Working Groups (Academic and Professional Services) are implemented in full.