

To our colleagues at Nottingham Trent University,

On behalf of the 65,000 academic staff we represent at more than 120 universities and colleges across Canada, the Canadian Association of University Teachers (CAUT) wants to express our solidarity with our sisters and brothers at Nottingham Trent University. The actions taken by your management in unilaterally imposing new proposals for the conduct of industrial relations are a provocative attack on the whole apparatus of recognition and collective bargaining in higher education. This is an attack on trade unionism in education and a gross violation of internationally recognized labour rights. For these reasons, your fight is our fight and we have no hesitation in joining with our colleagues in UCU in wholehearted condemnation of the actions taken by Nottingham Trent's administration. We will shortly be writing to the Vice Chancellor to express our outrage, but in the meantime please know that you have the ongoing support of CAUT.

In solidarity,  
Penni Stewart  
President  
James L. Turk  
Executive Director

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Canadian Association of University Teachers/Association canadienne des  
professeures et professeurs d'université  
2705 promenade Queensview Drive  
Ottawa, Ontario K2B 8K2  
Canada  
Tel: 613-820-2270  
Téléf /fax : 613-820-7244

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To NTU Branch Chair, Secretary and Members

Best wishes for your dispute.

Mike

Mike Howkins  
Previously external examiner NTU (Combined Studies in Sciences - Mathematics  
Area)

Mike Howkins  
Senior Lecturer  
School of Engineering and Technology  
Queens Building, Q3.05

De Montfort University  
The Gateway  
Leicester  
LE1 9BH  
tel : 0116 257 7069  
fax : 0116 257 7692

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We at Central School of Speech and Drama have many contacts with staff and students at Nottingham Trent  
Please keep us in touch with anything we can do to help  
*Nick Moran*  
*UCU Branch Chair*  
*Central School of Speech and Drama*

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Dear All at Nottingham Trent,  
I'm writing to offer my support, thoughts and best wishes to you in this difficult time. Such management attacks on our labour rights appear to be ever increasing in this neoliberalising academy, and must be fought wherever and whenever they occur. Any 'consultation and information forum' sounds like a disempowerment of staff and unions to me!!  
All the best  
In solidarity  
Kye Askins  
Northumbria University

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UCU at Liverpool Hope University urges the management of Nottingham Trent to reinstate a genuine agreement of recognition and to work in partnership. It is only through joint discussions that the interests of all concerned ( staff, students, management, governors and any other stake holders) can be facilitated and be seen to be, fair, just, robust and honourable.

Best wishes from UCU at Liverpool Hope.

"All our knowledge brings us nearer to our ignorance" T.S. ELIOT  
Wendy Hall  
UCU Branch Secretary  
UCU Health and safety officer

tel 0151 291 3025

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Dear Colleagues

I have just signed the on-line petition, and wish you the best of luck in this campaign, which is clearly vital to you, and indeed UCU and basic union rights broadly.

Doug Kelly, Blackburn College

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To all at Nottingham Trent University:

Members at Bracknell & Wokingham College were shocked to hear about the goings on at your workplace.

So much for democracy!

Sue Pitt  
Branch Secretary  
Bracknell & Wokingham College

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Management's behaviour is outrageous. Please know that colleagues everywhere support your fight, and will continue to do so.

Yours in solidarity,

Martin Moloney  
SOAS

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I offer my support to colleagues at Nottingham Trent during the dispute over the agreed contract.  
Terry Deeley

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I'd like to offer my support to UCU members at Nottingham Trent University.

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I protest strongly at Nottingham Trent University's attempts to remove recognition of the branch.

Paul Reid  
Senior Lecturer  
Lancashire School of Health & Postgraduate Medicine  
University of Central Lancashire

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Dear Colleagues at Nottingham Trent,

Whilst I am dismayed that you are put in such an unenviable position I recognise that you are fighting not just for your branch members, but for all UCU members, and all academic members of staff across the UK's HEI sector. Winning this fight at Nottingham Trent means we will not have to fight it in every insitution across the land, later. Good luck, stand firm, you have our friendship and support!

All the best

Dr. Derek Bousfield.

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This is just to wish you the best in your fight against the present imposition of arrangements at the University. Many of us recognise that you are making this stand on behalf of all UCU members and the principles on which all unions are founded.

Ann-Marie Gallagher

Ann-Marie Gallagher  
Senior Tutor Combined & Joint Honours

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This appears to be seriously out of order. Good employee/union relations are vital for continued cordial relations and quality education. Management here clearly do not recognise this.

Dr Malcolm Lewis  
UCLAN  
Preston

Dr Malcolm Lewis  
Senior Lecturer  
School of Health and Postgraduate Medicine  
University of Central Lancashire  
PRESTON PR1 2HE  
01772 893405

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Registering my support for the principles of consultation and respectful working relations as represented by UCU's right to exist.  
Deborah Eagle

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Dear Nottingham Trent UCU

This branch is appalled at the treatment of the Nottingham Trent branch of UCU and the management attitude reported. We send our solidarity and best wishes for a successful campaign against this attack on union rights.

Good luck!

*Carmel Elwell – UCU branch secretary*

*Access and GCSE English Co-ordinator  
020 7492 2614*

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I offer my support for colleagues at Nottingham Trent University and have signed the petition accordingly.

Beverley

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Dear Nottingham University UCU colleagues,

please send out to all of UCU the specific e-mail addresses of all senior managers that are instigating this process: we can all (regularly) send our own messages of recommendations direct to them - many, many, many of them ...

Cheers,

Craig Hammond  
Branch Chair  
Blacburn College

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Dear Colleagues,

This is an extremely important campaign. The principle of recognition is under attack and must be defended robustly. You have my full support.

Best Wishes.

Jonathan

Dr. Jonathan Evans

Uwch Ddarlithydd

Canolfan Troseddeg,

Cyfadran y Dyniaethau a'r Gwyddorau Cymdeithasol,

Prifysgol Morgannwg,

Pontypridd CF37 1DL,

Cymru,

DU

Senior Lecturer

Centre for Criminology,

Faculty of Humanities and Social Sciences,

University of Glamorgan,

Pontypridd CF37 1DL

Wales,

UK

Ffon / Tel: +44 (0) 1443 482241

Ffacs / Fax: +44 (0) 1443 484507

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To UCU members at Nottingham Trent University

Branch members at Bishop Grosseteste University College Lincoln would like to offer you our full support on the issue of de-recognising UCU at Nottingham Trent by your management team. Many of us have signed the online petition and have been shocked and concerned by the approach of your employers. Here is a sample of the comments I have received,

“This is dreadful.”

“We are all vulnerable if one institution can take such action.”

"This is serious stuff."

"Our colleagues at NTU need our support."

It is obviously vital for everyone's human rights that Unions are recognised and consulted and we will continue to encourage all members at BG to sign the online petition. Please let us know if there is anything more we can do.

With best wishes,

Ruth Hewitt

UCU Branch Representative

On behalf of the UCU membership

Bishop Grosseteste University College Lincoln

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To Professor Neil Gorman, Vice-Chancellor, Nottingham Trent University

The De Montfort University UCU Branch has sent its full support to NTU colleagues facing effective de-recognition. We will strongly urge members here to support any calls for grey-listing that are made by UCU. It is very sad that so-called "HR professionals" are so lacking in integrity as to knowingly break the terms of a collective agreement. It is still not too late to avoid the opprobrium and shame that will inevitably be directed at NTU, not just in this country but abroad, unless this decision is reversed and the University sits down and negotiates in good faith with UCU. We would urge you to intervene to enable this to happen. If you do not, the letters NTU will be widely believed to stand for "No Trust University".

Neil Williamson, Branch Secretary, DMU UCU

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To UCU members at Nottingham Trent University.

I have signed the petition and emailed to offer my support to all re concerns as to what is happening within your institution. This decision has to challenged otherwise it will rolled out in other institutions nationwide. If academic staff want any say in their own future they will have stand united.

Best wishes to all.

Sue Woods

Liverpool branch

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Good luck in your campaign. Don't let the \*\*\*\*\* grind you down.

Paul Davies, UCU member, Blackburn College

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Dear UCU Nottingham Trent colleagues

I was absolutely appalled to learn this week of your management's decision to de-recognise UCU in order to impose radically inferior agreements on its members. I can assure you that on behalf of our Blackburn College and East Lancashire Institute of Higher Education colleagues that you have the unequivocal support of our branch in Lancashire. You can be certain that we will keep this issue as a priority agenda item in terms of National Issues which affect our members in other institutions.

As a National collective we were able to apply the required pressure in order to seek a satisfactory campaign outcome at Keele University. I see no difference here.

Fraternally

Tony Fort – Joint Branch Secretary – UCU Blackburn

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Dear NTU UCU,

I'm sure that I speak for the whole exec when I say that the Bristol UWE branch is completely behind you and will support you in any way possible. Personally, I would favour industrial action, if not locally, then nationally.

Regards,

Terryl Bacon, UWE UCU Chair

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Good luck to NTU UCU colleagues in fighting this managerial opportunism and protecting the rights of comrades everywhere.

[nigel.morris](mailto:nigel.morris)

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Dear colleagues at Nottingham Trent University

I have signed the petition to request the governors of your university not to proceed with derecognizing our union, the UCU. All universities must stand together in this matter. Best of luck to you in your struggle!

Dr Celia Kerslake  
University Lecturer in Turkish  
The Oriental Institute  
Pusey Lane  
Oxford  
OX1 2 LE

Tel. 01865 278200

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I have just read about the disgraceful act of the Trent management. It's unbelievable and must be fought.

The greylisting of Keele seemed to work wonders and I think the same needs to happen again at Nottingham.

Good luck  
Ian Crosson  
UCU membership sec  
Tower Hamlets College  
Poplar branch

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Membership of an effective Trades Union is a basic human right. This includes the right to recognition.

Duncan Allsopp  
Senior Lecturer  
University of Bath

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I want to take this opportunity to wish you all the best in your campaign to force Nottingham Trent University to recognise the UCU, and to offer my own support as an ordinary UCU member.

Dr. Philip Murphy,  
Reader in Psychology,  
Dept. of Social & Psychological Sciences,  
Edge Hill University,  
St. Helens Road,  
Ormskirk,  
Lancashire,  
L 39 4 Q P  
Tel: +44 (0)1695-584600 / 584508  
Fax: +44 (0)1695-579997

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Dear Comrades,

Greetings from members in the Northern Region (both HE and FE). It is appalling the treatment you have received from the management at Nottingham. We have seen for a while now the adversarial and provocative approach taken by

management towards unions. This is an obvious trend from the USA and is nothing else but bullying and totally counter-productive. It is sad to see a practice used in big American supermarkets transferred into British universities.

Thank you for making a stand against bullying and please show this practice up for what it is.

We are all right alongside you!

UCU Northern Region

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Dear Comrades,

I am writing to offer the support of our branch to you during this difficult time. It is simply outrageous that the employer believes it can irradicate a barganning process and bypass a recognised trade union by “sticking their head in the sand” I was personally very disappointed that such a view has been taken by the senior management team when it comes to the importance of effective industrial relations for the benefit of all members of the university community.

I wish you good luck with your struggle and ultimately our struggle as I am all too aware that other draconian regimes will be waiting to see the outcome of this and may start to flex their own corporate muscles at a later date!

Yours in solidarity

Ian McCann

UCU Branch Secretary Southampton City College (on behalf of all members)

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Message to the managers at Nottingham Trent University

I am shocked and disappointed that you as the managers at Nottingham Trent University have refused to negotiate with UCU and consider your termination of the recognition agreement that also breaks the stipulated agreement to be shoddy, unfair and dishonest. I ask you to be fair and decent and reconsider these very damaging actions.

Therese Lewis. UCU

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To All Members of UCU, Nottingham Trent

On behalf of the Bedford and Luton Branches of UCU, University of Bedfordshire, we would like to offer our solidarity and support in the face of Nottingham Trent's disgraceful attack on trade-union rights. Please let us know if there is anything we can do on a practical level to assist you in your campaign.

UCU Co-ordinating Committee  
University of Bedfordshire.

Chair: Phil Brown  
Secretary: Frank Carr

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To all at Nottingham Trent UCU,

I wish to express my support. This action of the university managers is quite outrageous.

Yours very sincerely indeed,

Dr Sally Burr  
The Edinburgh Cell Wall Group  
Institute of Molecular Plant Sciences  
University of Edinburgh  
Daniel Rutherford Building  
The King's Buildings  
Mayfield Road  
Edinburgh  
EH9 3JH  
United Kingdom

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Message of support to colleagues at Nottingham Trent.  
This is an unjustified attack on UCU members at Nottingham Trent and indeed every university.  
Good luck in your campaign to achieve a fair agreement reached in good faith  
Regards  
Keith F Cutting

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Lets work together as one group nationwide to protect us now and for the future of our workers and students. Anwen Harman

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I am fully in support of the campiagn at NTU. The University needs to recognise that it cannot just tear up agreements and impose non negotiable conditions.

Tracy Rovier Dunlop  
University of Derby

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In the sectors of education system including the university of Nottingham Trent , the implementation of procedures and regulations to protect employees needs to be monitored by UCU through agreed terms and conditions.

Derecognition of UCU by Nottingham Trent university is the first step toward the neglecting of the employment law.

Dr Xiujie Zhao  
University of Oxford

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To

The Branch Secretary UCU Nottingham trent

This is to wish you support in your struggle to maintain recognition for your branch with your employer.

It is essential that you emerge from this with a fully recognised branch intact and that all employers learn that all future efforts to de-recognise UCU branches will be met with firm resistance

We at Burnley wish you victory in your struggle.

Paul Summerscales  
Branch Secretary  
Burnley College UCU  
TUC Unit Tutor  
Division of Business  
Burnley College  
01282 714706

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I support all efforts to dissuade NTU management from derecognizing UCU, which would have a disastrous effect on industrial relations in the sector and do long-term damage to the university far out-weighting any temporary financial gains they would make.

Dr. A S. Barnes

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To UCU members and colleagues at Nottingham Trent University

Assuring you of my support in your negotiations with your management to maintain the recognition agreement.

Let us hope they will understand that working together fairly and in cooperation, is the only sensible way forward for an institution to collectively provide quality in education.

Best wishes,

Saudagar S. Jagdev  
Lecturer in Mechanical Engineering  
Bradford College  
Randall Well Building  
Tel : (01274) 436381

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Just to offer my support to your fight for union recognition at Nottingham University.

Karen McCarthy  
Manchester Metropolitan University  
Faculty of Health, Social Care and Education  
799 Wilmslow Road  
Didsbury  
Manchester  
M20 2RR  
Te. 0161 247 2135

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Solidarity with our colleagues at Nottingham Trent University from the University of Leicester UCU Committee with regard to your current struggle against derecognition. It is a measure of their gross incompetence and moral bankruptcy that your senior management should indulge in such absurd and destructive behaviour. It demonstrates utter contempt for the interests of the staff of the institution, and can only result in disruption and anger, while achieving absolutely nothing in the interests of the university, serving only to bring it into disrepute.

We know that you will be successful in your struggle, and offer our full support.

Leicester UCU Committee  
President: Nick James)  
Secretary: Steve Rooney

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I wish to express my support for your campaign against the high handed manner in which your 'managers' are behaving – this is managerialism for you with its insidious erosion of the meaning of 'university'!

Regards

Ralph

Professor Ralph Stacey  
Business School  
University of Hertfordshire  
Hatfield  
Herts AL10 9AB  
UK

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A message of support to our fellow comrades who have been mercilessly violated by the cynical manipulation of an immoral institution. I fully support the lecturers at Nottingham Trent in any action they choose to take against their aggressive employer.

Fraternally,

*Dr Tristan P. Learoyd*  
*Senior Lecturer in Clinical Pharmaceutics*  
*School of Pharmacy*  
*University of Hertfordshire*  
*College Lane*  
*Hatfield*  
*AL10 9AB*  
*(+44/0) 1707 281334*

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Dear NTU UCU branch

Solidarity greetings on behalf of Sunderland University branch of UCU.

Your employer's attack on your right to represent your members is totally unacceptable, and has to be resisted by the whole of UCU, and the wider trade union movement.

Your fight is our fight.  
Good luck in your struggle.  
Fraternally.  
Jeff Fowler  
Branch Secretary  
Sunderland University UCU

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The mark of a professional body is the ability for individual members to gather and voice professional concerns. Unions form a core to the fundamental rights of

professional academics, and underpin the freedoms that a collegiate system should foster.

This is retrograde and unprofessional move on the part of a university, and should signal to future employees that they are entering a University where there is no respect for fundamental professional rights and freedoms.

Denise Vernon

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Dear UCU, please send my support to colleagues at Nottingham Trent and please note that it is not possible to get into the web site.... Thanks,  
Alison Assiter. (UWE)

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Members will be both angry and concerned given the employer's attack on our Union members at Nottingham Trent.

Please convey this message to the branch secretary.  
Recognition and trade union rights fundamentally underpin our Union's campaigns for pay and conditions of service. This is matter for the whole Union. How can we help you colleagues?  
Fraternally  
Andy Bowles Leeds Met.

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Best wishes in your fight to ensure that we retain recognition at Nottingham Trent. Keep fighting and keep smiling

bob  
R.A.Watt, BA, BCL, PhD  
Head of Department  
Department of Law  
University of Essex

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Stand firm. We are with you.

John Forster  
Snr. Lecturer Fine Art  
University of Gloucestershire  
[jforster@glos.ac.uk](mailto:jforster@glos.ac.uk)

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Dear UCU,

For us here at SEEC the NTU decision is a serious blow. We are in the process of trying to establish union recognition. A move such as this is fuel for management to continue to obstruct Union recognition and must be opposed.

STEPHEN JORDAN CURRICULUM LEADER  
SOUTH EAST ESSEX COLLEGE  
LUKER ROAD SOUTHEND ON SEA ESSEX SS1 1ND  
T: 01702-220612

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The news of the de-recognition of UCU at Nottingham Trent University is very concerning. It is a feature of authoritarian especially Fascist regimes that the Trade Union movement is undermined and destroyed. Please add my support to this issue

*Martin Gill*  
*Lecturer in Social Work*  
*City College Norwich*  
*Ipswich Road*  
*Norwich*  
*NR2 2LJ*  
*01603 773295*

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Please accept my support against this pernicious move by Trent University. I am appalled that any HE institution should demonstrate such discourtesy to its workforce and to the ethos of Trade Unionism.

Chris Hey  
[derby.ac.uk](mailto:derby.ac.uk)

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Wishing you every success in overturning this situation. Today you, tomorrow the rest of us? Wish I could transfer my PhD to an organisation with a more supportive attitude to industrial relations! Might do if they persist.  
Alison

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Dear colleagues,

I was appalled to learn from UCU of the arbitrary derecognition of the Union by Nottingham Trent University.

This is an attack on the rights of all of us in the HE sector to be represented through our union.

Please pass on my support to UCU members in Nottingham, and my best wishes for success in their efforts to have this outrageous action by the University reversed.

Best regards  
Professor Martin Sinha  
Geology & Geophysics Research Group  
National Oceanography Centre, Southampton  
University of Southampton, Waterfront Campus  
European Way  
Southampton  
SO14 3ZH  
United Kingdom  
tel +44 (0)23 8059 3040  
fax +44 (0)23 8059 9610

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Dear UCU at NUT,

We have been horrified to hear that your branch is being de-recognised by the NTU management, especially whilst negotiations on the recognition agreement.

We will do everything that we can to support your campaign for re-recognition of the UCU branch and as a first measure we have already sent the petition information to all members at Newcastle University.

If there is anything more that we can practicably do to assist you in the campaign please let me know.

Vincent Theobald  
UCU Branch President  
UCU Offices  
Eldon Place  
Newcastle University  
Newcastle-upon-Tyne  
NE1 7RU

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Dear Colleagues

The following was passed unanimously at yesterday's AGM:

'UCU members at Fareham College express their full support for colleagues under attack at Nottingham Trent University.'

Please pass on to the branch there,

From Fareham College branch

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I support your campaign. If Trent University succeeds in de-recognition it is an attack on us all and on the work we do in supporting our members and achieving reasonable working conditions and pay. Good luck!  
Prof J R Hinchliffe, Aberystwyth University.

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Northumberland College UCU members would like to send to our comrades at Nottingham Trent University their fullest support and solidarity in your fight against derocognition of UCU. Members recognise that while you are at the forefront of this particular battle, should management be successful it is something that other colleges will try to replicate and therefore it is in the interests of all UCU members to send you our sincere wishes for a successful outcome.

Regards, Kathy Taylor, Branch Secretary, NEC member and John McCormack  
Branch Chair, NEC member  
Northumberland College  
College Road  
Ashington  
Northumberland  
NE63 9RG  
Tel: 01670 841200  
Fax: 01670 841201

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Dear UCU members at Nottingham Trent University,

UCU members at Bradford College deplore the actions of your employer. We realise this must be the most frustrating and difficult of times and send you heartfelt messages of support to be united and successful in your endeavours. We are sure that all UCU branches will be discussing these disgraceful actions whilst hoping you will be strong. Please convey out very best wishes to your members.

Tricia Gott: UCU Bradford Branch Secretary  
The English Workshop  
B25 The Old Building  
Bradford College  
Great Horton Road  
Bradford  
BD7 1AY  
Tel: 01274 433128

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Dear Colleagues at Nottingham Trent University

We are appalled at the management decision to de recognise UCU at NTU and we give you our full support in fighting this attack on independent trade unionism. We have let all our members know and have forwarded details of how to sign the petition and support the national campaign. We are urging all our members to give you their full support and we hope that the national campaign will include strategies to greylist NTU.

Jo Aldridge  
President, UCU Loughborough Branch

On behalf of the LUCU committee and all our members

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Dear UCU colleagues at Nottingham Trent,

I was very sorry to hear about the situation you are facing. Don't lose sight of the fact that you represent an excellent national organisation offering many benefits to the membership that a local representation simply will not be able to match. Ultimately its the students that will suffer from this silly business as good people simply won't want to go to work for Nottingham Trent in the future. I wonder if your management appreciate that! Good luck with all your work.

Best wishes,  
Julie Keenan  
Swyddog Prosiect Dysgu Myfyriol - Reflective Learning Project Officer  
Gwasanaeth Cynghori ar Yrfaoedd - Careers Advisory Service  
Prifysgol Cymru Aberystwyth - University of Wales, Aberystwyth  
Penglais  
Aberystwyth  
SY23 3DB

Ffon/Tel: 01970 621818  
Ffacs/Fax: 01970 622370

Another batch of letters in support at:

<http://www.ntuucu.org.uk/LS01.pdf>

