

## **1576 UUEAS: A Democratic Workplace** passed 9 October 2014

Proposer: Josh Wilson (Ethical Issues Officer)

Seconder: Chris Jarvis (Campaigns and Democracy Officer)

### **Union Council Notes**

1. The Union employs over 350 staff.
2. The Trustee Board consists of no employees apart from the Full Time Officers.
3. The Union currently has no democratic processes in place when it comes to employees other than for the Full Time Officers and the proposed election of student staff onto the commercial boards of the Union's companies.
3. UUEAS has the core values of,
  - a) Collectivism - The people collectively, for the benefit of the people as a whole.
  - b) Democracy - Government by the people; power resides in the people as a whole, and is exercised either directly by them or by officers elected by them.
4. Workplace Democracy is becoming increasingly common and can arguably increase employee engagement and productivity\*

### **Union Council Believes**

1. Democracy should be at the core of all the Union's endeavours.
2. Workplace Democracy can be positive for both the employee and the employer.
3. Staff Protocol is in place to protect staff that don't have a right to reply in the democratic process and this should not be eroded.

### **Union Council Resolves**

1. To mandate the Campaigns and Democracy Officer with the Democratic Procedures Committee to run a consultation with staff about ways the Union can become a more democratic workplace and report back to Union Council with findings and proposals.

\*<http://money.usnews.com/money/careers/articles/2008/04/24/why-workplace-democracy-can-be-good-business>