

2250 Care AND Car Parks

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Union Notes

1. In January 2020, new parking charges will be put in place at all University car parks
2. For the lowest paid staff, on the lowest available contract, the new charges essentially represent a 6% pay cut.
3. The University has attempted to organise alternative parking – there will be a park and stride service from the hospital, and there will be a free park and ride service operating from outside of the university.
4. The University has refused to carry out an equalities assessment on the impact of these car parking changes.
5. UUEAS has known about this for at least a year, and does not have an official position on it.
6. Students who are eligible will have to pay the same amount as the lowest paid staff
7. This will affect some of the most vulnerable and underrepresented students including parents and carers, disabled students, and those students who require a car for placement.
8. Meanwhile, student maintenance loan will increase by inflation.
9. These groups of students tend to already have stretched finances as they usually have additional costs compared to other students.

Union Believes

1. This is a charge which will disproportionately hit the lowest paid workers on campus, such as the cleaners and catering staff, as well as those students mentioned above .
2. The proposed alternatives are not acceptable. The University will be asking people to walk for upwards of 20 minutes at antisocial hours just to work, and the park and ride service will not be able to get anyone to university before 7.30am.
3. That the refusal to undertake an equalities impact assessment shows disregard for the impact on low-paid workers as well as students with protected characteristics and is unacceptable practise.
4. We have a long history of standing in solidarity with all University workers and should extend this to the issue of parking charges.

5. The lowest paid staff on campus are usually the first line of pastoral care at university, and should be treated by the University and UUEAS as the valuable part of the University that they are.
6. As a Union we should stand up and fight for students to have a fair access to education

Union Resolves

1. To show solidarity with all workers at UEA, regardless of the perception of the job or the pay grade, and to act faster in future when solidarity is needed, and accept that action should have been taken much earlier in this case.
2. Lobby the University to offer lowest paid staff a pay rise to match the effect of the real terms pay cut the changes to parking charges will have.
3. Lobby the university to carry out a full equalities assessment on the parking charges, and to condemn the University's repeated practise of carrying out substantial changes without carrying out an equalities assessment. To consequently encourage the University to assess their own internal processes.
4. To mandate Management Committee to investigate how the extra money from the new charges will be spent.
5. To mandate Management Committee and SOC to investigate all the possible avenues in which the Union could attempt to prevent or ameliorate these charges.
6. To mandate Management Committee to work with estates to find a financially viable system for students who need to park on campus.