



Københavns Universitet



News from the Union representative for Researchers and Teachers

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Published in:
ToRSNyt

Publication date:
2015

Document version
Også kaldet Forlagets PDF

Citation for published version (APA):
Andersen, P. B. (2015). News from the Union representative for Researchers and Teachers: I voted for - Some notes from the assembly of representatives (det ekstraordinære repræsentantskabsmøde) in the union DM. *ToRSNyt*.

I voted for

- **Some notes from the assembly of representatives (det ekstraordinære repræsentantskabsmøde) in the union DM**

Peter B. Andersen

Union representative for Researchers and Teachers at the Department of Cross-Cultural and Regional Studies, University of Copenhagen, member of ULAB (Universitetslærerafdelingens Bestyrelse / The Section Board of for the University Teachers) DM.

The central agreement between AC (Akademikernes Centralorganisation), DM (and others) and the Government.

As I prepared you at our general meeting for the employees at the Department of Cross-Cultural and Regional Studies today, Wednesday, 11 March 2015 I have voted for the the central agreement and the unions. In general the central agreement offers us an increase in salary over the next three years.

Lønstigninger OK-2015
1 april 2015 > 0,22 %
1 april 2016 > 0,8 %
1 april 2017 > 1,0 %
1 december 2017 > 1,5 %

This was a slightly larger increase in salary than the union had expected to reach.

It was evident from the chair Ingrid Stage and the other representatives who had been part in the negotiations that the Government's representatives had been very closed and unresponsive in their approach to the negotiations. – Never the less some minor results had been obtained; among them more salaried “maternity” leave had been obtained for “fathers” (one week more). There have been obtained promises for the development of the organisation of the collaboration between the management and the employed (what that promise does mean in the actual world is difficult to predict – of course); and the mental work environment (psykologisk arbejdsmiljø) have been introduced as part of the central negotiations meaning that it is not limited to the work environment structure (arbejdsmiljøsystemet) any longer.

It is evident that the negotiations had been up against representatives from the Government which came to the negotiations with very narrow mandate, and several members of the Main Board (Hovedbestyrelsen) recommended to vote against the results even if the Main Board recommended to approve the results to be send to the members of a vote.

I was one of them who voted for the results at the Assembly of representatives (Repræsentantskabsmødet). The results were 25 votes pro, 5 votes contra and 9 blank votes.

The new byelaws (ny vedtægt for DM) suggested by the present Main Board (Hovedbestyrelse)

The suggested byelaws are intended to modernise the old byelaws, and especially to bring them up to the present situation of the working marked in Denmark.

In general the politically elected boards are to work with politics, but not the to be part of the management.

Regarding membership it will be persons educated at universities (this will also include BAs) who can become members.

The present representative structure with two yearly meetings of the Assembly of representatives (Repræsentantskabet) will be terminated and the Assembly of representatives will be abolished to be substituted with a new Congress (Kongres) which shall meet at least every third year.

The political structure will be organised in five (actually three) or more sections, which will be able to address the actual situation of today, and with the possibility to create further sections when it is relevant.

Some issues:

Maximum period of being an elected member: 12 years.

Direct election of the Chair of the union (as of today) and of the board (Hovedbestyrelsen) (today it is partly direct and partly appointed by the boards of the sectors). The students will have a number of seats in the board.

The present assembly of representatives (det ekstraordinære repræsentantskabsmøde which meets twice any year, will be terminated and there will be a Congress (Kongres) every third year which will decide the long term policies of the DM. The Congress may be called for extraordinary meetings, but the

The Main Board (Hovedbestyrelsen) will be larger to engage in the political work, but it will be exempted from the daily management of the union which is part of the Main Board's tasks of today.

A new section structure of sections with reduction in the number of sections (ULA (Universitetslærerafdelingen) is at present a national club (landsklub) under a section) will be established. The new section structure means that the section relevant for the un-employed and part time workers will be terminated in order that they shall join the section which is relevant for their work in case they come in full or part-time work.

A possibility to open membership for a (medlemsfora) which are to work with those issues they want will be opened. The intention is to create options for the development of new and relevant themes in the Unions work.

Some critical points raised

Representatives of the un-employed and part time workers were critical due to the fact that the un-employed and part time workers were not represented through their own section, but only through their representation in the relevant sections. – the un-employed and part time workers have never the less recommended to vote for the new byelaws.

The representatives for the retired members do not recommend the new byelaws due to the fact that they have only five members at the Congress, but none in the Main Board (Hovedbestyrelsen). Never the less the present board of the retired members will not turn it into a fight.

Recommendation of the new Byelaws and to send them for a vote among the members
It is the intention of the new Byelaws of DM to create another and a new political environment in the union. The reduction of the frequency of the governing meetings i.e. the biannual meetings of the General Assembly to the meetings of the Congress every third year raises the issue of whether a reduction of the frequency of the meetings will reduce the internal political discussions. To my mind the new format of the structure, including the membership fora which can be created on the initiative of the members makes this critique irrelevant.

I can recommend the new Byelaws, and I have voted for the decision to send them for a vote among the members (urafstemning).

The New Byelaws was accepted by 32 votes pro, 10 votes against and 2 blank votes. This result means that it will be send to a vote among the members (urafstemning). Those of you who are members will have the option to decide for yourself.

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