Protecting Student Workers from Brexit

What will we do:

1. Ensure that the rights, as guaranteed currently by European Social Chapter and the European Working Time Directive, continue to be enshrined in Students’ Association employment contracts for all workers in case of a hard Brexit and/or the loss of these rights covered by our membership of the EU.
2. Strengthen the rights of existing Students’ Association employees, including offering guaranteed hours contracts to all employees that desire them.
3. Raising awareness among all Students’ Association employees about the benefits of Trade Union membership. The Students’ Association should provide information packs and any other relevant information to all new employees of the Students' Association upon the starting their contracts. Any existing employees at the Students' Association should have this information distributed amongst them regularly.
4. Lobby the University of Edinburgh to continue to provide the same or an increased level of workers’ rights to its employees and to only use outside contractors that do the same and that explicitly recognise a trade union.

Background to this:

1. Theresa May’s Brexit strategy risks damaging the economy, EU citizens’ rights and the frictionless Irish border.
2. It also risks harming workers rights’, following the Conservatives decision to reject EU employment laws in January 2018. In particular, the Working Time Directive is at risk from a Tory extreme Brexit.
3. Student workers are often on part-time or zero-hours contracts, so have fewer rights than full-time workers.
4. Brexit Minister, Dominic Raab, has said “Britain should secure a total opt-out from the working time directive and scrap the UK Regulations, ensuring that this costly, anti-jobs legislation cannot cause further damage to the economy”
5. The main aim of Trade Unions is to protect and advance the interests of its members in the workplace.

Beliefs and Motivating Actions:

1. That the decision to leave the EU will be detrimental to statutory workers’ rights in the UK.
2. That the Students’ Association should be at the forefront of protecting those rights and encouraging other organisations associated with the University of Edinburgh and the University itself to continue to enforce those rights as a minimum.
3. That the Student’s Association should work to strengthen the rights that people who work at the Students’ Association have in the workplace.
Submitted with 20 Student Signatures.