Dear Sam

I write to you in your capacity as UCU Branch Chair for Liverpool Hope, following the meeting between you and University management on the 25th May 2023.

UCU requested that the University end MAB deductions in return for you cancelling the strike action scheduled between the 2nd and 9th June. If we could not agree to this then you were prepared to listen to any other offer made and would ask your members to vote on any proposal put forward.

**Response to request**

USET **will not agree** to your request to cease MAB deductions. However, we are prepared to make the following proposal for your members to consider.

**Proposal**

From the outset of the MAB the University's main concern has been to ensure that students are not significantly disrupted or impacted upon. At this point USET is of the view that, to date, the impact of MAB has been minimal. I refer to the current position regarding the pay for MAB below, that has also been communicated in greater detail via letter to academic staff on the 19th April 2023.

1. Technically and consistent with the framework and direction provided by UCEA, 100% of pay may be withheld for those participating in the MAB. However, without prejudice to this principle, where staff participating in the MAB are still performing their other contractual duties on a voluntary basis, we are, at the present time, willing to maintain an element of pay on a purely voluntary and ex gratia basis.
2. Accordingly, the University intends to withhold pay at the rate of 50% of pay, with 50% maintained as described, on a voluntary and ex gratia basis for the period of time an individual participates in the MAB.

Subject to point 1 cited above we are prepared to make the following offer:

***The University, on condition that the 6 days of strike action called in June are withdrawn (and hence student disruption levels stay at the current levels) will, for the month of May, withhold pay at a rate 35% of pay, with 65% maintained as outlined in point 1 and the letter sent to staff on the 19th April 2023. This remains on a voluntary and ex gratia basis for the period of time the individual participates in the MAB.***

USET will consider what level of deduction we will take going forward later in the month of June. We reserve the right to move the deduction for partial performance up or down depending on the extent of disruption to student assessment, marking, grading and progression.

I would be grateful if you could confirm receipt of this offer along with your promised commitment to present this to your members to vote on, to see if they support the offer.

Regards,

USET