

## Voting Rights Flysheet: Grace 1 of 27 June 2018

We ask all Regents to oppose the Council's amendment to the Grace, under which many research staff who are already members of the Regent House will be deprived of their membership and stripped of the right to vote.

For example, of the 56 research associates already at the Computer Laboratory in September 2018, and who can now vote, 30 will lose that right from October 2019 if the amendment is passed. We don't know exactly how many new hires will also be affected, but if the amendment were to come into force at once, then 42 RAs would be disenfranchised – three-quarters of the total.

And this will happen because the Computer Laboratory is inclusive: all RAs and SRAs automatically become members of the Faculty of Computer Science and Technology, so they all become members of the Regent House.

The nearby Department of Chemical Engineering and Biotechnology is not under any Faculty, so its research staff have long been included by default. There, too, RAs and SRAs hired since October 2015 will lose the vote if the Council's amendment goes through.

Other departments where RAs hired after October 2015 will lose the vote include Engineering, Land Economy, Criminology, CRASSH, HPS, the Language Centre, the Sainsbury Lab, the Stem Cell Institute, the Gurdon Institute, the Systems Biology Centre, CISL and the new Toxicology Unit. As well as the Council's amendment disenfranchising staff already in post, new hires from November 2018 won't get to vote until October 2022. Across the University, it will exclude between a half and three-quarters of our research staff.

Grace 1 of 27 June 2018 is the way forward. It will extend the inclusive approach to all. But the Council's amendment will impose an arbitrary three-to-four year delay; hundreds of existing Regents will be kicked out.

In some cases the right to vote will have been mentioned to new hires as they decided to work here, so their employment rights will be infringed. And the requirement that the qualification period be continuous will discriminate against staff who take a career break – with women likely to suffer most.

Cambridge must extend the franchise to all postdoctoral research workers, as inclusive faculties already do. It must not expel existing members of our governing body and it must not discriminate against women.

The undersigned members of affected institutions urge Regents to vote in favour of the Grace by ranking it first and to rank the Council's amendment last. This will protect the rights of our junior colleagues.

Please sign this flysheet below or overleaf, and add your name and initials in block capitals. The signed flysheet must be submitted to Old Schools reception, Trinity Lane, or to [Registry@admin.cam.ac.uk](mailto:Registry@admin.cam.ac.uk), by 1pm on Thursday 4th October 2018.

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