

This Union Notes:

1. *The EU's Working Time Directive includes the right to at least four weeks holiday per year, rest breaks, restricts excessive night shifts and ensures a maximum 48-hour working week. The EU's Working Time Directive applies to all types of workers including students in insecure employment.*¹
2. *That Warwick SU has previous policy in support of staying in the EU and so by extension the protections of the Working Time Directive (Warwick SU Lets Stay in the EU)*²
3. *Some workers' rights in the UK only apply to full-time workers, meaning many students – often on short-term or zero-hour contracts (60% at Warwick³) – don't receive them.*⁴
4. *The House of Commons rejected EU Charter of Fundamental Rights, which includes employment protections, in a parliamentary vote in January 2018.*⁵
5. *The Former Brexit Secretary, Dominic Raab, specifically criticised the Working Time Directive, claiming that "Britain should secure a total opt out" from the legislation.*⁶

This Union Believes:

This section should include opinions or supporting statements for your policy.

1. That a large amount of students take on work in order to support themselves while at university.
2. That the Government's Brexit strategy poses a potential threat to hard-fought workers' rights, particularly the Working Time Directive.
3. That workers' rights should be extended beyond the protections of the Working Time Directive.
4. That students and all workers should be paid a living wage and offered secure contracts.
5. That one of our Student Union's main responsibilities is to support workers' rights, particularly in the case of students.
6. That with these rights at risk, our Students Union should act and campaign to defend and extend workers' rights.

This Union Resolves:

¹ https://europa.eu/youreurope/business/human-resources/working-hours-holiday-leave/working-hours/index_en.htm

² <https://democracy-files.warwick-su.com/council/Policy/Policy/Union%20Democracy%20Zone/083%20-%20Warwick%20SU%20Lets%20Stay%20in%20the%20EU.pdf>

³ <https://theboar.org/2018/05/warwick-students-on-zero-hour-contracts/>

⁴ https://www.open-britain.co.uk/workers_rights

⁵ <https://www.independent.co.uk/news/uk/politics/brexit-mps-vote-against-including-european-fundamental-rights-charter-in-uk-law-a8162981.html>

⁶ <https://www.independent.co.uk/news/uk/politics/dominic-raab-brexit-eu-workers-rights-uk-talks-brexit-secretary-a8438706.html>

1. To mandate the SU President and DDO to ensure that the SU apply the Working Time Directive for all Student Union workers unless they have personally requested to opt out, regardless of whether they are students, even if they're removed or diluted in law post-Brexit, and to lobby the university to do the same.
2. To mandate the SU President and DDO to ensure that the SU avoid using zero hours contract wherever possible and only use zero hours contracts when it suits the employee and to encourage the University to do the same.
3. To mandate the SU President and DDO to campaign for the University to meet the "Six demands for fair teaching conditions at Warwick" of Warwick Anti-Casualisation⁷.
4. To mandate the President and DDO to educate students on their rights at work and the changes to these that may be posed by Brexit.
5. To mandate the President and DDO to educate students about the benefits of trade union membership and the options available to them in this regard.

Policy History		
Action	Body	Date

(Please leave the above box blank)

⁷ <https://warwickanticasualisation.wordpress.com/6demands/>