

To UCU members intending to take strike action

This section provides you with information relating to your contract of employment and strike action.

1. Any member of staff, who is a member of UCU and does not report to work normally on 24 November, 25 November and 30 November 2022 will be considered 'on strike'. (Please note that if you are not a member of the UCU you must not take strike action on these days as you would be classed as taking "unofficial action" and do not have the contractual immunities that apply to lawful industrial action).
2. Clearly, we would want to avoid unnecessary disruption to students, for example travelling in to find classes or meetings cancelled, and would hope you will be able to notify your students of any cancelled lectures, tutorials, meetings etc...either directly or through your head of department.
3. As a strike is a breach of contract the University will withhold one day's pay for every day of strike action taken, calculated as 1/365th of annual pay.
4. Staff on strike will also lose pension contributions (both employer and employee) for that day which could affect pension benefits. The different pension schemes have different rules regarding strike action and you are urged to seek advice from your trade union before taking action as this may significantly impact upon your benefits. Please see FAQs below.
5. If you cannot report for work on either of these days, but are not on strike, you must advise your Dean, Director/Head of Service, or the nominated Reporting Officer(s) in writing and in advance of that day, so your position can be considered. If you are absent on this day due to ill health then normal local sickness absence reporting procedures must be followed.

FAQs

I am in UCU do I have to take strike action?

It is a personal choice as to whether you take strike action or not.

I don't want to cross a picket line what do I do?

Peaceful picketing can be carried out at or near an entrance or exit from work. Colleagues can come into work using any entrance without interference from pickets - you are entitled to attend work and cross a picket line without receiving any unwanted comments. There are a number of entrances and exits onto campus not all of which will have a picket line if you feel more comfortable using those.

I am not on strike can I work from home?

No. You must attend the University on strike days and ensure that the nominated Reporting Officer within your School/Service records you as present. The only exceptions are if you have pre-authorised leave, a medical fit note covering the strike days or are authorised to attend work commitments elsewhere.

How do I make sure I am recorded as being on strike?

You are not required to tell the University that you are on strike, but it would be advisable after each strike day to let your school Reporting Officer know so that your action can be recorded for the purpose of accurately calculating deduction of pay. You will be recorded as being on strike on all authorised strike days if you do not advise the school Reporting Officer otherwise.

How do I make sure I am recorded as not being on strike?

You must attend the University on each of the strike days and ensure that your School/Service Reporting Officer has recorded you as being present. You will be recorded as being on strike if you do not attend the University on strike days and your absence is not pre-authorised.

If I take strike action is it a breach of my contract?

Yes. If you take strike action you are in breach of your employment contract and the University is entitled to deduct a day's pay if you participate in strike action.

What happens to my pay on the days I take strike action?

For each day you are on strike a full day's pay will be deducted.

When will the deductions to my pay be made?

Deductions will be made in the January 2023 pay - this means that for any day you strike the equivalent number of days pay will be deducted from your salary in January.

What happens to my pension if I take strike action?

If you are a member of Teachers Pension Scheme or the West Yorkshire Pension Fund for each day you take strike action you will lose a day of pensionable service and contributions will not be made. You are unable to buy back any days lost.

If you are a member of the Universities Superannuation Scheme for each day you take strike action you will lose a day of pensionable services and contributions will not be made. You can choose to purchase back service for each strike day you take. Please contact Payroll for further information.

What happens to my continuous employment service if I take strike action?

Your service will remain as continuous throughout any days you take strike action.

What do I tell students?

If you are not taking strike action you should let your students know that classes etc will take place as timetabled and arranged.

If you intend to take strike action you can tell students that you will not be in the University and you can tell them that you are taking strike action. You can tell students that any individual meetings are cancelled but you must *not* tell students that classes are cancelled.

Should I re-arrange classes?

Whilst strike action is in place you are not obliged to re-arrange classes, meetings etc. When strike action ends you are likely to be asked by your line manager to re-arrange classes, meetings etc as appropriate.

Who do I tell I will be taking strike action?

You can tell your line manager if you intend to take strike action. On the days you wish to take strike action you should not attend the University and either on the day or after tell your Reporting Officer. Your absence will be recorded and deductions of full pay per day will be made.

What is action short of a strike (ASOS)?

This is when employees engage in partial performance of duties. The Courts have taken the view that there is an implied term to serve the employer faithfully which extends to an obligation not to disrupt the employer's business willfully or to operate to the letter of the contract in such a way as to undermine the objectives of the contract.

What happens to my pay if I take ASOS?

The University does not recognise partial performance and as such reserves the right to withhold a full day of pay for each day you take action short of a strike.

I am receiving unwanted comments about being on strike?

You are entitled to take strike action only if you are a member of the UCU. If you are subjected to unwanted comments or pressure about taking strike action you can contact your branch chair for further advice.

I am receiving unwanted comments about not taking strike action?

You should not tolerate any unwanted comments or pressure about not taking strike action. If you are subjected to unwarranted comments or pressure please contact the HR department for further advice.

How can I check what my local UCU branch are doing as part of the dispute?

The University and the local trade unions work collaboratively and in partnerships together. If you would like to check in more detail about what our local UCU are doing in relation to the strike and the issues raised in the dispute please contact your branch chair.