The following FAQ aims to deal with any queries you may have. On the day of the strike your manager will need to check whether you are in work.

**What is industrial action?**
There are two main forms of industrial action:
- strike - where workers refuse to work for the employer
- action short of a strike - where workers may work to contract, refuse to participate in overtime.

**What happens if I'm sick?**
If you are sick on the day of industrial action you need to provide a Fit Note from your GP. Please note that the normal rules of self-certification do not apply.

**What happens if I'm on leave?**
Any leave taken must have been agreed in advance of the strike days. If you have previously agreed leave with your line manager for the day of Strike Action then this will be treated as a day's leave.

**Can I work from home on the day of the strike?**
No, you will not be permitted to work from home on the day of the strike unless this has been previously agreed with your line manager and you have confirmed with them that you are not on strike. It is important that employees are treated fairly and that employees taking industrial action are recorded accurately.

**What if it is not my normal working day?**
You will not be deemed to take part in any industrial action. Please ensure that your manager is aware that the day of action is not a normal working day.

**What if I don't want to go on strike?**
You are not compelled to take action even if you voted in favour. You cannot be ejected or disciplined by your union for declining to take part in the action.

**Can I be asked to cover the work of someone who is participating in industrial action?**
Yes, you could be asked to cover other work that is commensurate with the grade of your post.

**How much pay will be deducted and when?**
If you take industrial action (strike or action short of a strike), for the day or part thereof, you will be deducted 1/260th of your normal pay for each day of action in the month following.

**How will it affect my pension?**
Pension contributions will be paid as normal.
Can I be on the picket line?
Yes, if you are a member of the trade union taking industrial action or a worker who is party to the dispute you may be involved in picketing.

How many people can be on a picket line?
There should be no more than 6 people on a picket line at any one time.

Where can the picket line be located?
The picket line will be at or near the picket’s place of work but not on University premises.

Can I cross the picket line?
Yes, you have a right to cross a picket line and it is a criminal offence to stop you crossing one.

What are the implications for employees who are not members of the participating unions if they don’t cross the picket line?
If a member of staff who is not a member of the participating unions does not wish to cross the picket line, they will be considered to be on strike.

Should employees who are not members of the participating unions attend work on the day of the strike?
Yes. They will have to cross a picket line and we anticipate this will be a peaceful picket. Employees do not have to stop and have a right to cross a picket line, even if they are members of the participating unions.

How should I expect the picket line to behave?
The picket line can peacefully try to persuade you to support the industrial action and not to cross the picket line. They cannot:

- use threatening or abusive words or behave in a threatening manner towards others passing close to the picket line
- deliberately get in the way of other people or vehicles attempting to enter or leave premises being picketed
- possess offensive weapons
- damage property, either deliberately or recklessly
- cause or threaten to cause a breach of the peace
- obstruct a public highway, such as a road adjacent to the premises being picketed
- prevent, or attempt to prevent, a police officer from carrying out their duties

What should I do if I experience unacceptable behaviour crossing the picket line?
If you experience any such behaviour, please contact Human Resources.

Can I ask my employees if they will be in work on the day of the strike, and when?
Yes, you may ask employees if they will be in work at any point prior to the day of action. However, employees are under no obligation to respond.

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