

## GMB STRIKE FAQs

**Strike Office: GMB Strike Office, Fountain House, Woodside Crescent, G3 7UJ**

**If the below FAQ does not answer your question or you would like more information, please call the Strike Hotline: 07583068991**

**Make a donation to the strike fund: GMB Glasgow 1 Account No: 20268233 Sort Code: 60 83 01**

### 1. When is the strike?

- a. 23<sup>rd</sup> and 24<sup>th</sup> October. This means that if you are due to work a nightshift that runs into the 23<sup>rd</sup>- that will be the first shift included in the stoppage and you will not work that shift (even though it may start before midnight- this has been negotiated with the Council).

### 2. If the strike falls on my days off, what does that mean?

- a. Members should attend a picket line at their workplace but because you are not scheduled to work, you will not lose money. If you are asked to work on those days to cover the strike you should refuse.

Members who are not losing pay because they aren't scheduled to work are asked to consider making a donation to the strike fund which you can do at the strike office or making a bank transfer to

**GMB Glasgow 1 Account No: 20268233 Sort Code: 60 83 01**

### 3. Why are we going on strike?

- a. GMB and Unison originally balloted for strike action when the Council threw out an agreed timetable for settlement and we feared that negotiations were not going anywhere positive fast. Since then the Council has failed to make any significant progress and also failed to engage the joint claimants in meaningful negotiations. This strike is about getting the Council to engage properly in negotiations so you get what you are due.

### 4. Are the unions and Action 4 Equality still working together?

- a. Yes! Action 4 Equality will not be attending talks without the unions and we will continue to work as a close team. We are stronger when we are united.

### 5. What will happen on strike days?

- a. Members should attend a picket at their workplace from roughly 7am. If you do not have a workplace, you are advised to attend a picket/ protest where 'your work is administered' i.e. Blair Court.

[www.gmbscotland.org](http://www.gmbscotland.org)



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UNIONLINE  
SCOTLAND

YOUR TRADE UNION LAW FIRM  
0300 333 0303  
[www.unionline.co.uk](http://www.unionline.co.uk)

However, more information of picket lines and demonstrations is available via our strike office and strike hotline.

Members will have placards, banners, balloons, high vis's and all different things to show their union colours. These will be available from next week for members to collect from the strike office and members are encouraged to organise amongst other local members to distribute materials amongst colleagues.

## 6. Do I have to be on a picket line?

- a. All members should be on picket lines and supporting the strike in any way they can including in the run up to the strike. This is not a day off and the strike is stronger when all those are involved. You are not legally compelled to attend any strike events.

## 7. What do I need to do between now and the strike?

- a. There is a huge amount of work to do including making of thousands of placards, organising picket lines and helping with communications. It will be all hands on deck and simply won't happen unless members get involved. The strike office will be open all day every day between now and the strike and we need all members in there whenever you have a few hours to spare.

## 8. What if I am in my last year of service?

- a. Because strike action taken in the last year of service can have a negative effect on your pension, you are not expected to join the strike action.

## 9. What if I am pregnant?

- a. Members who are over 15 weeks pregnant are not expected to strike because this would have a negative effect on your maternity pay.

## 10. Will I lose pay

- a. Yes. GMB will pay strike pay if the strike action goes into a fourth day. For those for whom losing 2 days pay will be make or break- there will be a hardship fund that members can apply for and details will be circulated early next week to members via email. Hardship payments will be made after the strike.

## 11. How do I apply for the hardship fund?

- a. Forms will be available from the strike officer from Thursday 11<sup>th</sup> October.

## 12. The Chief Exec talked about loss of life- is that likely?

- a. The Unions are meeting with the Council up to the strike to ensure adequate provision is provided to protect the most vulnerable in Glasgow. GMB members



provide essential services for the community and GMB will always act in a responsible manner and there is to be a meeting with the council to ensure that the most vulnerable remain protected.

**13. Do I have to tell my employer I am going on strike or taking action short of a strike before the action begins?**

- a. No. You do not have to tell your employer whether you plan to take industrial action in advance of the date when action begins as this will enable them to minimise any disruption the action is aimed to cause. GMB has already provided all information required by law.

**14. What if there is not picket at my workplace?**

- a. We are organising pickets at the moment so if you want to ensure there is a picket at your workplace, you can take the lead on making this happen with our support. Call the strike hotline on 07583068991 to organise a picket.  
If you are on strike, you should not go into work just because there is not a picket line at your work.

**15. What if I am on annual leave during the strike?**

- a. If you have annual leave already approved your work should honour that and you will not lose money. However, you are still encouraged to join a picket line and the demonstration on strike days.

**16. I'm an agency worker, can I join the strike?**

- a. Agency workers cannot join the strike because you are not employed by Glasgow City Council and therefore you would not be protected from consequences that came from taking unlawful action (including potentially termination of contract).

**17. I'm a temporary worker, can I join the strike?**

- a. Yes. Temporary workers should join the union so they can participate in strike action. You can join the union online here: <https://www.gmb.org.uk/join/join-online>

**18. There's a picket at my workplace but I am not on strike, what do I do?**

- a. Workers who have not been called out on strike should attend their work as normal. If you cannot cross the picket line for some reason (for example health and safety or lack of risk assessment), you should call your manager and make it clear that you are available for work and ask to be deployed elsewhere.

**19. My workplace is closed but I'm not on strike, what do I do**

- a. If you have not been advised to attend another workplace, you should join your fellow members on a local picket side demonstration to show solidarity.

**20. What is the law on picketing?**

- a. Peaceful picketing is legal. Picketing should be carried out at or near an entrance or exit from a site at which you work. When others who are not in dispute come into work or use these entrances or exits, pickets must not interfere with them. Picketing is an activity to peacefully persuade members not to go in to work. There will be Picket Supervisors from the union in place on the days of strike action, and further information will be available shortly. Picketing isn't dangerous and everyone shows that they are serious and united in taking action.

**21. I have a job with another Council or employer. What do I do on strike days?**

- a. You should strike from your job with Glasgow City Council but attend your other job.

**22. I work for Amey as well as Glasgow City Council in a Secondary school, what do I do on strike days?**

- a. You should strike and be on your picket line when you would be at work for Glasgow City Council but make yourself available to work for your Amey position. If you are unable to cross the picket line for any reason, contact your line manager and inform them that you are available for work and ask to be redeployed.

**23. Can GMB members in Education (support for learning workers, school admin) go on strike?**

- a. We cannot call GMB members in Education out on strike because not enough GMB members in education voted in the ballot. All education members should have been emailed this outcome last week. If members' workplaces are not closed, they should follow the advice above about what to do as non-striking workers.