

UCU University of Bradford Branch Strike Pack

Strike Action

The branch will be taking strike action on

- Monday 22nd, Tuesday 23rd, Wednesday 24th, Thursday 25th & Friday 26th September
- Monday 29th, Tuesday 30th September & Wednesday 1st, Thursday 2nd and Wednesday 3rd October

We do not take this action lightly; it has been forced upon us by the employer's refusal to engage seriously with our demands for no compulsory redundancies and meaningful consultation.

The sticking point is only 9 FTE, nine or staff members that are highly valuable and can work into other programmes and areas. No staff at Bradford are sitting around twiddling their thumbs, workloads are excessive. It is absurd to insist that needed staff leave the University.

And remember - **The longer the picket line the shorter the strike!**

Picketing

New to the picket? Welcome! Returning picketer? Welcome back!

If this is your first time picketing and you are a little nervous, **don't worry** it is not nearly as scary as it might seem! In fact, lots of people find they actually quite enjoy it, and it is a great way to get to know your union colleagues.

Below are a few pointers about the law around picketing and also some guidelines for behaviour, and what to do if you think they're being broken

- We must not obstruct either the pavement or entrances to the university campus or buildings. This is a legal requirement
- The picket is not there to intimidate, we are there to be a visible and audible representation of our dispute
 - Remember that there are two other campus unions who are not on strike, also students and visitors. These people must not be harassed on their way onto campus. Name-calling is unhelpful and divisive
 - However! Do engage passers-by and those going onto campus in conversation. Tell them why we're there and encourage them to not cross the picket line. Students especially may be unaware of the depth of the cuts
- Be respectful towards other picketers. We're on strike now and all in this together. Make the picket a friendly and inclusive place.
- There is a designated picket supervisor, if anything you encounter on the picket makes you uncomfortable, please contact them in the first instance. They will be identified by a hi-vis jacket. You can also approach other committee members or mail ucusupport@bradford.ac.uk

The UCU guidance on picketing can be found [here](#).

Pickets will run as follows

- Monday 22nd September, picket - 08:00 to 11:00, rally ~11:30 to 12:30
- Tuesday 23rd to Friday 26th September – 08:00 to 11:00

We will be outside for some times so do make sure you are appropriately clothed. You may want to bring sunscreen and a hat, or depending on the English weather waterproofs!

Virtual Picket Line

In addition, to the physical picket lines that will be occurring we will be running a virtual picket line.

We recognise that not all members can attend the physical picket line and would encourage such members to get active on social media supporting the action.

Hardship Fund

Members will have access to both the national Fighting Fund and the branch's local hardship fund that we will use to provide some financial support to those members that require it.

Members can claim

- for 1 day from the local hardship fund (after one qualifying day)
- for 8 days from the national [Fighting Fund](#) (after two qualifying days)
- for another 4 days from the local hardship fund (after 10 qualifying days)

We will keep the number of days under review and will increase the number of days claimable from the local hardship fund if needed.

In order to make a claim to the Hardship Fund you need to:

- be paying subscriptions at the correct rate (if any subscription is payable)
- have participated in official strike action for which officers have agreed to make funds available; and
- provide evidence of deduction from your salary or loss of earnings for strike action.

Members that cannot take strike action, are on leave for example may want to consider making a donation to the hardship fund the bank details are below:

Bank:	Unity Trust Bank
Account Name:	UCU Bradford Hardship Fund LA008
Sort code:	60-83-01
Account number:	20480163

Responses to Management.

Some managers may ask if you intend to take strike action before the strike. You are NOT obliged to give them this information or even let them know you are a member of a union. The branch position is that if you are asked if you will be taking action is to reply that no one is obliged to answer that question.

After the strike you are required to inform your employer that you took strike action on the dates you did take strike action. However, you are NOT required to give any more information. Nor are required to give this information immediately upon your return to work.

Action Short of a Strike (ASOS)

The branch will be taking ASOS from Monday 30th June until further notice.

At this current point the action short of a strike includes:

- working to contract;
- not rescheduling lectures or classes cancelled as a result of strike action;
- not sharing materials relating to lectures or classes cancelled as a result of strike action;
- not covering for absent colleagues, vacant posts, or posts that are discontinued due to change management;
- not undertaking any voluntary activities;
- not undertaking duties which are not commensurate with the grade of the post;
- not undertaking work related to timetabling;

If asked to undertake work that goes against the noted ASOS actions of the union you should

1. Contact the branch (ucusupport@bradford.ac.uk)
2. Request that the employer note what work it is removing from you due to your protected withdrawal of labour
3. Note that you will not work voluntarily so the rescheduling of classes could cause more classes to be missed.

Model Out of Office Message

You may want to set up an Out of Office message during the strike explaining the situation to students and external collaborators. An example of the type of message you might want to use is below:

I cannot to respond to your email at the moment as the UCU University of Bradford Branch is currently taking industrial action in response to the attack on jobs and the employer's refusal to stop compulsory redundancies.

If you would like more information about the disputes you can contact members of the [executive board](#) and ask them to resolve the dispute. You may also wish to contact the [University Council](#) with your thoughts.