

TBG UNISON MEMBERS

UNISON
BARNET

DO's and DON'Ts

ABC OF STRIKING

STRIKE BASICS

FAIR
PAY
FOR
CARE
WORKERS

ONE
COUNCIL
ONE
WORKFORCE
EQUAL
TERMS

You've cared for
our communities
through COVID,
through cuts and
through crisis.

IT'S TIME FOR
THE DIGNITY, RESPECT
AND REWARD YOU
HAVE BEEN OWED
FOR A VERY LONG TIME.



WHY WE'RE
STRIKING



WHAT STRIKE
ACTION MEANS



STRIKE PAY
AND SUPPORT



YOUR RIGHTS



KEY THINGS
TO REMEMBER

ONE COUNCIL. ONE WORKFORCE. EQUAL TERMS.

TURN OVER
FOR THE DETAILS

DO's and DON'Ts ABC OF STRIKING

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PAGE 2 - WHY WE'RE STRIKING

FAIR
PAY
RESPECT
BETTER
JOBS

1 WHY WE'RE STRIKING

UNISON members in The Barnet Group have voted overwhelmingly to take strike action in pursuit of better pay, terms and conditions.

The Barnet Group, as yet, has not agreed to anything and has made no commitment to upgrading any of the terms and conditions.

We want all of our members to act with one voice and make it clear, "Enough is Enough".

YOU HAVE:

- ✓ Worked through COVID risking your lives and the lives of people you love.
- ✓ Borne the brunt of the frustration of residents dissatisfied with the services they need because of cuts in services.
- ✓ Rolled up your sleeves and made crumbling services work even when the tools your senior managers have given you have failed.
- ✓ Shown commitment and dedication to residents of Barnet in spite of the catastrophic decisions made by senior managers in TBG and Barnet Council.

It's time for you to get the dignity, respect and reward you have been owed for a very long time.

2 WHAT DOES STRIKE ACTION MEAN?

It means refusing to go to work or do any work for the employer for the time period covered by the strike action.

Instead of going to work, we want you to join us at the events we are organising during the strike action. We will have leaflets for you to distribute to residents of Barnet to try to increase pressure on the Council and The Barnet Group to settle the dispute constructively.



It is illegal for an employer to sack or discipline you for taking lawful strike action.

3 YOUR RIGHTS AS A STRIKING WORKER

- ✓ You have the legal right to take part in lawful strike action.
- ✓ Your employer cannot sack you for taking part in a lawful strike.
- ✓ Your employer cannot discipline you for taking part in a lawful strike.
- ✓ You do not have to tell your manager in advance that you will be on strike.

“ In the last few years ambulance workers and doctors have taken strike action. If they can, so can you! ”



STRONGER
TOGETHER
FOR A BETTER
BARNET

ONE COUNCIL. ONE WORKFORCE. EQUAL TERMS.

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PAGE 3 - STRIKE PAY AND SUPPORT

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4 WILL I BE PAID DURING THE STRIKE?



Your employer can (and will) deduct the wages from your pay for the period when you were not at work.

UNISON has agreed to pay all strikers £50 for each day covered by the strike action.

5 HOW WILL THE STRIKE PAY BE PAID?



We pay the strike pay via a bank transfer. This means we need to know your bank account details in order to transfer this money to you.



If you have registered your attendance at an event on the day of the strike, we can see you have taken part and will pay you the strike pay on 15th of the month.



If you have been on strike but have not taken part in one of the events where we have a register for attendance, we have no other way of verifying you were on strike except by seeing your payslip showing the deduction. Once we receive a payslip showing the deduction and have your bank details, the payment will follow.



6 ATTENDANCE AT STRIKE DAY EVENTS



We will cover your travel costs and additional costs (e.g. subsistence, child care arrangements) by your attendance at strike day events – whether this is a picket line, rally, leafletting session or demonstration.

We will have claim forms at these events for you to complete. We will need your bank details to arrange a transfer of money to your account.

7 ADDITIONAL SUPPORT



Join us at strike day events. Together we can make our voices count. We will have leaflets for you to distribute to residents of Barnet to increase pressure on the Council and The Barnet Group to settle the dispute constructively.

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PAGE 4 - OTHER IMPORTANT INFORMATION

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**FAIR PAY
RESPECT
BETTER JOBS**

8 ANNUAL LEAVE OR SICK LEAVE ON A STRIKE DAY



If you have annual leave on a strike day that is how your absence will be recorded.

You will be paid accordingly by the employer and you will not be recorded as being on strike.



If you are off sick on a strike day that is how your absence will be recorded.

You will be paid accordingly by the employer and you will not be recorded as being on strike.



9 NOTIFYING YOUR MANAGER ABOUT THE STRIKE



UNISON has notified the employer in accordance with the law that ALL our members in The Barnet Group are covered by the strike action and therefore Barnet Group managers should expect all of our members to be on strike. They should prepare on this basis.



If your manager is pressing you to tell them your intentions on the strike day, you do not have to tell them.

You can say you don't know or refer your manager to Barnet UNISON or their senior manager.



SPECIFIC SERVICES

If you are in a service which does not operate on Christmas Day then you are in a service which can stop on the day of the strike.



If your service must still operate (e.g. on Christmas Day), it is up to the employer to request special dispensation from UNISON for appropriate staffing levels and for this to be properly negotiated.

10 KEY THINGS TO REMEMBER



It is illegal for an employer to sack or discipline you for taking lawful strike action.



You will not be paid by the employer for the days you are on strike, but UNISON will pay £50 for each strike day.



If you attend a registered event, strike pay will be paid on the 15th of the month.



If you do not attend an event, payment will follow once we receive your payslip showing the deduction and your bank details.



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