

Dear UCU colleagues,

We know that some of you are new to the union! With that in mind we'd like to offer some practical advice on what happens on strike days.

**Strike day dates: Thursday November 24th, Friday November 25th, Wednesday November 30th.**

**Prior to the strike:**

- There is no legal requirement to tell our employer that you are going on strike in advance. You can report the days on which you took industrial action AFTER the strike is over.
- Some members prepare an **out of office message for email** and will turn it on starting at the start of work on the 24th. In the past we have provided some standardised language that members are free to adapt (we will circulate this closer to the time). Other members don't put up an out of office message. Either is completely fine and up to you.
- **Join the UCU Activists WhatsApp group.** To do that you need to put the WhatsApp app on your phone if you don't already have it. Contact [UCU-Officers@qub.ac.uk](mailto:UCU-Officers@qub.ac.uk) with your mobile phone number to be added to the group.
- You're welcome to ask one of the officers or activists to be your **strike buddy**, to make sure you know where to go and what to do - if you're not a WhatsApp user, email contact details are on the website here - definitely contact us before strike days: <https://www.ucuqub.org/your-local-committee/>
- If you're on Twitter, follow [@UCUatQUB](https://twitter.com/UCUatQUB) - we always post daily updates on strike activities there, and we share lots of strike day content.

**On strike days:**

- Don't go into your office or other university buildings and don't check/reply to email or answer work calls. You have withdrawn your labour.
- **Please join the picketing and the great craic! Many of us had made great friendships on the picket line and have learned a lot about our fellow QUB colleagues. The picket line gives opportunities for real collegiality.** If you don't have prior strike experience, please be assured that the picket line is a friendly and supportive place with a positive atmosphere.
- **People on the picket line in bright pink beanies with "UCU" on are stalwart members and can be approached for advice.** They will more than likely start chatting to you - feel free to introduce yourself and say hello!
- It can be cold on the picket line, there's a lot of standing around, and it may rain - it's wise to dress accordingly. Some members have brought small folding chairs in the

past to take a break from standing. If you're not able to support the physical picket, supporting the virtual picket is very helpful to getting our message out.

- If you're on **social media**, please like and circulate our content if you can. Everyone can help the **virtual picket** by not doing virtual work, including e.g. liking or recirculating the employer's social media posts.
- Officers always need help with small tasks to keep things on the picket line running. Please do volunteer to help out if you can!
- There will be information sent around to your email account about specifically where to go to picket and when.

#### **After strike days:**

- The employer will send around a form for you to fill in to confirm you took strike action. It's okay to fill that form in.
- Don't apologise or feel awkward. You have done nothing wrong. You have the legal right to take legal strike action, and you have substantial ethical justification for doing so.
- Contact [UCU-Officers@qub.ac.uk](mailto:UCU-Officers@qub.ac.uk) if you have any concerns about negative attitudes towards you in the workplace post-strike.

#### **Lost strike pay:**

- **QUB will deduct a day's pay for each day you report taking in the industrial action.**
- **At national level**, UCU operates a strike fund from which members can make claims once deductions have been made from their monthly salaries by QUB. You can apply here: [https://my.ucu.org.uk/app/answers/detail/a\\_id/429/~/ucu-fighting-fund-2022](https://my.ucu.org.uk/app/answers/detail/a_id/429/~/ucu-fighting-fund-2022)
- **At a local level, QUB UCU will reimburse the losses of Tutorial Assistants and Demonstrators who have taken part in the action** and lost pay as a result. To make these claims, we require UCU membership number, evidence of the cancelled class (e.g. email sent to student advising them of the cancellation), details of the pay lost (e.g. letter of employment as a TA, statement of payment details). **To make a claim, email UCU QUB for the appropriate form (at [UCU-Officers@qub.ac.uk](mailto:UCU-Officers@qub.ac.uk)).**

In solidarity,

UCU at QUB officers