

Waste & Cleansing Industrial Action FAQs

General

1. I am not taking part in the strike action, but my depot is closed, so where do I work from?

Murrayburn Depot will be open to all colleagues who wish to attend for work.

While Murrayburn will remain open, for health and safety reasons, we will continue to review in discussion with Trade Unions, and may have to give consideration to opening other depots depending on the number of colleagues who present for work throughout the period of industrial action

The initial plan is that the requested exempted life and limb services will be run from this Depot.

Anyone attending for work should go to Murrayburn for your normal start time.

2. I want to attend for work, but what will I be asked to do?

The priority will be to attend to any Life and Limb exemptions.

In addition, Continuity Plans are in place for any Council operational staff, and current agency staff working in collections, cleansing or disposal who attend work.

Any CEC colleagues that report for work and have the ability to drive and/or load will be utilised on any approved Life and Limb services first and foremost. Any CEC employees who report for work over and above numbers needed for life and limb will be used on normal duties with a focus on communal residual collections.

Any agency staff that attend for work will be used on life and limb services if these are not resourced by CEC staff. Any Agency numbers over and above those needed on life and limb services will be deployed on scraping and removal of street weeds.

3. What if I am sick on the day of the strike action and cannot attend work?

For Street Cleansing employees, you need to call 07895 886 828 and leave a message on the voicemail highlighting your name, depot and supervisor, where appropriate the reason for your absence and expected duration.

For Waste Collections and Disposal employees, you need to call 07895 886 830 and leave a message on the voicemail highlighting your name, depot and supervisor, where appropriate the reason for your absence and expected duration.

For Pertemps employees you need to call Pertemps on 07747 048 183 and leave a message on the voicemail highlighting your name, depot and supervisor, where appropriate the reason for your absence and expected duration.

4. I don't work in Waste & Cleansing but drive a Council vehicle, will I be able to access the depots for fuel?

Contingency arrangements have been put in place for the different services, and communications will be issued confirming where fuel can be accessed during the industrial action.

You should speak with your line manager to find out what arrangements are in place.

5. What if I come under pressure from colleagues to take part in industrial action?

The decision to strike or not to strike is yours and you should be able to make it freely, without pressure from your colleagues. Any attempt to victimise, threaten, intimidate, or otherwise bully you, should be brought to the urgent attention of your manager and the trades unions involved.

All employees have a right to expect to be treated with dignity and respect at work by colleagues, managers, and work contacts. There is no difference on a strike day. Initially you should report the matter to your line manager who will aim to have your concerns addressed.

We are working together with our Trade Union colleagues to ensure the protocols around strikes and picketing are observed with all colleagues treated with dignity and respect.

6. How is my pay impacted?

A day's pay will be deducted for each day of industrial action you take part in.

Exemptions

7. What are the granted exemptions?

In any strike, the Council requests exemptions (to the strike) to be granted by the unions also known as 'life and limb' exemptions.

We have put a request to the Trade Unions for colleagues to support some critical functions. When finalised, we will provide a list for information.

8. What do I do if I am exempt?

If you've been granted as an exemption, you should work as normal on a strike day. From a unions perspective you are considered as 'not involved in the strike'.

9. What happens if I am exempt, but still decide to strike?

A day's pay will be deducted for each day of industrial action you take part in.

Union / non-union members and striking

10. Can members of other unions or non-union members take part in a strike?

Yes. You can take part in the strike action, however, if you do you will be treated as taking part in unofficial action. A day's pay will be deducted for each day you take part in the action.

Manager guidance

11. Can I ask colleagues if they are intending to take part in the Industrial Action?

For contingency and planning purposes, you may respectfully ask colleagues if they plan of taking part in the Industrial Action, however, please note they are not under any obligation to tell you and should not be pressurised in any way to disclose their intentions.

12. How do I record who has taken part in the Industrial Action?

In advance of the Industrial Action, HR will provide managers with a form to submit your return.

For each day of the action, you should record on the form who is taking part in the Industrial Action.

When the Industrial Action is concluded, the return should be submitted to Barry.fell@edinburgh.gov.uk as soon as possible who will process this through payroll. You should **not** update myPeople.