

Fleet Services 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?

Russell Road workshop will remain open for all colleagues wishing to attend for work. Alternative arrangements are in place for office based staff, please speak with your line manager.

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

Continuity Plans are in place for any Council operational staff who attend work.

Within Fleet Services, colleagues will be asked to prioritise any breakdowns of critical vehicles such as passenger transport and providing access to Russell Road for any colleagues requiring petrol for their vehicles.

3. I don't work in Services 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.

4. I drive a Council vehicle that is due a planned service during the Industrial Action, what do I do?

Following notification of the Industrial Action, the service schedule has been reviewed and appropriate teams contacted regarding new dates for planned services.

5. What do I do if my Council vehicle breaks down during the Industrial Action?

If there is a vehicle breakdown on the road, it will be recovered under our existing third party arrangements, taken to the depot and repaired, if necessary, once the Industrial Action has ended.

6. I'm currently undertaking my apprenticeship, what will this Industrial Action mean for me?

If you choose, you can take part in the Industrial Action. If you do, then a day's pay will be deducted for each day of action you take part in.

This will not affect your apprenticeship with the Council however you may have to liaise with any training provider if taking part in Industrial Action will mean you being unable to attend for classes, complete assignments or other academic work required as part of your apprenticeship.

7. 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.

8. How is my pay impacted?

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

Exemptions

9. 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 an updated list.

10. What do I do if I am exempt?

If you've been granted as an exemption, you can work as normal on a strike day. As far as the unions are concerned, you will be treated as 'not involved in the strike'.

11. 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

12. 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

13. 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.

14. 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.