

I didn't vote in the strike ballot or I voted against going on strike, can I still go on strike if I change my mind? YES! You still have the right to strike and the same rights as everyone else not to be dismissed for going on strike.

I'm not a member of UVW, can I go on strike? YES! If you are employed by the same boss and if your job is the same as the strikers then it doesn't matter if you are a member of UVW, member of another union or a member of no union, you still have a right to strike.

When will we strike and how long will we strike for? That is something you and your colleagues will decide together, democratically. The UVW is your union and we will support you in whatever decision you make.

Not a union member?

Make sure you join UVW today to make your voice heard, and so we can advise, represent and protect you in the event that management try and punish you, bully you, bribe you or dismiss you for going on strike.

Will I get paid when I go on strike? No, and as low-paid workers it's hard to lose any amount of your salary, but you are striking to win your demands and to achieve the dignity and equality you deserve.

Remember that some of you may not get paid when you take a sick day, so you could think of a strike day as a sick day, except on a strike day you will get paid some money, and will have the pride of standing up and saying enough is enough of being treated as second class.

UVW will try and raise as much money as possible for your strike fund to try and cover as much of your wages as possible during the strike.

Why should I strike? Striking is a last resort. We would always prefer to reach a negotiated settlement. But when bosses have no intention of giving you what you want and instead continue to treat you as second class people and second class workers instead of equals, then a strike is necessary. This will show them your power as a group and to show how vital your work is.

What are we striking for? As a collective group you have discussed your needs and have made demands. If you've got any questions about your demands then get in touch.

Can we win? YES! Outsourced workers across London have organised, gone on strike, and won major improvements to pay and terms and conditions of employment in fights exactly like yours, that many said were impossible to win.

It is important to remember that the strike is a collective action. The more people who take part, the stronger and more effective it will be and the more chance you have of winning.

These victories have been off the back of strikes just like the one you are going to be taking part:

London School of Economics (LSE) University, SOAS University, King's University, Birkbeck University and Goldsmiths University workers have ended outsourcing, won direct employment, achieved secure employment and equality. At these sites, cleaners and security guards now get 41 days paid annual leave, monthly pension contributions from the employer of 16% of their salary, 6 months per year of sick pay paid at the rate of their full salary from the first day of sickness, plus £11.64 per hour.



KNOW YOUR STRIKE RIGHTS!

**Don't let the
bosses fool you!**



If you have a question that is not covered here, contact your UVW union representative on
07884553443
FB: @uvwunion

What is a strike? A strike is when workers refuse to work because the bosses refuse to give them what they need and deserve.

What is a picket line? It's when you and your striking colleagues, instead of going into work, form a line together outside your workplace. UWW picket lines are great fun, there is usually food, drink, music and sometimes dancing! Picket lines can help raise awareness, support and money for your strike. It is also a great way to keep strikers together and to convince other workers to join the strike.

Is it legal to strike? YES! The right to strike is a human right protected in the UK under European and International law.

Your union, UWW, will take care of the legal requirements in the UK that must be complied with for your strike to be lawful.

Right to strike protected via Article 11 of the European Convention on Human Rights and ILO Convention 87 on Freedom of Association and the Protection of the Right to Organise.



Can I be legally dismissed if I strike? NO! It is unlawful to dismiss you for taking part in any lawful strike action within 12 weeks of the action.

This right is found in section 238A Trade Union Labour Relations Act 1992 ("TULR(C)A 1992") and any dismissals that violate this right are classified "automatically unfair" in employment law.

Can I be punished or bullied or legally dismissed for being a member of UWW? NO! You cannot be lawfully dismissed for belonging to a trade union, or for participating in trade union activities such as voting to strike, attending meetings or handing out leaflets outside working hours or for being represented by us in a workplace meeting. These rights and protections exist no matter the length of employment or whether you work full time or part time, or if you're a permanent or a temporary contract.

If any of those things happen to you please contact your UWW representative immediately so that we can start legal proceedings against your boss and win you compensation which could be thousands of pounds (£).

Any punishment, bad treatment or harassment you receive because you are a member of a union or because you take part in union activities or access union support is unlawful under section 146 TULRCA 1992. If you're dismissed for any of those reasons the dismissal will be automatically unfair under section 152 TULR(C)A 1992.

Can I strike if I only work a few hours a day, part time, have a temporary contract, or have only worked there for a few months? YES! All workers have the same right to strike, regardless of how long you've worked, how many hours you work per day, or what type of contract you have.

What if my manager tries to bribe me, offers me more hours, more pay or a promotion on the condition that I cancel my UWW membership or promise not to strike?

That bribe or those offers will be unlawful. Please contact your UWW representative immediately so that we can start legal proceedings against your employer and win you some compensation which could be thousands of pounds (£).

Bribes and other offers are unlawful under section 145A TULR(C)A 1992.

My manager has demanded that I tell them if I intend to go on strike or if I am a UWW member, do I have to tell them? NO! Your manager should not ask you these things and you do not need to respond. Depending on the circumstances, and the intention behind the question, this may be unlawful.

Please inform your UWW union rep immediately if this has happened or happens in the future, so that we can start legal proceedings that could win you compensation which could be thousands of pounds (£).

