



The Educational
Institute of Scotland

Ref: DB/EK/ULA-ASOS3
7 October 2016

To EIS-ULA Members
(other than SRUC, UHI and RCS)

Dear Colleague

Industrial Action Short of a Strike: Commencing Thursday 13 October 2016

I write to advise you that the EIS-ULA Executive agreed to use the mandate from the recent statutory ballot result to carry out industrial action short of strike action in pursuit of an improved pay offer for 2016-17.

Employers have received the statutory 7-day notice for this industrial action.

The purpose of the industrial action short of strike action is to create pressure for universities (including the GSA) to improve their pay offer for 2016-17.

The industrial action short of a strike for members consists of:

Advising Members not to read or respond to work emails outwith your normal working hours at your university.

Guidance

This action informs your employer that it should not expect any work emails received outwith your normal working hours to be read or dealt with before the re-commencement of your normal office hours.

The EIS notes that Employers have a statutory duty for ensuring that employees have 11 consecutive hours' rest in any 24-hour period and one day off each week.

For the avoidance of doubt, this action only refers to reading or responding to work emails outwith normal working hours and does not refer to other forms of work such as preparation, marking etc.

Advising members not to attend institutional Open Days/Events or Graduation Ceremonies.

Guidance

This action informs your employer that it should not expect academic staff to attend any institutional Open Day/Event or Graduation Ceremonies, whether they be during or outwith normal working hours.

If you are employed with the specific responsibility for such events, then you are exempt from this action.

The EIS is planning to expand the industrial action short of strike action (i.e. the actions) in the future, and this may involve assessment and/or NSS work. The EIS is also seeking to coordinate further actions short of strike action with the UCU.

Employers are not given EIS membership lists and do not know the names of individual EIS members. There is no legal requirement for you to inform your employer in advance that you are taking industrial action short of strike action.

Please do not hesitate to contact me should you have any queries.

Yours sincerely



David Belsey
National Officer
Further and Higher Education