

## **Guidance to members for when another trade union is in dispute.**

TSSA may not lawfully encourage members to take part in secondary industrial action. Members may, however, choose as a matter of individual conscience not to cross another union's picket line. However, members who choose not to cross picket lines should be aware that such action is likely to put them in breach of contract and may result in their employer taking disciplinary action against them (including dismissal).

TSSA will provide full advice, support and representation to any member facing disciplinary action in such circumstances. All TSSA members who are not themselves involved in strike action should follow the advice below:

- As per your contractual requirements, all TSSA members are advised that they should make every endeavour to report for duty as usual.
- Any transport difficulties preventing members from getting to work should be reported to your employer with a minimum of delay. Where necessary, members should use whatever means of public transport are available.
- When at work, TSSA members must carry out their regular duties.
- Members should not (at any time) during the dispute act in breach of their Contracts of Employment.

If your employer is asking you to volunteer for additional duties or working hours you should seek advice from TSSA.

Members should not agree to undertake any additional duties where there is any doubt about their competence concerning safety matters, without taking advice from TSSA.

Members will appreciate the danger of liability in the event of an accident or other breach of safety. In the event that any management seeks the agreement of, or instructs, staff with the appropriate background to undertake duties usually performed by members of another union, this should be reported immediately to the TSSA.

This advice applies to circumstances whether or not the individual judges that they are competent to undertake the duties in question.

If you have any questions or feel that you are being asked to do work that you consider outside your contractual duties, please contact the Helpdesk for guidance on 0800 328 2673.