

## EIS-FELA STRIKE ACTION March 2026

### STAFF FAQs

#### Introduction

City of Glasgow College respects your right to strike; however, we urge you to consider the personal, financial, reputational and direct impact this action will have.

This industrial action has arisen as a result of perceived local Health and Safety matters relating to welding and fabrication activity at the Riverside Campus.

**On 6 February 2026, the Health and Safety Executive (HSE) formally confirmed that the issue had been addressed, evidence of compliance had been provided, and the matter is now closed.**

The College has been given confirmation by Scotland's health and safety regulator that welding and fabrication training can safely continue. The College has received a clean bill of health and has been given the green light to resume all welding and fabrication training.

Throughout this process, the College has acted transparently, engaged fully with external regulators, and worked closely with Faculty, Health and Safety, Trade Union and HR colleagues to ensure that all necessary improvements were implemented and embedded.

City of Glasgow College therefore considers these matters to be resolved.

Strike action is scheduled by EIS FELA on:

- Friday, 20 March 2026
- Monday, 23 March 2026
- Tuesday, 24 March 2026
- Wednesday, 25 March 2026
- Monday, 30 March 2026
- Tuesday, 31 March 2026
- Wednesday, 1 April 2026
- Thursday, 2 April 2026

Strike action is NOT mandatory and will affect your regular income and pension, and will have a direct, adverse impact on our students and our college.

If you are in any doubt about what to do during a designated strike day, please ask your Line Manager or HR for advice and guidance. Regular updates and information will be issued to staff and students.

#### When are the strike days?

- Friday, 20 March 2026
- Monday, 23 March 2026
- Tuesday, 24 March 2026
- Wednesday, 25 March 2026
- Monday, 30 March 2026
- Tuesday, 31 March 2026
- Wednesday, 1 April 2026
- Thursday, 2 April 2026.

### **Who does this strike action affect?**

Lecturing staff who teach or may be expected to teach or train welding related activities at the Riverside Campus.

### **If I voted 'Yes' to strike, can I change my mind?**

Yes, you can change your mind and work as long as you follow the procedures outlined below on the designated strike days. That will also allow you to be paid as usual.

### **What if I'm not a member of EIS FELA?**

All staff not taking part in official strike action should come to work (including online) as usual, unless you have been reasonably asked to change arrangements by your manager. It is important to note that even if you are a union member, strike action is not mandatory; it is up to you if you want to take part.

### **What about picket lines? Can I cross them?**

Staff should be able to cross picket lines without fear of intimidation and those taking part in a picket line should not prevent anyone from entering college buildings. Our EIS FELA colleagues are aware of the importance of observing the behaviours required when manning a picket line.

In the unlikely incident of threatening or abusive behaviour being observed, please bring this to the attention of any member of the senior management team.

### **Will I have to 'sign in'?**

On the day identified for strike action, you will be asked to comply with attendance/reporting arrangements including signing-in between 2pm on the day prior to the strike and 11am on the morning of the strike. This information will be treated as confidential and is necessary to ensure your salary is unaffected. If you do not record attendance, it will be assumed you are taking part in the industrial action and that will affect your wage.

All staff will be asked to sign in, via an online attendance form which will be provided to you in an All Staff email at 2pm on 19 March 2026. Please note this includes all staff working on campus and working at home on strike dates. This attendance form must be submitted by 11am on the day of strike, failure to submit the form by the given deadline will result in a loss of pay.

### **If I choose to strike will I still get paid?**

No. Staff who choose to take part in the industrial action will be in breach of their employment contract and, therefore, do not receive pay for designated strike days.

Your pension contributions will also be affected. Time lost to industrial action does not count as pensionable service. Employees will, therefore, not pay pension contributions for the day of unpaid strike action and this will not be counted in pension benefit calculations.

Detailed advice and guidance on pension queries can be provided by Scottish Teachers Superannuation Scheme (STSS) pension fund or Strathclyde Pension Fund (SPFO).

### **Pay Deductions**

If you choose to take part in industrial action, pay will be deducted at 1/365th of salary for full-time employees, with a pro-rata deduction for part time employees. The deductions will be made as follows, in line with normal payroll deadlines.

### **Academic Staff**

**Pay Date 24 April 2026 - 4 days deducted (for action up to 25 March 2026)**

- Friday, 20 March 2026
- Monday, 23 March 2026
- Tuesday, 24 March 2026
- Wednesday, 25 March 2026

**Pay Date 26 May 2026 – 4 days deducted (for action between 30 March and 2 April 2026)**

- Monday, 30 March 2026
- Tuesday, 31 March 2026
- Wednesday, 1 April 2026
- Thursday, 2 April 2026

**Does strike action affect my contract of employment?**

Although taking part in a strike does not necessarily break an individual's continuity of employment, any time spent on strike will not count towards the qualifying period of certain statutory rights.

For anyone scheduled to take family leave, please note strike deductions could impede your averaging earnings within the qualifying week of maternity/ paternity/ adoption pay.

Days of strike action do not count as pensionable service.

**What if I'm sick on a strike day?**

If you are sick on a strike day, you must follow the normal absence reporting procedure. Payment for the day will only be made on receipt of a medical certificate. The facility to self-certify is not available on strike action days.

**Can I book leave for strike days?**

Unless you have already submitted leave, all leave requests which fall on strike days should be discussed with your manager. Line managers have a duty to inform HR of anyone who has pre-approved annual leave which falls on designated industrial action days.

Line managers must also inform HR of anyone working from a different location due to business reasons, on the designated industrial action days and of those who are absent from work due to hospital/ dental appointments or jury duty.

**Will I have to cover another colleague's duties?**

Normal working practice will continue on days of strike action. For example, normally you may be required to take a colleague's class due to reason of absence. This will apply on days of strike.

However, anyone not taking part in strike action will not be asked to unreasonably take on additional duties.

**What about students on strike days?**

Our priority is our students and their positive learning experience. We will continue to communicate with them separately to ensure that they are kept up to date.

The College remains fully committed to providing a safe, high-quality learning environment. Independent assurance from the Health and Safety Executive confirms that all required standards have been met and that students can continue their welding and fabrication training safely.