

DON'T CROSS PICKET LINES!



The senior managers' union, ARC, has voted to strike over PMR on 14 February. PCS has not called action for the same day, but all staff in the department are affected by the same issue regardless of what union you are in. Here's why you shouldn't cross the line...

SOLIDARITY

THE MOST POWERFUL FORCE IN THE WORLD

What if the dispute doesn't affect me?

Of course it does! The new PMR system imposes arbitrary quotas for staff to be judged 'must improve' – much higher than ever before. The Civil Service Reform Plan explicitly states that this is about using under-performance procedures to get rid of staff on the cheap. Senior civil servants have voted for action, but if anything front line and clerical staff are even more at risk.

But PCS isn't on strike, or I'm not in the union

That doesn't matter. What does matter is that we all stand up for ourselves and one another. If management know we'll refuse to cross each other's picket lines, they'll be less likely to attack any worker or group of workers – regardless of which union we're in. Besides, non-union members have a right to refuse to cross a union picket line, and union membership or lack of is a confidential matter management have no right to know.

Will I get punished?

Just having that worry is enough reason to stick together in the first place. There's safety in numbers and the fact that you're getting this leaflet means you won't be alone. Management legally can't single out particular individuals who refuse to cross a picket line, they have to treat us equally as a group. The more of us who refuse, the safer we'll be. Unfortunately, whether there's a strike or not, victimisation is a reality many workers face day-to-day, but refusing to cross lets management know that if they try to victimise one of us the rest will stand in solidarity.

If you're still worried, most contracts state that you only need a sick note if you've missed five consecutive days of work.

What if I'm employed by a contractor?

Join us! We all work in the same place; we need to be supporting one another. Just as HMRC is attacking civil servants, so its contractors are attacking cleaners and security guards through low wages, cuts and horrendous working conditions. By standing together, we make all of our fights stronger and stand a better chance of real gains for all government workers.