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<table>
<thead>
<tr>
<th>CONTENTS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>BRANCH SECRETARY’S INTRODUCTION</td>
<td>4</td>
</tr>
<tr>
<td>BRISTOL MAIL CENTRE</td>
<td>6</td>
</tr>
<tr>
<td>MANAGERS DOING OPG WORK</td>
<td>7</td>
</tr>
<tr>
<td>DELIVERY VIEW</td>
<td>8</td>
</tr>
<tr>
<td>YOUR PICTURES</td>
<td>10</td>
</tr>
<tr>
<td>WOMENS COMMITTEE</td>
<td>12</td>
</tr>
<tr>
<td>CONFERENCE REPORT 2016</td>
<td>14</td>
</tr>
<tr>
<td>TALES FROM THE RIVERBANK</td>
<td>16</td>
</tr>
<tr>
<td>DISTRIBUTION REPORT</td>
<td>17</td>
</tr>
<tr>
<td>HEALTH &amp; SAFETY</td>
<td>18</td>
</tr>
<tr>
<td>USEFUL CONTACTS</td>
<td>BACK PAGE</td>
</tr>
</tbody>
</table>
By the time you read this magazine, the referendum on the European Union will have finished. It is also possible that England will still be competing in the European cup as you read this — though unfortunately I think this is unlikely.

Many of us will have been supporting England, some with backgrounds or family from other European nations may well have been supporting other teams. Our union is made up of people from many different nations and backgrounds, and it is important that we reflect and respect that.

Whatever the outcome of the European referendum, the work of this trade union will continue; defending and supporting people in the workplace irrespective of where they come from, their religion, age, sexuality, or gender. As the old trade union saying has it “An injury to one is an injury to all”. Unions are based on the principle that we are stronger together and that division makes us weaker and vulnerable to being preyed on by the wealthy and powerful. I believe that the same is true in society, as in the workplace.

Agreements have been reached across the Bristol Delivery Offices, the Mail Centre and the RDC that will allow many people to progress to full time or increase their hours — more details are included inside this magazine.

Over the page you will see the plan that the CWU has developed democratically to ensure that we shape the industry to the benefit of our members. We have recommended a vote to accept the 1.6 % pay increase so that we can move on from this years pay to the big talks about our future.

Make no mistake — there are many challenges facing our members in Royal Mail. However if we are prepared to stick together as we have done in the past — I am confident we can come through them stronger.

Rob Wotherspoon
Branch Secretary

“While we celebrate our diversity, what surprises me time and time again as I travel around the constituency is that we are far more united and have far more in common with each other than things that divide us.”
Jo Cox MP, 1974 - 2016

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**DISCLAIMER**

“Keeping you posted” does not necessarily represent the views or policy of the CWU either locally or nationally. All articles can be attributed to CWU Members, but in some cases the names have been withheld at their own request.

Keeping You Posted is published by the Communication Workers Union, Bristol & District Amalgamated Branch. PRINTED BY SOLOPRESS PRINTERS.

Any items for inclusion in future editions should be sent to the Branch Office at 20 Church Road BS5 9JA or handed to your Rep. Additionally items can be sent by e-mail to robwotherspooncwu@btconnect.com
PAY
• The CWU is looking for a straightforward ‘no strings attached’ pay deal for 2016, followed by serious negotiations around major change and a multi-year pay deal

SHORTER WORKING WEEK - ‘DRIVE FOR 35’
• The CWU is committed to push for a 35 hour working week, with existing breaks on top, as part of negotiations around major change in the industry. This would represent an increase in the hourly rate for part time workers

TERMS & CONDITIONS
• The CWU will seek to extend the legally binding agreement which includes protections of our terms and conditions and national agreements for a further 5 years

JOB SECURITY
• The CWU will seek to maintain existing terms of redundancies
• The CWU will push to apply job security and resourcing agreements (filling of vacancies, increases to part time hours) in full and demand that managers cease to perform OPG work

OPTIMISED MAIL PREPARATION / SINGLE WAVE
• No agreement will be given to OMP/Single Wave without commitments that the work will reach delivery offices before 7am – to protect existing shift patterns and finish times

DELIVERY
• Any new delivery model must include properly scheduled rest breaks, the use of delivery equipment and starting on time
• No agreement to delivery office closures until pipeline/OMP agreement is reached

EMPLOYEE TRACKING TECHNOLOGY
• Such technology must not be used for individual performance management or conduct

PENSIONS
• The CWU will defend the existing Defined Benefit scheme (Scheme all pre-2012 joiners are in) using industrial action if necessary and seek to improve Defined Contribution scheme

All of the above may result in a national ballot for industrial action if Royal Mail fails to reach agreement with the CWU
Since taking over in November 2015 there has been many challenges to overcome. The first one was Christmas arrangements. Thanks to the assistance from all the reps we got though it; the way Christmas fell was a one in seven year event in 2015 and we needed to start from scratch with very little time in which to do so.

2016 started as the last year ended; very busy due lots of industrial relations issues to sort out within the Mail Centre. The business said they were automating the gate house this was a bolt out the blue and I had to try to get voluntary redundancy packages for two of the staff who worked there which in the end was authorised by the business.

EMAC COMMITTEE

The EMAC committee has met on the 18/5/16 and the next meeting is booked for 11/7/16.

FILLING VACANCIES

The reps and I have had two strategic involvement meetings so far with another to be booked for July. The meetings were taken up with conversations around vacancies not being filled after the revision or migration and it was agreed that the reps would be released to identify all the vacant jobs.

Haji on early shift had surplus staff following the revision; these staff have been placed into jobs on seniority basis plus he managed to make up an additional early job.

Andy Mackenzie and Stan Callaway were released to sit with the book room manager and have now found where all the vacant jobs are plus they may be in a position to create four new duties this will be confirmed via notice boards.

Andy Patch and Turan will be released on the 4th of July to work though the vacant jobs on lates and once this is done the vacant jobs will be advertised on notice boards. Once this has been completed the reps and I will then look at the resourcing agreement to make it more fit for purpose. In particular calling people in at short notice for overtime has become the norm and we believe this needs greater clarity because the current system is being abused. The fact is that the current agreement states the reserves will be listed whenever possible 24hrs before requirement to work.

The next thing that will be advertised all the scheduled attendances this has not been done for almost two years and this only allows more agency works in to the vacant SAs.

MANAGERS PERFORMING OPG WORK — IT HAS TO STOP

A letter has been agreed with Senol Ali which includes the threat of conduct against managers who continue to flout national agreements. I’ve raised this issue by way of the flashpoint procedure with Andy Nash divisional rep who have met with Karen English processing director this will now be under scrutiny by the C.W.U.

We have up-specced approximately 15 peoples’ contracted hours from part time and have increased hours on days they want to work. This was on the 18.00 - 22.00 shift Mon-Fri

I now have a new deputy, Paul Hewitt. I believe that working with all the reps and giving them support and meeting regularly we will make the Mail Centre a better place to work.

May I just end this report with my sincere thanks for all your support and help you have given me in my new role since taking up this position it’s been really appreciated.

Regards

Steve Hiscox - Area Processing Rep
Subject: Managers performing OPG work

At Bristol Mail Centre we are proud of our achievements for safety, quality and efficiency. Customer and efficiency. We recognise that all have roles and responsibilities to ensure we deliver a great service to our customers. These roles are different for managers and postal grades.

It needs to be reiterated and made clear that our managers must manage and that they do not perform OPG/Postal Grade work.

It has been observed that some managers are consistently performing OPG work and this is unacceptable. These actions lead to poor Industrial Relations and our standards for Safety, customers and efficiency are undermined.

The only exceptions:

1. To Address a Health & Safety issue
2. To protect a shift failure
3. Occasional assist at despatch times
4. One off resourcing shortfall

Should there be a need for a manager to perform OPG work for any of the above reasons a discussion will take place between the relevant shift manager / shift rep before any manager starts performing a postal grade task.

As managers have previously failed to cease performing OPG work after numerous requests to stop and adhere to local agreements; any manager seen performing OPG who will report to the MCM and without valid reason will receive counselling. Repeat offenders may be subject to a conduct investigation.

Senior management team and senior union officials (CWU & CMA/Unite) will regularly meet and jointly monitor this issue.

This agreement is not open for interpretation by anyone other than the signatories below.

Yours sincerely

Senol Ali  
Steve Hiscox  
Mark Barnes

Plant Manager  
Area Processing Rep  
C.M.A. Rep
The majority of delivery offices in both sectors of the BS area for many months have been running with less than the agreed number of full-time staff. This is down to the business paying total disregard to the national agreement on resourcing; replacing full time time with part time, employing staff on 20 hour Wednesday to Saturday contracts and then allowing these staff to increase their hours on an overtime basis as and when required, running alongside the managers have totally ignore the agenda for growth agreements (legally binding).

The level of part-time employees contracted hours will be reviewed by the company and the CWU locally on a 6 monthly basis. Where appropriate, increased contracted hours will be offered to reflect the hours actually worked and planned.

This is not been happening but has been challenged by myself to the disagreement procedure to DSM /director level.

As your area rep for delivery I’ve make sure that I’ve challenged the above at every opportunity progressing strictly within timescales to the highest level. Not without getting results, recently 7 part time staff have been made up to full time at the following offices Portishead Clevedon Winterbourne and Westbury.

FLEXING
These agreements were made more difficult to win as we’re about to enter the summer period when Mail volume declines and Summer Flex, Absorption, Lapsing call it what you will kicks in. I know this leaves a bitter taste in some opgs mouths “why should we do more?”. If more staff did the job as it should be done; starting on time, taking meal reliefs and using the mandatory equipment, the opportunity to flex would be minimal.

MORE FULL TIME JOBS WILL BE AVAILABLE
Going forward agreement has also been reached with regards to the remaining 45 full-time vacancies across the sector. As the business moves into one of its busiest period (September) the full time and part-time vacancies will be filled to the agreed TM1 levels on a seniority basis. Part timers will have the opportunity to progress full-time substantive positions.

This could be life-changing for many staff, as this means they are paid FT rate 52 weeks a year, including when on holiday on if unfortunately off sick. Arranging mortgages and loans, planning ahead will be made easier due to guaranteed earnings and substantive contracts.

CHALLENGING MANAGEMENT
This goes to show challenging management when they break national agreements does work; its about keeping to timescales, correct paperwork and being patient. It is also important that managers are aware that there is a credible threat that the membership are prepared to stick together and take industrial action if the issues are not resolved.

I'd like to take this opportunity to thank all local reps for their continued hard work and support through this time of uncertainty and change due for privatisation of the business. If any member is looking to become more involved in union issues i.e. taking up a rep or deputy rep role in their office please do not hesitate to contact me.

Many thanks

Sam Fry
Area Rep Delivery (BS)
‘Do your job properly’

Don’t bury your head in the sand

It’s YOUR future

‘Do you realise that by coming in early, not taking your meal relief or using the wrong delivery equipment you are allowing the management to increase your workload through lapsing or absorption? Think about what you’re doing and the impact it’s having on us all.’

SUPPORT YOUR UNION TO SUPPORT YOU
YOU WON'T GET ME, I'M PART OF THE UNION!

Say no to the Trade Union Bill

#CWU&Proud

SW Distribution Centre

Bridgwater Delivery Office

Mail Centre (Admin)

Keynsham Delivery Office

Say no to the Government's Trade Union Bill

#CWU&Proud

SW Distribution Centre (Nights)

BS South Delivery
YOU WONT GET ME, I'M PART OF THE UNION!

SAY NO!

TO THE TRADE UNION BILL

#CWU&Proud

BRISTOL MAIL CENTRE (DRIVERS)

BRISTOL MAIL CENTRE (PROCESSING)

SW DISTRIBUTION CENTRE
We are the Branch Women's Committee. We meet four times a year to discuss the issues that are faced by women both in and out of the workplace. If you have an issue that you wish to share or need information or help please contact the Women's Officer, Rachel Daley or anyone else in the Women's Committee. There is also information on the CWU website with fact sheets that you can easily access.

Topics include:

- Maternity rights
- Health Issues
- Mental Health
- Equality Act
- Family Friendly

Loads of information is readily available on-line on the CWU website. To access the information follow this link:

http://www.cwu.org/departments-services/equal-opportunities/factsheets/

Don't suffer in silence - you are not alone and a problem shared is a problem halved. Help is always available - talk to your Women's Officer in confidence, and if she is unable to help herself she will be able to point you in the right direction.

Pensions

Everyone should be aware that there are changes being made to the work pension. In addition to this there are great changes being made to the state pension, particularly for women with the deferred retirement age. Information is available on the DWP website.

What do YOU want to talk about? All ideas for the next newsletter are welcome. Get in touch and share YOUR views.

Womens’ Officer Rachel Daley 07342 853872
Rachel.l.daley@royalmail.com
A woman's place is IN HER UNION!

SO WHAT HAVE UNIONS EVER DONE FOR WOMEN?

- Better health and safety at work
- The National Minimum Wage
- The fight for the Living Wage
- Respect and a voice at work
- The fight for equal pay
- Flexible working
- Maternity pay
- Paid holidays
- Carer's leave

AND WHAT HAVE WOMEN EVER DONE FOR TRADE UNIONS?

- More women than men are members of trade unions in Britain
- Tens of thousands of women are workplace union reps
- Many full-time officers and union solicitors are women
- Women have been elected to many union leadership roles, such as President and General Secretary

Is our struggle over? Don't be silly. A woman's work is never done!

JOIN A UNION

Organise, campaign and demand a better deal for all workers

CWU
The communications union
Bristol & District Branch had a very successful conference, with many speakers contributing to debate. We also raised some important issues around members pay and conditions, equality in the union and the wider political issues facing us.

**TRADE UNION BILL**

At General Conference, Rob Wotherspoon and Kye Dudd spoke about the need for joint action across trade unions to oppose the Trade Union Bill in Motion 30. This motion was not carried.

Rob said: “When the approach that we are taking fails to get results, we need to change our approach. The TUC’s response to the Trade Union Bill has been a failure on any terms. There have been minor cosmetic changes made to the bill whilst the harshest and most damaging parts remain in place.”

Kye said: “This is clearly an attack on working people and clearly an attack on organised labour. So we need to do something about it... The main measures that the Tories really want are still there.”

Dave Ward, General Secretary spoke in opposition to the motion “I don’t think it’s the right tactic at this point to split the union movement into a coalition of the willing and a coalition of the unwilling.”

**REGIONAL EQUALITY FUND**

Romanus Amaefule, Branch Black and Minority Ethnic officer spoke on equality in the union, on Motion 24. This called for a Regional Equality Fund, in the same way that there is already a Regional Women’s Fund and Regional Learning Fund. This was unfortunately not carried.

Romanus said: “What is good for the goose is good for the gander; we are talking about fairness. Two regional committees have already been allocated this, why not equality? If we are serious about finding equality, fairness and proportionality in our union.”

**DEFENDING CWU REPS**

The first motion of Postal Conference was Emergency Motion 1 moved by our branch. This was also composited with the whole of the South Wales/ South West Division and Newcastle Amal. This related to several reps who were being threatened with disciplinary action around the country, including Dave Chapple from the Bridgwater office in our branch.

Rob said: “[Local reps] are the backbone of our union ... and it’s on all of us to say that there is a contract with those reps that when they stick their necks out to stand up for all of our members and support our union, we will defend them if the employer targets or attacks them.”

**BANK HOLIDAY CREDITS**

In Postal Conference, Sam Fry and Rob Wotherspoon spoke on Motion 8. This was about part time workers losing out on Bank Holidays credits they are entitled to, despite a national agreement existing that commits Royal Mail to ensure that workers receive the correct bank holiday credits depending on how many days a week they work. This was opposed by Phil Browne on behalf of the Postal Executive. However when the motion was put to the vote following a right to reply by Rob
Wotherspoon, delegates voted by a majority to support the proposal.

“I’m always reading old agreements and I stumbled across the part time harmonisation agreement. I quickly realised that they weren’t getting what they were entitled to. [We] went through the formal process and took it to director level. So some part timers had up to 10 extra days added to their holiday entitlement.”

**IR FRAMEWORK TRAINING**

Steve Hiscox spoke on Bristol’s Motion 79, calling for all existing agreements related to the IR framework to be amalgamated into a single booklet. This motion was carried.

*Steve said* “Along with the booklet there will also be a memory stick given to all reps new and old... This will be a really useful piece of kit to be well armed when meeting with management.”

**OPPOSING COMPULSORY REDUNDANCIES**

Rob Wotherspoon and Andy Cozens moved and seconded motion 89 about the threat of compulsory redundancies in Post Office Limited. This motion was carried unanimously and is very important given the current situation facing members in POL around office closures, redundancies and pension changes.

*Andy said* “We need to send a clear message to the Post Office that this is a line they can’t cross. Royal Mail will no doubt be watching very closely to see how the CWU deal with this. This is about defending our members in POL and defending the MTSF agreement.”

**ROMEC CLEANERS OVERTIME PAY**

Rob Wotherspoon also moved emergency motion 2 about ROMEC cleaners pay. The recent payroll review has dramatically reduced the hourly rates of pay for Saturday and Sunday overtime for ROMEC cleaners. This has resulted in a decrease of the hourly rates by nearly £3 an hour, an average of 25% decrease from the previously paid rate.

*Rob said* “This [issue] has created great concern amongst [the affected] members... It’s not worth giving up their weekends … and it is barely worth performing this overtime. I hope ROMEC will take notice of the resourcing problems this will cause as they are entirely of their own making.”

This motion was carried and CWU officers are entering negotiations to move this issue forward.

**POL REPS RELEASE**

Cathy Chilcott spoke on Motion 118 about release for Deputy Area Representatives. This motion was carried.

*Cathy said* “We have had an excellent area rep who has always shared information and ensured that each office feels part of the CWU family. We are all in the communications industry and can use all communications methods available to ensure everyone is kept in the loop, without needing to attend every meeting.”
It seems to the hard working animals along the Riverbank that there are only a small amount of Weasel helpers (stoats) still involved in the Weasel Class Mail initiative as it seems to have disappeared across the rest of the countryside?

The Grand High Weasel plans to use the money saved by privatising the Riverbank and Wild Woods as a gift to the Skunks in Westminster and the Snakes who now own shares in the project. The Local Weasels are still trying to gather enough savings to allow another night out at Za Za’s the Adders New Café on the other side of the Wild Wood, and also put some money into the Weasel Helpers Benevolent fund which rewards Stoat involvement. Meanwhile those animals not involved continue to process the dwindling packets of straw coming from the fields alongside the Large River in South America and they are also processing small packets of noodles from the paddy fields in Chinal...... Well done to them for keeping the real job going!!!!!

Ratty has given up as Badger’s sidekick and has been replaced by The Grey Squirrel, and Moley has taken on the job of checking the quality of the noodles in the packets from Chinal. The Outcome of the Badger Cull is plain to see, It didn’t work! I’m still here. And will remain so for the foreseeable future. There may be an opportunity to reopen the Riverside Café and have a tasting session of Moley’s burgers.

There also seems to be a spinoff of the Weasel Class Mail system that allows the Health & Safety of the inhabitants of the Riverbank who hurt their paws or hooves on The Farmers Barbed Wire or even trip over a tree root, they will now have the opportunity to sit in the Time Capsule in the Farmers Barn making Willow Baskets so they never appear to be sick? So the advice from Badger is to keep aware of any Hazards while your trotting through the Woods, especially the Field Mice be careful of the Combine Harvester.

The Grand High Weasel has informed the animals that her plan to make them comfortable in their retirement has now hit the rocks, it seems that the fodder she was saving up to pay for this comfort has...
now been sent to the Skunks and Snakes who now own the countryside, it looks as if the Fat Cats in Westminster will continue to be well fed but the animals on the Riverbanks and Woods will have to Scavenge the Hedgerows to survive retirement in the Treetop Retirement home.

The Head Weasel has been informed by the Grand High Weasel from Canadal that she expects all animals on the Riverbank to be personally tagged, this will allow him to determine where each animal is at any given time and also what tree they are sat under! Please Be Aware!! Laziness is not an option in the future Constant Production is the Way forward.

The Long Eared Bats from the Weasel loft will be flying over the Woods and Riverbank to make sure it happens.

The Owls singing troop have been quiet lately and there were concerns about the Nightingale of the Riverbank and Ronnie from the Wood, but Badger has been informed that they are still screeching merrily and are having a hoot.

The Debate about increasing how many carrots and potatoes the animals get a week is back on the agenda but it will probably mean us giving away some of our comfortable perks.

Toad and his Tadpoles are happily tinkering with the Farmers tractors and Land Rover’s. And Mrs Bunny and her little bunnies are working hard to keep the Wild Wood Café producing the nibbles we rely on.

Well it’s time for Badger to curl up and have a little sleep, Here’s hoping for a good cider apple crop this year

Oooh Aaaaah me Lovers

Badger

**DISTRIBUTION**

A plan to implement the Professionalising Area Distribution (PAD) National Agreement is now being discussed within the Key Office at the Mail Centre, the shift reps have been released to discuss the RSL and any duties that have content but do not have a 318. All this information will be collated into the baseline figures needed to plan a set of duties that are fit for purpose and are achievable. Any Professional driver who wishes to drive a 17 tonne vehicle will come under Network terms and conditions.

There will be input from the CWU Divisional rep and also the Area Delivery and Processing reps as any revision will have an impact on all functions. There will also be discussions with the Area reps from Bath and Gloucester.

There is no news on a further Network revision this year but there are numerous BAU changes happening on a weekly basis.

The initiative to fill up empty legs is being trialled at sites throughout the country and when the trial is finished there will be an update nationally.

There is a plan to offer those individuals at SWRDC who are employed on 30 hour contracts an increase of hours up to 39 hours a week if they want them. Discussions are taking place to push this forward as soon as possible.
HEALTH & SAFETY - YOUR RIGHTS AT WORK

HOT WEATHER & DANGEROUS DOGS

Now that the warmer weather is here, make sure you cover up and avoid skin exposure to harmful sun rays. If you work outdoors, ask your manager for a ‘Skin Safe’ card. Use sunscreen/sunblock cream to form a barrier against harmful sun rays and take your break to regulate the length of exposure to sun and to avoid heat stress. Drink plenty of water to prevent dehydration and take a bottle of water out with you on your delivery walk. Also, as customers leave their doors open or children home from school holidays run through the house and out into the garden, it is a golden opportunity for dogs to wander around and attack. A number of dog attacks in the Bristol area, have happened in the street where the OPG was walking to the next delivery point. Be aware. Don’t take a risk. If in doubt, bring the mail back to your office and go through the Dangerous Dog Procedure.

If you are unfortunate to suffer a dog/animal bite on duty, ask your manager for a “Dog Attack Compensation Scheme Form” Remember, Never attempt a delivery if menaced or intimidated by a dog or where a dog is loose. Never accept an owner’s assurance that a dog is safe or friendly. Never put your fingers through a letterbox, use your Posting Peg. Report all incidents and hostile, hazardous dogs to management in order for it to be dealt with under the Royal Mail Dog Attacks Procedure and reported to the Local Authority Dog Warden and Police in cases of injury.

DELIVERY EQUIPMENT

Some delivery colleagues are taking a massive risks by using a pouch instead of mandatory equipment such as Lightweight Golf Trolley’s and HCT’s. You risk losing your job as you are in breach of Health and Safety. You can however, use a pouch ONLY if an area of your walk or duty has been pre-identified and is recorded in your WRAP log. If not and you continue to use a pouch....just because! You could be liable for dismissal through gross misconduct. DON'T take a chance. Don’t take a risk!! If you do have problems on Delivery, unable to finish in the allocated time, contact your unit rep or contact the branch.

ACCIDENTS ON DUTY

If you should suffer an accident on duty, you have a legal right to have the details entered into the ERICA (Electronic Reporting of Incidents for Collation and Analysis) system. If your manager says to leave it to them to “sort out”, you could find yourself with no proof in writing of ever having an accident and therefor, no claim of compensation! If your manager says they cannot enter it into ERICA because it was “your fault” and you will lose your job. Ask for your I.R. Rep or H&S Rep to go through the accident investigation with you and your manager. You may be surprised that it wasn’t actually your fault!
Management have a legal duty to ensure your health and safety whilst you are at work.

Providing you with a safe workplace, safe working practices, safe equipment, carry out Risk Assessments, first aid facilities, give you safety information about hazards, provide Instructions, training and supervision where required and consult with the CWU’s Safety Representatives.

Management must provide adequate facilities for your welfare at work and make sure that ventilation, temperature, lighting, toilet, washing and rest facilities all meet health, safety and welfare requirements.

Your rights as an employee to work in a safe and healthy workplace are given to you by law and cannot be changed or removed by your manager.

You must take reasonable care of your own health and safety and take reasonable care not to put other workers and members of the public at risk by what you do or don’t do at work.

You must follow the employer’s health and safety policies and safe systems of work. You must report any safety shortcomings and faulty equipment etc.

Safety is a full time job - Don't make it a part time practice!

Mike Hanley—CWU ASR

READ ALL ABOUT IT!
Keep up with all the latest news from CWU Bristol and District, for all the issues that affect YOU in YOUR workplace.

http://www.facebook.com/groups/238305296189416/
OR http://on.fb.me/Qni84m
https://twitter.com/bristolcwu

To join our e mail or text list, send your mobile number or e mail to robwotherspooncwu@btconnect.com

ON THE BUS WITHOUT PAYING THE FARE

There are still a number of hardcore non-members of the union that are enjoying the journey but getting you to pay the fare!

Have they no shame?

Non CWU members at Bristol Mail Centre

Early Shift 11 non members
Late Shift 52 non members
Night Shift 55 non members
Revenue Protection 8 non members
## USEFUL CONTACTS

**Communication Workers Union**

### 20 Church Road

#### Lawrence Hill

#### Bristol

#### BS5 9JA

### BRANCH OFFICE

<table>
<thead>
<tr>
<th>Tel:</th>
<th>0117 9350055</th>
</tr>
</thead>
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<tr>
<td>E-mail:</td>
<td><a href="mailto:robwotherspooncwu@btconnect.com">robwotherspooncwu@btconnect.com</a></td>
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### BRANCH OFFICERS

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<tr>
<th>Role</th>
<th>Name</th>
<th>Tel:</th>
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<tbody>
<tr>
<td>Branch Secretary</td>
<td>Rob Wotherspoon</td>
<td>07789 174623</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:robwotherspooncwu@btconnect.com">robwotherspooncwu@btconnect.com</a></td>
</tr>
<tr>
<td>Branch Chair</td>
<td>Kye Dudd</td>
<td>07508 573056</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:kyeduddcwu@gmail.com">kyeduddcwu@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td>Branch Treasurer</td>
<td>Cathy Chilcott</td>
<td>07776 304276</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:cathychilcottcwu@btconnect.com">cathychilcottcwu@btconnect.com</a></td>
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<tr>
<td>Womens’ Officer</td>
<td>Rachel Daley</td>
<td>07342 853872</td>
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<td><a href="mailto:Rachel.l.daley@royalmail.com">Rachel.l.daley@royalmail.com</a></td>
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</tr>
<tr>
<td>Youth Officer</td>
<td>Nebo Mutemwakwenda</td>
<td>07757 555703</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:nebomax@hotmail.co.uk">nebomax@hotmail.co.uk</a></td>
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</tr>
<tr>
<td>BAME Officer</td>
<td>Romanus Amaefule</td>
<td>07868 429079</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:rommyandy@yahoo.com">rommyandy@yahoo.com</a></td>
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<tr>
<td>Retired Members</td>
<td>Tony Paget</td>
<td>07947 032288</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:haybeejay@btinternet.com">haybeejay@btinternet.com</a></td>
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### LEGAL ADVICE

<table>
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<tr>
<th>Role</th>
<th>Name</th>
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<tbody>
<tr>
<td>Legal &amp; Medical Officer</td>
<td>Kye Dudd</td>
<td>07508 573056</td>
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### UNIONLINE

|                  | 0300 3330303 |

### SENIOR INDUSTRIAL REPS

#### ROYAL MAIL

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
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<tr>
<td>Area Admin Rep</td>
<td>Andy Cozens</td>
<td>07810 166790</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:andycozenscwu@gmail.com">andycozenscwu@gmail.com</a></td>
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</tr>
<tr>
<td>Area Delivery Rep</td>
<td>Sam Fry</td>
<td>07557 797104</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:samfrycwu@btconnect.com">samfrycwu@btconnect.com</a></td>
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<tr>
<td>Area Distribution Rep</td>
<td>Chris Brewer</td>
<td>07760 177261</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:chrisbrewercwu@gmail.com">chrisbrewercwu@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td>Area Processing Rep</td>
<td>Steve Hiscox</td>
<td>07827 321377</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:stevehiscoxcwu@gmail.com">stevehiscoxcwu@gmail.com</a></td>
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</tr>
<tr>
<td>Health and Safety Rep</td>
<td>Mike Hanley</td>
<td>07787 158155</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:mikehanleycwu@btconnect.com">mikehanleycwu@btconnect.com</a></td>
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### POST OFFICE LIMITED

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<tr>
<th>Role</th>
<th>Name</th>
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<tr>
<td>POL Area Rep</td>
<td>Cathy Chilcott</td>
<td>07587 138706</td>
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### CAPITA

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<tr>
<th>Role</th>
<th>Name</th>
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<tr>
<td>Section Secretary</td>
<td>Chris Bone</td>
<td>07905 897847</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:chris.bone@capita.co.uk">chris.bone@capita.co.uk</a></td>
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### PARCELFORCE

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<tr>
<th>Role</th>
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<tbody>
<tr>
<td>PF Section Secretary</td>
<td>Kevin Cosway</td>
<td>07760 177260</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:kevincoswaycwu@btconnect.com">kevincoswaycwu@btconnect.com</a></td>
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### SW REGIONAL SECRETARY

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Tel:</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Kevin Beazer</td>
<td>07787 516631</td>
</tr>
<tr>
<td><a href="mailto:southwestregion@cwu.org">southwestregion@cwu.org</a></td>
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