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LETTERS TO BRANCHES

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087	31/01/07	Monteray Forum Minutes 22 January 2007 – Simon Sapper
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GENERAL

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Liaison Meetings with CWU Group MPs

The first meeting with CWU Group MPs has now been arranged for the 2007 Parliamentary Session and, for your information, listed below is the date of that meeting and those nominated to attend:

20 February 2007

Maria Exall, Beryl Shepherd, Peter Keenleyside and a representative from the North West Regional Political Committee.

Billy Hayes
General Secretary

54

Retired Members' Regional Secretary – Midlands Region

At the close of nominations for the Retired Members' Regional Secretary – Midlands Region one nomination had been received for Keith Ernest Coggins of the Fujitsu Birmingham Branch who is therefore elected.

Any queries regarding this paragraph should be addressed to the National Organising Department.

Steve Baguley
National Organising Secretary

EQUAL OPPORTUNITIES

55

Harassment Complaints Database: Union Policy

Branches are again reminded of the need to fill in the Harassment Complaints Database (HCD) Forms, as illustrated in LTB 450/04.

Please ensure that all reps have a copy of LTB 450/04 as it contains useful guidance as well as the form itself. Branches may also find LTB 289/04 useful which contains information on the Harassment Helpline and the Harassment Advice Network as well as the HCD. The completion of the HCD forms is part of our agreement with the Equal Opportunities Commission and is, therefore, CWU policy. (the full agreement can be found in LTB 292/04).

The Equal Opportunities Commission has raised concerns with us regarding the completion rate, which we need to address, otherwise we will fall foul of the agreement. Therefore, please ensure that any complaint raised with branch reps by members that involves possible harassment should be notified to HQ via these forms.

We appreciate that this will add to an already busy work schedule for those reps that have the responsibility for completing them, but there is no scope for non-compliance. We must accept that this will become an accepted culture in terms of harassment reporting.

The data that will come through to HQ will be vital in enabling us to analyse and identify any obvious patterns where problems exist.

We extend our appreciation to all those branches already complying with the policy and look forward to the co-operation of all branches in this matter. Any enquiries regarding this paragraph please contact Michèle Emerson at CWU HQ.

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Mandatory Equality & Diversity Training

Branch secretaries are requested to ensure that any person in their branch who has CWU rep responsibilities and has not yet completed their mandatory Equality & Diversity training are enrolled in the courses that are planned throughout the regions in the forthcoming months.

All reps must do the training – this includes divisional reps, area reps, unit reps and branch officers. For clarification on dates please contact either your regional secretary.

The training has been running now for over three years and there are still a substantial number of reps who have not completed the training. Your co-operation in this matter is greatly appreciated. Equal Opportunities Department.

57

Equality Conference Audit

Branches will be aware that those of you who have not sent a delegate to any of the CWU Equality Conferences over a 3-year period have been written to asking for an explanation as to why this is the case.

The department thanks the many branch secretaries who have responded positively outlining plans to make progress in these areas. Those branch secretaries who have not replied to the letter will shortly be receiving a letter from the general secretary and we advise you all to get your replies in as soon as possible.

For your information the LGBT and Disability Conferences have been very well attended but there were still a considerable number of CWU branches who did not attend.

The Women's Conference and Black Workers' Conference have been advertised via LTBs and the *Voice* and we hope to see an marked increase in branches attending these

conferences too. Equal Opportunities Department.

TELECOMS

58

NTL/Telewest: Networks Operational Model Review

Further to the information in Branch Officials Bulletin No.2/2007, paragraph 36 it can be reported that after further contact with the company, they have advised that the access engineer community is not impacted by the proposed reduction.

It would seem that management and other senior roles at Level C & D (in old Telewest Grades 3 & 4) will be affected by the job reductions.

Brian Healy
Assistant Secretary

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Accenture HR Services: E-payslips

Following a change in payroll systems from Northgate, an external supplier to the in-house system (Elite), Accenture HR Services, as will all Accenture operational units, move back to e-payslips.

This is because the company has a greater reliance on its SAP database and has in fact been conducting parallel payroll runs for over 6 months now to test the systems. One advantage is that as SAP is more accurate, the benefit will be a reduction in the errors in payroll as there will be no time delays in updated information.

Members will be informed when their e-Payslip is made available every month by an automated email and will be able to log on to the site at any time using their Enterprise ID and password.

Historical payslips will be accessible through the e-payslip application from January 2007 onwards, and 24 months of historical payslips will be stored in the system on a rolling basis.

Members will be able to print out their own hard copy payslip directly from the e-payslip application. Hard copy payslips can be requested directly from Payroll Operations if there is a request from a third party, e.g. Building Society.

The Union has some concern over the process, which requires supporting evidence for such requests and has raised this with the company.

Members should receive their January salary payments between Friday 26 January 2007 and Wednesday 31 January 2007.

Monthly salary payments will return to normal from February 2007 onwards where members will continue to be paid on the last working day of every month. In December, as now, payday will be the last available working day before Christmas Eve.

There will be an automated process for sending out a final month hard copy payslip when members leave employment, or in specific types of leave such as maternity. Brian Healy
Assistant Secretary

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21CN Noise Generation

As reported at the Network Briefing Forum, following a visit to the test site, the matter of the noise generated with regards to the air cooling and movement equipment is substantial. This has been subsequently confirmed in a visit to one of the sites in Pathfinder.

The Executive have drawn this out with BT Wholesale management as a specific item of concern to the Union. This has led to a notice which has been issued in the attached Health and Safety News, however the Wholesale Executive team only consider this as an interim measure.

Further information is being sought on the test results carried out by Accenture HR Services, following which the Executive will review the situation as to whether the measures being taken are appropriate.

Brian Healy
Assistant Secretary

POSTAL

61

Weight of Additional Pouches on Delivery

Following consultation with the CWU's Health, Safety and Environment Department as well as Royal Mail, it has been agreed that the matrix of weights for additional pouches should be simplified.

It will be recalled that the matrix set up as part of the SDD agreement laid down a declining weight scale dependant on the number of additional pouches.

In practice it has been found that this is too complicated for practical use. Instead the new arrangement is that the maximum pouch weight of the second and all subsequent pouches will be 11 Kg with the maximum for the first pouch remaining at 16 Kg.

This information should be emphasised to all Unit and Area Reps, whether operational or Health & Safety. Local discussions should take place with management to confirm the local practice for weighing of pouches and checking that these maximum weights are adhered to on all occasions.

Any enquiries to Bob Gibson's Department, Reference 460.02

EVENTS BULLETIN

October 2006 – June 2007: London Socialist Film Co-op Film Season.

Screenings held on second Sunday of the month from October to June 10.30 for 11 am. Screenings showing at Renoir Cinema, Brunswick Square, London WC1. Nearest tube Russell Square. Tickets cost £7.00, concessions £5.00. Discount to annual members £1.00. Tickets on sale from 10.30 am on day of screening. To book in advance tel **020 7837 1177** (12 noon to 8.00 pm) or go to www.curzoncinemas.com or visit the Box Office (12 noon to 8 pm).

Saturday 3 February 2007: CWU Black Workers' Conference.

The conference will take place at the Novotel Bristol Hotel, Bristol BS1 6HY. There will be a social event at the Novotel Bristol Hotel on Friday 2 February 2007 details will be circulated nearer the time. For more information contact the **Equal Opportunities Department quoting reference 1.50.2**, email dgittens@cwu.org

Wednesday 7 February 2007: Working with HIV/Aids.

The seminar will be held at the UCU Centre, Britannia Street London WC1 – 1.30pm - 4.15pm. More people were diagnosed with HIV in 2005 than in any previous year and more people are working with HIV than ever before. But too often ignorance and discrimination get in the way of how we deal with the issue in the workplace. Speakers include Stephen Bitti, chief Executive at the UK Coalition of People living with HIV and Aids (UKC), Catherine Caserley, Senior Legislation Adviser at the Disability Rights Commission and more. Cost: IER Subscribers and members £45.00, Trade Unions £60.00 and Commercial £120.00. For more information contact the **Institute of Employment Rights** on **0151 702 6925**.

Saturday 17 February 2007: Unite

Against Fascism – Stop the BNP. National Conference – 9.30am - 5pm to be held at the TUC Conference Centre, Great Russell St, London WC1B 3LS. Speakers include Ken Livingstone, Billy Hayes, CWU, Paul Mackney, UCU, Keith Sonnet, Unison, Gemma Tumelty, NUS, Dr Mohammed Abdul Bari, MCB, Alan Wardle, Stonewall and many more. For more information contact **020 7833 4916**.

Saturday 24 February 2007: No Trident

– Troops Out of Iraq. Assemble 12 noon Central London – Rally in Trafalgar Square, London. Organised by the Campaign for Nuclear Disarmament and the Stop the War Coalition. Tony Blair took us to war on Iraq to find weapons of mass destruction. There were none. 655,000 Iraqis have died in that illegal war and occupation. For more information contact **Campaign for Nuclear Disarmament** on **020 7700 2393** or **Stop the War Coalition**

on **020 7278 6694**.

Monday 26 February 2007: Maths4Life

National Conference. This London conference marks the culmination of the Maths4Life project and the national launch of the Thinking Through Mathematics resource pack. Participants will be given a copy of the ring-binder containing all the materials, and a DVD showing the approaches in action. For more information contact NRDC 55-59 Gordon Square, Bloomsbury, London, WC1H 0NU or visit www.nrdc.org.uk/

Tuesday 27 February 2007: CIPD/TUC: Developing a New Mindset on Age and Retirement.

To be held at Congress Centre, 28 Great Russell Street, London, WC1B 3LS. Following the introduction of age legislation in October last year, interest in good practice in tackling age discrimination is increasing. New guidance, funded by the DTI, has been developed jointly by the CIPD and the TUC. Managing age: A guide to good employment practice has been designed to help employers make progress and will be launched by the Secretary of State for Trade and Industry, Alistair Darling. For booking form and programme please contact the CIPD website www.cipd.co.uk/cipdtucevent

Wednesday 28 February 2007: CWU

Youth Conference. Will be held at CWU Headquarters. For more information contact **Carmel McCudden** at cmccudden@cwu.org

Wednesday 7th March 2007: Retired

Members' Advisory Committee. Meets at CWU HQ, Room 1 at 13.00hrs.

Thursday 8 March 2007 – Friday 9 March inclusive: Creating Opportunities, Building Futures.

For the 15th year, 4Children's Annual Conference, Creating Opportunities, Building Futures once again promises to be a high quality pivotal event. This seminal two-day event considers key issues facing the sector during this period of unprecedented reform and rapid change. For more information contact **City Reach**, 5 Greenwich View Place, London E14 9NN. Tel: **020 7512 2112** Fax: **020 75376012** Email: Info@4Children.org.uk or visit <http://www.4children.org.uk/events/>

Thursday 8 March 2007: TUC International Women's Day Celebration.

To be held at Congress House, Great Russell Street, London, WC1B 3LS. Each year, the TUC organises an evening reception to mark International Women's Day. The opportunity is used to remember our past achievements and reaffirm our commitment to go much further. The event is for trade unionists (women in particular, although men are welcome) and representatives from partner organisations. The reception is ideal for learning more about the

global struggle for women's rights, networking and having fun. For more information: **Aisha Latif**, Project Assistant, EU & International Relations Department – Tel: **020 7467 1239**; Fax: **020 7467 1343**; or **alatif@tuc.org.uk**

Thursday 8th March 2007: Retired Members Conference. Will be held at CWU HQ in Rooms 1,2 & 3 commencing at 11am.

Tuesday 13 – Friday 16 March 2007: TUC Women's Conference. Scarborough

Tuesday 27 February 2007: National Executive Council. Meets at CWU HQ, Wimbledon. 10.00 – 17.30 Rooms 2 & 3.

24 March – 7 April: 2007: Anti-Fascist Fortnight. Delivering Hope not Hate. The CWU are pleased to bring to branches attention details of the Anti-Fascist Fortnight, which is a campaign to show our opposition to the BNP. The campaign is being orchestrated by Searchlight. For more information contact **Dionne Gittens** on **020 8971 7356** or **dgittens@cwu.org**

Monday 26 March 2007: TUC International Development Conference. 10:00 to 16:00. To be held at Congress House, Great Russell Street, London, WC1B 3LS. Although trade unions have a long history of international solidarity and have always been crucial agents of development all over the world, in recent years, international development has risen further up the union agenda. For more information contact: **Aisha Latif**, Project Assistant, EU & International Relations Department – Tel: **020 7467 1239**; fax: **020 7467 1343** or **alatif@tuc.org.uk**

Saturday 28 April 2007: Workers' Memorial Day. International commemoration of all workers who died at work, or through work-related illness. For more information visit **www.icftu.org/** or **www.hazards.org/**

Saturday 30 June 2007: PCS/Words Short Story Competition 2007(closing date). For the 3rd year PCS/WORDS Magazine is running a short story competition open to members of all UK trade unions. Prizes are: 1st £300, 2nd £200 and 3rd £100. All winning stories

and commended entries will be published in WORDS Magazine and in an online anthology. Entry forms/guidelines are available on the WORDS website **www.wordsmag.com** (on the trade union pages) and you can download a poster from the PCS website – **www.pcs.org.uk/learning**

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If you have anything for the events bulletin page please send your contribution to:

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Details must arrive nine days before publication and must include a contact phone number, brief summary of the event, email and website address. Listings are free, but inclusion is not guaranteed.