

**GENERAL**

No items this week

**EQUAL OPPORTUNITIES**

- 024** Harassment Complaints Database: Union Policy  
**025** Mandatory Equality & Diversity Training

**HEALTH AND SAFETY**

No items this week

**TELECOMS**

- 026** Trouble to Resolve Transformation Programme – Infrastructure and Capacity Management Team

**POSTAL**

No items this week

**LETTERS TO BRANCHES**

- 044** 24/01/2008 Deployment of Pay and Modernisation Agreement – Dave Ward, Martin Collins, Bob Gibson, Terry Pullinger  
**045** 24/01/2008 Women's Survey – Ray Ellis  
**046** 24/01/2008 Burslem Return to Work – Dave Ward  
**047** 24/01/2008 BT Parts Express Pilot – Bob Gibson, Martin Collins  
**048** 25/01/2008 Kelly Pay Review – Sally Bridge  
**049** 25/01/2008 Age Discrimination Legislation Retention beyond 65 – Ray Ellis  
**050** 25/01/2008 BT Payphones – Ian Cuthbert  
**051** 25/01/2008 BT Retirement Pay and Pension Protection – Nigel Cotgrove  
**052** 28/01/2008 Election of Territorial Counter Representatives – Northern Territory – Tony Kearns  
**053** 29/01/2008 Pension Reform – Dave Ward  
**054** 29/01/2008 BT Openreach – Holistic Resourcing – Ian Cuthbert  
**055** 29/01/2008 Manpower UK Ltd – BT Consumer Sales – Fixed Term Assignment Clarification – Sally Bridge  
**056** 29/01/2008 Telereal Work Activity Schedule – Simon Sapper  
**057** 29/01/2008 Contractual Locations/Work Mode Type – Simon Sapper  
**058** 29/01/2008 Royal Mail Finance Operations and P & ODS Pay Negotiations – Andy Furey  
**059** 29/01/2008 SITEL Pay Review 2008 – Final Offer – Sally Bridge  
**060** 30/01/2008 Second Stage Parcelforce Pay 2007 Ballot Result – Terry Pullinger  
**061** 30/01/2008 Review Royal Mail Liberalisation – Billy Hayes

024

**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 representatives 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 representatives 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 representatives 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 Head Office, 150 The Broadway, Wimbledon, London SW19 1RX.

025

**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 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.

026

**Trouble to Resolve Transformation Programme – Infrastructure and Capacity Management Team**

The management guidance to the positive selection procedure as reported in Branch Officials Bulletin No 2/2008, paragraph 17 is attached for the information of branches.

Brian Healy  
Assistant Secretary

EVENTS BULLETIN

**October 2007 – June 2008: The London Socialist Film Co-op.** There will be a number of films showing the second Sunday of every month. Film(s) includes La Última Cena/The Last Supper all showing Sunday 14 October 2007. Tomás Gutiérrez Alea is best known for his Memories of Underdevelopment. The Last Supper is unfairly neglected, made during the height of 'the cold war', showing a Cuba that was unknown and a history that was of little interest to audiences of that time. Discussion led by Michael Chanan, Professor of Film and Video at Roehampton University, London, Jacqui McKenzie, Caribbean Labour Solidarity, Dionne Walker and many more. For all enquiries and the full programme contact **020 7278 5764**.

**Saturday 2nd February 2008: CWU Black Worker's Conference.** To be held at CWU Headquarters from 10.30 am – 16.30 pm. Speakers for the event will be Trevor Phillips, Chair of the CEHR and Dr Muhammed Abdul Bari, Secretary General of the MCB. For more information and details on registration contact **Dionne** on **020 8971 7356**; email **dgittens@cwu.org**

**Tuesday 5th February: Justice for Colombia.** Meeting at 5pm in Room 1, TUC Congress House, Great Russell Street. Speakers: Emigdio Triana, Colombian bank workers' trade union Ellie Reeves, Labour Party NEC & Convenor of the 'Britain in the World' Policy Commission Chair: Graham Goddard, Unite Deputy General Secretary In October 2007, in the face of overwhelming odds and in a climate of violence and intimidation, Colombian trade unionists working for the British multinational bank HSBC, went on strike and forced management to back down. The strike was called after HSBC refused to improve workers' terms and conditions and attempted to force their workforce to renounce rights that they had previously won. The ten-day strike saw all of HSBC's offices in Colombia close and, despite efforts to undermine the strike, HSBC was forced to sign a collective agreement with Colombian bank workers union UNEB. UNEB received widespread international support during the dispute from Justice for Colombia and Unite, the British trade union representing

financial sector workers. Emigdio Triana, a UNEB leader who played a key role in the successful strike action, is now in the UK. Please come along to hear his first hand account of one of the few victories won by the Colombian trade unions in recent years. More information at [www.justiceforcolombia.org](http://www.justiceforcolombia.org)

**Saturday 23rd February 2008: CWU Women's Conference.** To be held at the Holiday Inn Hotel in Belfast from 10.30 am – 16.30 pm. Speakers for the event include Gloria Mills, National Organiser Equalities, Unison and Evelyn Collins, Chief Executive of the Equality Commission. For more information and details on registration contact **Dionne** on **020 8971 7356**; email **dgittens@cwu.org**

**Monday 10 March 2008: International Women's Day, Evening Reception.** 18:00 to 20:30. To be held at Congress House, London. The trade union movement celebrates 100 years of International Women's Day and reflects on the challenges of globalisation for women. Guest speakers include Women's Minister Harriet Harman MP, with Latin grooves provided by Manteca. For more information contact **Aisha Latif**, SFPA Project Assistant, on **020 7467 1239** or by email: **alatif@tuc.org.uk**

**Wednesday 12 March 2008: International Women's Day Rally.** 17:30 to be held at the Winter Garden in Eastbourne. The TUC Women's Committee are hosting a rally to celebrate International Women's Day. All are welcome to attend – delegates and non-delegates and unions are invited to organise groups of workers to attend the event. National and international speakers from across the trade union movement and beyond will address the rally. For more information contact TUC Equality & Employment Rights Department: **020 7636 4030** or visit [www.tuc.org.uk/equality/index.cfm?mins=389&minors=383](http://www.tuc.org.uk/equality/index.cfm?mins=389&minors=383)

**Wednesday 12 March 2008 – Friday 14 March inclusive: TUC Women's Conference.** To be held at the Floral Hall, Winter Garden, Eastbourne. Delegates will debate motions on a range of issues of importance to women in the UK and across the world. For more information contact TUC Equality & Employment Rights Department: **020 7636 4030** or visit [www.tuc.org.uk/equality/index.cfm?mins=389&minors=383](http://www.tuc.org.uk/equality/index.cfm?mins=389&minors=383)

**Monday 7th April 2008: Retired Members' Eastern Region Meeting.** To be held at Swinton House, 324 Grays Inn Road London at 11am. For further information contact **Nobby Clark** on **07713 155575**.

**Thursday 17 April 2008 – Friday 18 April inclusive: Introduction to International Development.** 10:00 to 17:00 daily. To be held at Congress Centre, London. A broad introduction to international development

from a trade union perspective, this two-day course gives tutors and officers the skills, knowledge and confidence to train others. Covering issues of poverty, globalisation and the trade union role, North/South perspectives, race and migration will be tackled, as will techniques and methods to organise and train in this area. For more information contact **Aisha Latif**, SFPA Project Assistant, on **020 7467 1239** or by email: [alatif@tuc.org.uk](mailto:alatif@tuc.org.uk)

**Thursday 3 July 2008 – Friday 4 July inclusive: TUC LGBT Conference.** Will be

held at Congress House, Great Russell Street, London WC1B 3LS. The TUC LGBT Conference 2008 takes place at Congress House. It is one of the largest annual gatherings of LGBT activists and workers. Unions will be invited to submit motions for debate, and send delegations, early in 2008. The TUC welcomes visitors from relevant organisations to the event. For more information contact **Peter Purton, 020 7467 1271**, [ppurton@tuc.org.uk](mailto:ppurton@tuc.org.uk)

.....

If you have anything for the events bulletin

page please send your contribution to:  
**Marcia Murray**  
CWU Communication Department  
150 The Broadway  
Wimbledon SW19 1RX  
Tel: **020 8971 7497**  
Email: [mmurray@cwu.org](mailto:mmurray@cwu.org)

*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.*