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027

**Union Skills I Course (1)**

The Communication Workers Union has organised a Union Skills I course. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **9 – 13 June 2008** and the closing date for nominations is **24th April 2008**.

The Linked Education Programme is designed to encourage members to become more active in the union. It is open to all members of the CWU, but is particularly aimed at new activists. We particularly encourage branches to nominate women, ethnic minorities, people with disabilities and young members who are often under-represented on the CWU Education and Training Programme.

All members of the union who wish to have a working knowledge of the wider trade union and labour movement would benefit from attending the Linked Education Programme. The courses are called 'Linked Education' because the programme comprises three distinct but connected courses, each of one week duration. It begins with the Union Skills I, followed by the Union Skills II and concludes with Union Skills III. The three parts of the course are completely self-contained, but there are real educational benefits in completing all three parts of the programme in a year or eighteen months. Union Skills courses attract special leave with pay. For Postal branches, please refer to LTB No. 096/07, issued 5th February 2007.

The venue for this course is yet to be confirmed, as the re-development of Alvescot Lodge should have commenced by this date. This course could be regional or residential, depending on demand.

The cost of tuition, food and accommodation will be met from the General Fund. Branches requiring financial assistance from the General Fund to enable them to send students to the course must submit the request with the nomination, to enable the trustees to consider the request in time.

Those nominees who are committee members, branch representatives or branch officers are entitled to leave with pay. Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge by the closing date shown.

Application forms should be addressed to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email **mtodd@cwu.org**

028

**Union Skills I Course (2)**

The Communication Workers Union has

organised a Union Skills I course. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **23 – 27 June 2008** and the closing date for nominations is **8th May 2008**.

The venue for this course is yet to be confirmed, as the re-development of Alvescot Lodge should have commenced by this date. This course could be regional or residential, depending on demand.

Application forms should be addressed to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email **mtodd@cwu.org**

029

**Union Skills III Course**

The Communication Workers Union has organised a Union Skills III Course. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **2 – 6 June 2008** and the closing date for nominations is **17th April 2008**.

Only members who have attended a Union Skills I/Induction and a Union Skills II course are eligible for nomination.

The venue for this course is yet to be confirmed, as the re-development of Alvescot Lodge should have commenced by this date. This course could be regional or residential, depending on demand.

Application forms should be addressed to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email **mtodd@cwu.org**

030

**Health & Safety Stage III**

A Health and Safety Stage III has been organised by the E&T Department. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **16 – 20 June 2008** and the closing date for nominations is **1st May 2008**.

Applicants for this course will have already attended the union's Health & Safety Stage I & II courses.

This course will give a substantive overview of the following:

- COSHH
- RIDDOR
- Stress in the workplace
- Risk assessments

The venue for this course is yet to be confirmed, as the re-development of Alvescot Lodge should have commenced by this date. This course could be regional or residential, depending on demand.

Special leave with pay will apply. For Postal branches, please refer to LTB No. 096/07, issued 5th February 2007.

Nominations should be made on an 'application for union courses' form and returned to Alvescot Lodge by the closing date shown. If a member is refused a place, due to oversubscription, then indicate this on a subsequent application for another date.

Application forms should be addressed to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email **mtodd@cwu.org**

## EQUAL OPPORTUNITIES

031

**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.

032

### **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.

033

### **12th Annual STUC Black Workers' Conference**

The 12th Annual STUC Black Workers' Conference will be held on **Saturday/Sunday 4th/5th October 2008** in the Salutation Hotel, South Street, Perth.

Branches in Scotland are strongly encouraged to bring this to the attention of their black members with a view to the CWU securing a delegation at this conference.

A networking event in advance of this conference has been arranged by the STUC and details of this will have been cascaded to branches by your regional secretary.

If a branch requires assistance with developing an equality action plan to engage more meaningfully with their local BEM (Black and Ethnic Minority) members, the Equal Opportunities Department would be more than happy to offer this assistance.

Any enquiries on the above should be addressed to **Michèle Emerson**, Assistant Secretary, quoting **reference No. 3.11.2**

## **HEALTH AND SAFETY**

034

### **LDV Maxus – Rear Doors Retaining Mechanism, Rear Door Lock Failures & Driver 'Lock-ins' etc**

This BOB paragraph is issued as supplementary information further to LTBs 195/07, 064/08 and 072/08. These LTBs dealt with the LDV Maxus rear door problems which have been raised with Royal Mail Vehicle Services.

The problems related to the rear door retaining mechanisms being too weak to hold the doors in the 90 degree open position. This results in either the doors easily blowing closed locking the driver in the back of the van, in complete darkness, unable to locate the door release or conversely the doors easily blowing open into the path of passing traffic or blowing closed striking the driver whilst unloading. A further fault occurred with the door lock itself.

Royal Mail Vehicle Services have identified the problems on the 05 models and they have been working with the manufacturer LDV to address the issues. LDV have designed a modified, re-engineered rear door "check link" aimed at addressing the problem of the doors going past the 90 degree point when open and the issue of the doors closing on the drivers. The prototype is being evaluated at Watford, Glasgow and Preston.

This and all the modifications reported in the previous LTB have been introduced on to the LDV Maxus production line, so any LDV Maxus from 57 plate onwards would have had these modification built in with further improvements to be introduced to the assembly line June 2008. LDV assures Royal Mail that these modifications are all part of the continuing development of Maxus, and that all these have resulted in a vastly better vehicle being produced.

A further issue raised is with regards to the installation of a rear interior light override switch in order to allow the driver to prevent the light going out when the rear doors close. Royal Mail have confirmed that this is being discussed with LDV and it is a probability that it will be added as a further modification in due course.

In the meantime area safety reps should take the opportunity to alert drivers of the 05 model LDV Maxus vans to the potential hazard, until modified.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. V4**.

035

### **CWU Low Level Letter Boxes Campaign – Update Report**

Branches will recall the excellent support given to the CWU campaign by David Hamilton MP for Midlothian to our last campaign and for putting down Early Day Motion (EDM) 381 on 21 June 2005 on Low Level Letter Boxes which attracted 97 MPs signatures. David Hamilton has informed us that he is preparing to re-table the EDM as the Government has still not enacted the European Building Regulations Standard EN13724 which would outlaw low level letter boxes and the government remains in support of it only on a "voluntary basis".

The CWU has in the past run three major campaigns on the issue (1957-1958, 2001 and 2004-2006) and has on and off continually raised the matter at various appropriate junctures. The most recent campaign was the one launched in 2004 running through to 2006 from where we could not take the issue any further at that stage. The trigger for our 2004-2006 campaign was the case of a member who complained of a bad back and about low level letter boxes on his delivery round. Subsequently he refused to deliver to low level letterboxes on his walk and at one point faced dismissal after a customer made a lot of trouble for him and went to the newspapers

etc. However, HQ assisted the branch and the member's job was saved. However, the member made his point even if he perhaps went about it the wrong way.

In the Irish Republic, the Government there had banned low level letterboxes in all new homes, under amended building regulations, introduced by the Irish Environment Minister in 2001. Their action followed years of complaints of back injuries by Irish postal staff, a flurry of compensation claims were made and an intensified campaign for change was waged by the CWU's sister union the Communication Workers' Union of Ireland. Finally a landmark Irish High Court case resulted in a Dublin postman being awarded a record IR £43,500 damages against the Irish Government (owners of the Irish Post Office) for back injuries.

The Irish letter box regulations were then introduced outlawed the mousetrap-type letter boxes at the base of doors, favoured by many Irish home owners and builders and perceived by them as being "trendy". The Irish Government finally accepted the warnings that they can be positively dangerous for postal staff, forcing them to stoop to ground level – and risk serious back strain – to make their deliveries.

The Irish Regulations, took effect from January 2001 but only applied to new houses and it's unlikely that existing home owners will spend hundreds of pounds redesigning their front doors and the new regulations did not legally compel them to do so. However, it was overall a positive move in the right direction. The CWU made a request to the UK Government in 2001 to follow suit but they refused to do so. As mentioned above, we had long lobbied for similar measures to be adopted in Britain and again did so following the Irish legislative changes.

The whole issue of back strain caused by having to stoop while carrying a heavy pouch of mail is an extremely important issue. There are thousands of back strains and injuries suffered by Royal Mail postmen and women each year and delivering to low level letter boxes at the base of a house front door, forces postal staff to stoop to ground level, whilst carrying a satchel of mail weighing up to 16kg and thereby risks serious back strain. Manual handling injuries along with slips, trips and falls remain key safety issues for Royal Mail staff and this is one change which could potentially contribute to a reduction in injury risks. The Royal Mail safe system of work advises that the Pouch of Mail should be removed when delivering to low level letter boxes in order to maintain a safe delivery and better lift. However, this in itself may introduce complications and difficulties of additional lowering and re-lifting of pouches. Clearly it would be far better that low level letter boxes did not exist.

Information, instruction and training for delivery members is important as is following the walk design risk assessment process

and safe system of work, wherever possible minimising the carrying of weight on the shoulder.

In 2004 therefore a major campaign to highlight the causes of back injury formed the focus of the CWU's response to the 'European Health and Safety Week'. The intention of the week being to raise awareness of the causes of the problem and to galvanise further action to reduce the incidence of back injury in workplaces across the country. Approximately 10% of all major back injuries take place while handling, lifting or carrying.

The Universal Service Obligation (USO) commits Royal Mail by law to deliver to each of 27,000,000 UK addresses and the mail will be delivered to a letter box or via a door letter plate. There are a few exceptions where modern blocks of flats have numbered foyer mail boxes.

The main problems with letter boxes for postal workers are:

1. Finger tips cut or chopped off by sharp, sprung flaps.
2. Dog bites when letters are pushed through the plate and a dog attacks on the inside.
3. Low level letter boxes causing back strain injuries as staff stoop to deliver letters with a 16kg pouch of mail on the shoulder.

In 2002 an updated European Standard was introduced (EN 13724). However, because the EU Standards are not enshrined in UK law, the standards are not compulsory in the UK. The CWU campaign was to call for the European Standard EN 13724 to be enshrined into UK Building Regulations, following the Irish Republic's example.

However, although the union received good support from various organisations including the NHBC (National Housebuilders Council), Double Glazing Federation, local authorities, local politicians, development agencies and MPs etc, the Deputy Prime Minister on behalf of the Government rejected the idea of putting the standard EN13724 into the Building Regulations stating that they supported the standard but wanted it compiled on a 'voluntary' basis only.

Therefore the CWU campaign was widely brought to the attention of stakeholders. The union obviously was not demanding that householders and businesses change their doors overnight but we hoped that the industry would see the merit in starting to influence change and minimise the risk or injury to our delivery staff members in respect of all new and replacement letter boxes so making a contribution to a reduction in injury risks. The CWU gained support from Royal Mail, the HSE plus the NHBC, GGF and "Secured By Design" organisations.

The positioning of letter boxes is not covered by the current UK buildings regulations as stated above. The current European Standard

EN 13724 entitled "Postal Services – "Apertures of Private Letter Boxes and Letter Plates – Requirements and Test Methods", specifies the height, positioning and design of "letter boxes" or "letter plates" in order that the safe delivery of mail can be made without the risk of injury. EN 13724 states that for "ergonomic and safety reasons the centreline of the letter box aperture should be at a height between 700 mm (2 ft 3.5 inches) and 1700 mm (5 ft 7 inches). However, in the absence of this being enshrined in buildings regulations it is not compulsory or retrospective.

As far back as 1958 the Council of Industrial Design and British Standards Institute issued a British Standard specifying letter box/letter plate aperture size, maximum flap spring tension and a recommended height position for the letter plate in the door of between 2 ft 6 inches and 4 ft 9 inches from the ground with an ideal height being 3 ft 6 inches.

The standard was introduced after the union took the matter up with the Postmaster General who subsequently raised the matter with the Council of Industrial Design and British Standards Institute.

The absence of it being a legal requirement to meet the EU standard means that UK postal workers are more at risk of back injury and ill health than their counterparts in Ireland for example where there is such a legal requirement and where ground level letter boxes have been banned in new properties since January 2001.

Whilst fully supporting adherence to EN13724, sadly the Deputy Prime Minister's office rejected the CWU's call to amend the exiting building regulations to enshrine EN13724 into the legislation, although as I say, they fully support adherence to the European Standard through dialogue with industry.

CWU branches and regional councils intensified the last campaign locally by approaching local government, authorities, development agencies and builders directly or organisations involved with house building, renovation and granting building permission and door manufacturers and suppliers etc. The response was very positive.

Alan Johnson, Secretary of State for Work and Pensions (our former General Secretary and a former postman of course) was supportive in as much as sharing the view of the HSE that this was one of a combination of factors that increased the risk of back injury. He stated that HSE would examine the problem via their planned inspection programme and would begin an awareness raising process with those who design, build, install and buy doors in bulk to influence change and minimise injury risks to postal delivery staff in respect of new and replacement letter boxes. The HSE did give the matter some attention and assisted us to ensure that low level letter boxes are fully considered when managers complete Walk Logs & Walk Risk Assessments. However, sadly the HSE is short of resources and any

awareness raising process has to date been 'limited' and not a priority.

Although we have been discussing with Royal Mail a concerted effort to control injury risks through the provision of instruction and training for delivery staff on the safe systems of work on low level letter boxes, there is no better way than starting to eliminate the problem wherever possible at its root cause. In the mean time, delivery risk assessments will now need to take account of those walks with lots of low level letter boxes.

Further to our request the National House Builders Association's Standards Committee, they agreed to bring the matter to the attention of UK house builders and this was done by an article in their technical newsletter "Standards Extra". This was published in their December 2005 edition. This was circulated to branches via LTB 559/06. The NHBC guidance was to assist development agencies and developers in respect of new developments so as to ensure this matter is considered in the planning stages or in refurbishment programmes. The NHBC technical newsletter has a circulation of approximately 18,000 plus professional subscribers.

In February last year the Health, Safety & Environment Officer attended a meeting hosted by APCO (Association of Chief Police Officers) Crime Prevention Initiatives Division. Representatives were there from Royal Mail, the FBU, British Standards Institute, a number of letter box designers and manufacturers and the Buildings Research Establishment. The CWU/Royal Mail, Police and FBU were each able to put across to the industry and to BSI their problems with present day letterboxes and letter plate designs: CWU – Postal Workers suffering back Injuries, trapped fingers and dog bites. ACPO – thefts of ignition keys/ high value cars and theft of post/identity theft and FBU – Arson where accelerants are introduced through the letterplates. It was a useful meeting, the outcomes of which were to be taken into consideration when EN13724 is reviewed. We have requested that David Hamilton follows this aspect up with the BSI.

Royal Mail delivery managers and CWU safety representatives should now be well aware of the problem, following our most recent campaign, ensuring risk assessments and walk log are checked during reviews and periodic workplace inspections, ensuring that low level letter box hazards are taken into account.

All enquiries concerning the above should be addressed to **Dave Joyce**, National HS&E Officer quoting **reference No. C32**.

## TELECOMS

### 036

#### **BT Operate: Lead to Cash – Capacity Management Efficiency Programme**

The union has been advised of the 4th Quarter Efficiency Programme for the above mentioned

operational unit.

Management have undertaken a review of volumes and resource levels across the teams. Their analysis states significant volume reductions in a number of areas.

#### **Capacity Planning**

- Interconnect

#### **Core Solutions**

- Transmission core and customer trib card infills
- Broadband muxes and racks
- Local Loop Unbundling (LLU) ties

#### **Customer Projects**

- Highband circuit orders

Based on the volume reductions they have identified a need to reduce headcount in these areas by the end of the current financial year. It is currently envisaged that they need to reduce the number of team members by 16 out of a total team member population of 351. 82 team members will be impacted by this exercise.

In order to manage the process of identifying individuals to remain within the team member roles, management will use positive selection.

All impacted individuals and, where appropriate, their representatives will be briefed on the process, roles available and the selection criteria being used. Line managers will hold one-to-one meetings with each impacted individual to capture scores against selection criteria. Individuals will also be advised of a right to appeal.

A paid leaver scheme will be made available to impacted individuals should they wish to take this option.

Precise volumes have yet to be presented to the union; however headline drops of between 40 to 50 per cent has been given in the functions as stated above. On that basis and the predicted trends, they will adjust the resource profile to meet these projections.

Brian Healy  
Assistant Secretary

#### **037**

#### **BT Operate: Lead to Cash – Performance Measurement on CSS**

Management has advised the union of their current plans within the CSS team in Lead to Cash. For many years management have measured each team member's activity completion on COSMOSS which is one way to measure individual performance. However, the technology has not permitted the same on CSS for job controllers despite the facility already existing elsewhere.

Management now intend to mirror the facility currently available on COSMOSS onto CSS, which will show the number of activities closed or dealt with, within each work queue per individual on a daily, weekly and monthly basis. Management state that this will allow more effective and tailored coaching and align

with BT's drive to be number one in customer service.

However, no information has been provided on how this will be done and further detail is being sought from management.

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 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**

**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**

**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**

**Friday 18 April 2008: TUC PES Manifesto Conference: Mapping a Future for Social Europe.** The TUC is holding a conference for union officers in Congress House, to respond to a consultation from the PES over their manifesto for the 2009 European Parliament elections as well as into TUC/trade union campaigns and the ETUC; to switch trade union approaches to Europe from defensive campaigns to a positive agenda; to engage a wider audience of trade union officials in TUC debates about Europe, and to engage MEPs with a trade union audience. Kay Carberry – TUC Assistant General Secretary; Billy Hayes – CWU General Secretary and TUC European Spokesperson; John Monks – TUC General Secretary; and Poul Nyrup Rasmussen MEP, Leader of the Party of European Socialists. For more information visit **http://www.tuc.org.uk/extras/socialeuroperegistration.doc**

**Sunday 8th June – Friday 13th June 2008: CWU Annual Conference.** Liverpool.

**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**

**Wednesday 16 July 2008 – Friday 18 July inclusive: Tolpuddle Green Camp 2008.**

10:00 to 18:00 daily. To be held at Tolpuddle, Dorset, DT2 7EH. There will be a charge for food, from a subsidised organic cafe on site. Participants will bring their own tents to camp on site. For people interested in taking a wider view of their role as environmental champions, and taking forward the idea of Green Reps in the workplace. Based at the site of the Tolpuddle Festival, with the 2008 festival beginning as the Green Camp ends on Friday 18th July. Course participants will camp on site for a programme of presentations, discussion and activity and local visits. Successful completers will receive a Level 2 Award from the Open College Network. for more information contact **South West TUC**, tel: **0117 947 0521** email: **southwest@tuc.**

**org.uk** or visit **<http://www.unionlearn.org.uk/extrasul/greencamp08.pdf>** to download information leaflet.

**Friday 18 July 2008 – Sunday 20 July**

**inclusive: Tolpuddle Festival.** On February 24th, 1834, six farm labourers from the Dorset village of Tolpuddle were arrested on a charge of taking part in an 'illegal oath' ceremony. In the eyes of their masters, however, the real offence was that they had dared to form a trade union to defend their livelihood. For this they were sentenced to seven years' transportation to the penal colonies of Australia. The sentences provoked an immense outcry, leading to the first great mass trade union protest. The campaign won free pardons and the martyrs' return to England. A historic episode in the struggle for trade unionists'

rights in Great Britain. For more information contact **South West TUC: 0117 947 0521, southwest@tuc.org.uk**

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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**

*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.*