

**GENERAL**

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**EQUAL OPPORTUNITIES**

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**040** Equality Officers Seminar – Thursday 28th February 2008

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**085** 07/02/2008 Justice for Agency Worker Andrew Miller MP Private Members Bill (PMB)  
– Equal Treatment for Agency Workers – Sally Bridge  
**086** 07/02/2008 Pay and Modernisation Agreement – Ballot Result – Dave Ward  
**087** 07/02/2008 POL Crown Offices – Quarter 4 Bonus Payments and Sales Incentives Schemes – Andy Furey  
**088** 08/02/2008 Justice for Agency Workers – Andrew Millers' Private Members Bill (PMB) Posters – Sally Bridge  
**089** 08/02/2008 Branch Best Practice Action Plan – Jeannie Drake  
**090** 08/02/2008 LGBT History Month 2008 – Michèle Emerson  
**091** 11/02/2008 BT Operate: Performance Management – Brian Healy  
**092** 11/02/2008 Annual Conference 2008 Voting Strengths – Tony Kearns  
**093** 12/02/2008 Unite Against Fascism Conference 2008 – Billy Hayes  
**094** 12/02/2008 Monetary Integration – Urgent Information for Immediate Action – Simon Sapper  
**095** 12/02/2008 Staffing Numbers in BT Business Sales – Glynis Winestein  
**096** 12/02/2008 Workers' Music Association Summer School – 16 - 22 August 2008 – Trish Lavelle  
**097** 12/02/2008 BTGS – Global Service Engineering Forum – Notes of Meeting – 15 January 2008 – Bill McClory  
**098** 13/02/2008 Customer Services' Pay Agreement Ballot Results – Andy Furey  
**099** 13/02/2008 Royal Mail Finance Operation and P & ODS Pay Ballots – Andy Furey

038

**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.

039

**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.

040

**Equality Officers Seminar – Thursday 28th February 2008**

Just a reminder that the Equality Officers' Seminar has been rearranged to take place on **Thursday 28th February 2008** at CWU headquarters.

Further details of the seminar are set out in **LTB 026/08**.

The department is keen to stress the importance of ensuring that all equality officers are made aware of the seminar and every effort is made to encourage them to attend. This is especially important for those newly appointed equality officers.

Anyone interested in attending should register with our office so that we can arrange seating and catering accordingly. Please advise us of any access/mobility issues or special dietary requirements.

Any enquiries to the **Equal Opportunities Department**, quoting **reference 1.20.5** email address: **dgittens@cwu.org**

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**

**Saturday 1 March 2008: Unite Against Fascism National Conference.**

09:00 to 17:00. To be held at TUC, Congress House, Great Russell Street, London WC1. In Seven years the BNP vote has grown 97 fold, polling over 3,000 votes in 2000 to over 292,000 in 2007. If the BNP's vote trend continues they could be on course to make a significant breakthrough into British politics. This year the BNP will be standing candidates in the London Assembly and local elections across Britain. Special guests and speakers include – 'Dirty Pretty Things', 'Natty', Jerry Dammers, Brendan Barber

TUC General Secretary, Weyman Bennett UAF & Anti Nazi League, Martin Smith Love Music Hate Racism and more. For more information please email **unite@ucu.org.uk** or telephone **020 7833 4916, 020 7837 4522** or visit **www.uaf.org.uk/**

**Wednesday 5 March 2008: Working Together For LGBT Rights Worldwide.**

15:00 to 17:30. To be held at Human Rights Action Centre, 17-25 New Inn Yard, Shoreditch, London EC2. Amnesty International and TUC joint seminar on LGBT rights worldwide. With Speakers from Amnesty International, the TUC and Mozaika, the Latvian LGBT organisation. For more information visit **www.amnesty.org.uk/tradeunions**

**Friday 7 March 2008: Unions 21 Annual Conference 2008 – Who Cares About Skills?**

9.30 - 15.30. To be held at Hamilton House, London. Union learning is hailed as a great development for the trade union movement. The Union Learning Fund has grown and this year it's celebrating its tenth anniversary. There is an increasing number of Union Learning Reps. What better time for Unions 21's conference to look into union involvement in learning and skills. Speakers include: Brendan Barber, TUC General Secretary; Liz Smith, Director of Unionlearn; Christine Payne, General Secretary, Equity and more. Tickets cost £30 if your organisation is paying or £15 for individuals. There is a discount rate for Union Learning Reps (£20/£5). Tickets are free for students. For more information please phone **020 7239 1224** or email **events@unions21.org.uk**

**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: TUPE Regulations 2006. Clarification or Confusion.**

To be held at the UCU Conference Centre, Britannia Street, London WC1 at 1.30pm - 4.15pm. The transfer of Undertakings (Protection of Employment) Regulations, known as TUPE govern how workers are treated following the transfer of a business or a change in service provision. Speakers include: Richard Arthur is a partner at Thompsons Solicitors, Melanie Tether is a barrister at Old Square Chambers 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** or **office@ier.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)

**Friday 4 April 2008: Amnesty International Trade Union Conference.** To be held in Nottingham. 10am – 16.30pm. Speakers include: Kate Allen, Amnesty International; Janek Kuckiewicz, International Trade Union Federation; Kay Carberry, Trade Union Congress. The campaign action is defending Iranian trade unionists with various workshops. For full details and online registration at [www.amnesty.org/tradeunions](http://www.amnesty.org/tradeunions) click on news and events buttons.

**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)

**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 [www.tuc.org.uk/extras/socialeuroperegistration.doc](http://www.tuc.org.uk/extras/socialeuroperegistration.doc)

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

**Tuesday 29 April 2008: Pay Bargaining 2008.** 09:45 to 16:00. To be held at Congress House, Great Russell, Street, London. This is a conference for negotiating officers and researchers organised by the TUC and the IDS. The Chair will be Gail Cartmail (UNITE) and the speakers will include Sarah Veale (TUC), Heather Wakefield (UNISON) and Alastair Hatchett (IDS). The topics will include the pay and bargaining agenda for 2008, public sector pay, total reward and equal pay: where now? IDS pay conferences are highly regarded and this is an opportunity for unions to attend an event that would normally cost £200 per person at a specially reduced rate for TUC affiliates of just £75. To book a place at the conference visit the link <http://guest.event.com/i.aspx?5S,M3,2ef14ad2-94fa-4ff5-ae2-0b42005f3955>

**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)

**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](mailto:southwest@tuc.org.uk) or visit [www.unionlearn.org.uk/extras/greencamp08.pdf](http://www.unionlearn.org.uk/extras/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](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.*