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No items this week

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127 21/02/2008 RSI Conference and Exhibition Central London – 1 March 2008 – Dave Joyce

128 21/02/2008 Mesothelioma Drug Alimta made Available in England – Dave Joyce

129 21/02/2008 Work Related Stress Conference Organised by Leeds Occupation Health Advisory Service – Dave Joyce

130 21/02/2008 International RSI Awareness Day – 29 February – Because Work Shouldn't – Dave Joyce

131 21/02/2008 Gender Sensitive Health and Safety Management and Check List – Dave Joyce

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LETTERS TO BRANCHES (continued)

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141	25/02/2008	DGS (T&FS – Annual Leave) – Bill McClory
142	25/02/2008	Openreach Bank Holiday Roster Credits – Ian Cuthbert
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147	27/02/2008	2008 TUC Organising Award – John East
148	27/02/2008	Romec Cleaners Application of Stalled Sites Procedure – Bob Gibson
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GENERAL

052 Postal Agreements & Procedures, Union Skills I, Union Skills II & One Day Equality & Diversity Courses – North West

Branches are asked to submit application forms for the following courses being held in the North West region:

20 March – One day Equality & Diversity seminar – Bolton

31 March – 4 April – Union Skills II – Manchester

14 – 18 April – Union Skills I – Manchester

28 April – 2 May – Postal Agreements & Procedures – Manchester

Nominations should be made on an application form for union courses and returned as soon as possible 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

053 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.

054 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.

HEALTH AND SAFETY

055 Growing Number of Health and Safety Myths

Fourteen local authorities from the Kent and Medway areas are to sign up to a Health and Safety Executive (HSE) campaign to combat “the growing number of myths” that the safety body says are undermining important health and safety legislation.

In what is going to be a keynote “Sign up to Sensible Risk” event in England, on 21 February 2008, the 14 councils will publicly pledge support for 10 principles of sensible risk management, which give organisations practical advice on what risk management should and should not be about.

The first 5 of the 10 principles are based on:

- ensuring that workers and the public are properly protected
- providing overall benefit to society by balancing benefits and risks
- enabling innovation and learning (not stifling them)
- ensuring that those who create risks manage them responsibly and understand that failure to manage real risks responsibly is likely to lead to robust action
- enabling individuals to understand that as well as the right to protection, they also have to exercise responsibility.

The second five acknowledge that sensible risk management is not about:

- creating a totally risk free society
- generating useless paperwork mountains
- scaring people by exaggerating or publicising trivial risks
- stopping important recreational and learning activities for individuals where the risks are managed
- reducing protection of people from risks that cause real harm and suffering.

In a statement Phil Scott, HSE Regional Director for the South East, said: "Turn your minds from the saloon bar stories about supposedly banning conkers or putting up Christmas decorations, and look at the stark reality which is that too many people have lost their lives or been injured in the South East. Tackling this is what real health and safety is all about."

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

056 Managing Asbestos

Asbestos is the greatest single cause of work related deaths in the UK and it is a priority for HSE to reduce the number of deaths caused by occupational exposure to asbestos.

The Health, Safety & Environment Department updated reps and members regarding the revised asbestos regulations that came into force on 13th November 2006. Now over one year on, we felt it would be of benefit to re-highlight the implications of these regulations and update you on some of the useful guidance available.

The regulations brought together the three previous sets of regulations covering the prohibition of asbestos, the control of asbestos at work and asbestos licensing. Further guidance on the regulations in detail is available from www.hse.gov.uk/asbestos/regulations.htm

Importantly for people responsible for non-domestic premises, and as such very relevant for the membership, the new regulations include the 'duty to manage asbestos'. This is directed at the people with responsibility for protecting others who work in such premises, or use them in other ways, from the risks to ill-health that exposure to asbestos causes.

Safety reps should be aware that the 'duty to manage' part of the regulation requires employers to:

- take reasonable steps to find asbestos-containing materials in premises and check their condition
- presume materials contain asbestos unless there is strong evidence to prove they do not
- keep an up-to-date written record of the location and condition of asbestos-containing materials
- assess the risk of exposure to asbestos-containing materials
- prepare and put into effect a plan to manage the risk.

Further guidance on the duty to manage asbestos can be found in the approved code of practice 'The management of asbestos in non-domestic premises'. (L127) available from HSE Books.

The Health, Safety & Environment Department is circulating copies of latest HSE

pamphlet entitled "Manage Buildings – You Must Manage Asbestos".

Safety representatives play an important role in controlling workplace risks and can help to prevent exposure to asbestos. HSE and TUC have developed a guide for safety representatives on asbestos and the new control of asbestos regulations 2006 copies of which have been circulated to branches and which is available from www.hse.gov.uk/asbestos/repsguide.pdf

Finally, HSE has a series of web pages dedicated to asbestos. These web pages contain a wealth of information on the subject including links to further guidance on specific elements. The HSE web pages are available from the web link www.hse.gov.uk/asbestos

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

057 TyreSafe Campaign to Target Bike Tyre Safety – March 2008

For the first time, TyreSafe is mounting a tyre safety campaign throughout the month of March to highlight the dangers of defective or badly worn tyres on motorcycles and scooters. TyreSafe has already received support for its initiative from BikeSafe, the UK police force road safety campaign, which will culminate in a major bike safety show to be held at the police training centre in Hendon, North London, during the last week of March. TyreSafe is also hoping to gain support for the campaign from trade associations within the motorcycle industry.

The impact of congestion, CO2 emissions and hikes in fuel prices have boosted the sale of bikes and scooters which has, in turn, led to an increase in the number of accidents involving motorcycles and scooters. Clearly, tyres play a crucial role in maintaining bike and scooter safety, and the TyreSafe campaign will focus on tread depth and the importance of tyre pressures in relation to road safety and the prevention of accidents.

TyreSafe supporters, both tyre manufacturers and retailers, will be supporting the campaign. However, TyreSafe is inviting motorcycle dealers and bike tyre outlets to become involved in the initiative.

For further press information please contact **Chris Wakley** or **Simon Wittenberg** at **Automotive PR** on **020 7494 8050** or mobile **07970 674612**. TyreSafe is a not for profit, non commercial organisation set-up to promote tyre safety and raise the awareness of the dangers of driving on defective or badly worn tyres. Illegal and worn tyres are a contributory factor in many road collisions particularly in the wet. TyreSafe campaigns for good tyre husbandry – look after your tyres and your tyres will look after you.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

058 HSE Issues Warning to those with a Responsibility for Maintaining and Servicing Gas Appliances after a Borough Council is Prosecuted over a Carbon Monoxide Incident

The Health and Safety Executive (HSE) has issued a warning to those with a responsibility for maintaining and servicing gas appliances in schools and other public buildings to ensure that they have a robust gas safety management system in place.

This warning comes after Gateshead Metropolitan Borough Council was fined a total of £10,000 and ordered to pay costs of £6,830 at Gateshead Magistrates' Court after pleading guilty to a charge under Section 3(1) of the Health and Safety Work etc. Act 1974 following an incident at Crookhill Primary School, Ryton, on the 14 November 2006.

Twenty five pupils and two members of teaching staff were evacuated from a classroom in the school when they were overcome by carbon monoxide. Tests carried out by HSE found that carbon monoxide was being produced by an inadequately maintained boiler in the boiler plant room and leaking into the classroom above.

The HSE stated that this incident resulted from a combination of factors. HSE's investigation showed that the failure by Gateshead Metropolitan Borough Council to operate an effective gas safety management system was the most significant matter.

The boiler plant at Crookhill had not been maintained correctly, causing it to produce carbon monoxide which then leaked into the classroom. An effective gas safety management system must include quality control of gas work carried out by competent CORGI registered gas operatives. This enables the employer to ensure that appliances are maintained in line with manufacturers' instructions and appropriate standards. It also helps the employer to identify specific training needs for gas operatives.

All organisations with responsibility for managing gas safety have been urged to review their procedures and quality systems.

1. Section 3(1) of the Health and Safety at Work Act etc 1974 states: "It shall be the duty of every employer to conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons not in his employment who may be affected thereby are not thereby exposed to risks to their health or safety."
2. HSE is currently running a competition to appoint a provider to run a new gas installer registration scheme in April 2009. Until then, CORGI is the only body approved to register competent gas installers.

This information is being circulated for the information and interest of safety representatives and in particular those

representing gas engineers.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX5**.

059 HSE Issues Warning on Dangers of Working at Height

The Health and Safety Executive (HSE) has issued a warning of the importance of implementing safe systems for working at height following the HSE prosecution of a company after an incident in which a man died.

Kundi Electrical, from Oldbury, was this month ordered, by West Bromwich Magistrates, to pay £25,000 in fines, with £2,301 costs after pleading guilty to breaching Sections 2(1) and 3(1) of the Health & Safety at Work Act 1974. This case followed an HSE investigation into a fatal incident on 20 April 2007.

The court heard that, on that day, Mr Satnam Singh, 62, fell 6 metres through a fragile rooflight whilst preparing to undertake work on the roof of a textiles factory in Smethwick. Work had already been undertaken to replace plastic rooflights following a burglary at the site and further work was being undertaken by Kundi Electrical to repair recurring roof leaks.

In undertaking this roofing work, equipment and building materials were being carried across roofs, which are well known in roofing and building industries to be fragile, when Mr Singh fell through and died later in hospital from the injuries sustained.

The roof of the textiles factory was being accessed up a ladder and across several different types of pitched roofs of several factory units and an adjacent engineering company, below which employees were working.

HSE stated that the roofs which were being repaired and those being used for access were totally unprotected, exposing anyone crossing them or working beneath, to the most serious risks. Kundi Electrical had failed to undertake a suitable and sufficient risk assessment to identify the risk associated with the work being undertaken.

The findings should have been passed on to employees so that they were aware of the hazards and then measures needed to minimise the risks put in place. The risk was wholly predictable therefore avoidable. Such falls remain one of the biggest killers in industry and last year, across the country, 45 people died after falling while working at height.

Many incidents can be avoided if employers identify a safe way of tackling a job, provide all necessary protective equipment and ensure that workers or casual employees are fully trained and properly supervised. In this instance there were a number of optional methods and routes of access which would have greatly reduced the risk.

Precautions that need to be taken to prevent falls are often simple and there is free HSE

guidance readily available to help employers take the right action.

1. Section 2 (1) of the Health and Safety at Work etc Act 1974 states: "It shall be the duty of every employer to ensure, so far as it is reasonably practicable, the health, safety and welfare at work of all his employees."
2. Section 3(1) states: " It shall be the duty of every employer to conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons not in his employment who may be affected thereby are not thereby exposed to risks to their health or safety."

More information on preventing falls from height can be found on HSE's website at www.hse.gov.uk/falls/index.htm

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX5**.

060 Moving Goods Safely – HSE Practical Workshop and Presentation – Wales

HSE in Wales are organising two free one-day events which consist of practical workshops and presentations on **11 – 12 March** at Corus, Llanwern, Newport NP19 4XN (these are one-day events – the second day is a repeat of the first).

Time: 09.00 – 16.00 with lunch and refreshments provided.

The workshops and presentations will cover:

- Practical session on racking assessments and fork lift truck safety in warehouses – including a session by a local racking company.
- Practical vehicle demonstrations of a range of new reversing aids using workplace vehicles.
- Presentation on designing and organising a safe site including a local company's perspective.
- Presentation on new HSE practical tool on the management of workplace transport.
- Exhibits by suppliers of a range of vehicle and transport related safety devices.

Booking is essential – no admittance will be allowed onto the Corus site without prior booking via the Health and Safety Executive.

For enquires and bookings contact **Helen Taylor**, Health and Safety Executive, Phase 1, Ty Glas, Llanishen, Cardiff. CF14 5SH, Tel: **029 20263056** or email Helen.taylor@hse.gsi.gov.uk email bookings preferred.

After booking, you will receive further relevant information such as confirmation and directions to site.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX5**.

061

HSE North East – Safety Consultants Conference 2008 – Gateshead

Following on from a successful event held previously in Yorkshire HSE have announced that a further event has been arranged for this year, in Gateshead on **19 March** at the Drydon Centre, Evistones Road, Low Fell, Gateshead, NE9 5UR. The event will begin with registration at 9.00am and finish at 4.30. A free buffet lunch will be provided. Following feedback from last years events, the programme will include the following topics:

- Manual handling
- COSHH
- Noise
- Hand arm vibration
- Asbestos
- Slips, trips and falls
- Work related stress.

In addition to the formal presentations the day will be completed with a range of technical workshops. Each workshop will be lead by the topic specialist, who will give further in depth explanation of the detail of the chosen topic. The purpose of the workshop is to build upon the earlier technical sessions adding detail and taking contributions from delegates. You are invited to submit questions, if you have a specific question you would like to address, it would be helpful to know in advance so that we can answer it as fully as possible.

Programme

09:00	Arrive, register, coffee
09:45	Introduction and welcome – Mr David Cole – HSE
10:00	Sensible risk assessment – Mr Richard Bulmer – HSE
10:20	Noise and HAV's – Dr Sarah Haynes – HSE
11:00	Coffee
11:15	COSHH – Assessment and principles of good practice; LEV specification, maintenance; examination and test – Competence and legal duties; exposure standards and REACH; occupational asthma – Mr Niall Evans – HSE
12:15	Lunch
13:00	Asbestos DTM – Mr Bruno Porter – HSE
13:30	Manual handling – Mr Daniel David – The Back Exchange
14:00	Work related stress – stress management standards – Mr Graham Watson – HSE
14:30	Slips, trips & falls – assessment and prevention – Mr Robert Shaw – HSL
15:00	Coffee and technical workshops (to include feedback) – technical workshops (*see below)
16:00	Personal responsibilities – Mr Richard Bulmer – HSE

- 16:15 Questions & closing remarks – Mr David Cole – HSE
 16:30 Finish

* Delegates may choose one workshop from any of the six topics on today's programme (all workshops run simultaneously).

If you wish to attend the event, please reply to events.newcastle@hse.gsi.gov.uk by **3 March 2008**.

Numbers may be limited and due to the success of previous events you are advised to confirm your attendance sooner rather than later.

Please ensure in your reply that you include all relevant contact details for any further communication, you will receive confirmation of your place via email.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

062 HSE Free Health & Safety Seminar – Loughborough

HSE Midlands and Business Link are organising this free event which is designed to help keep businesses informed of HSE's latest campaigns. The morning will consist of presentations by representatives from HSE, HSL, Leicester City Council and Business Link. It's an 'All industries' event involving information sessions, networking, seminars.

The event takes place on **12 March 2008**, between 09:00 – 13:00 at the Quality Hotel, Loughborough. Learn more about:

- HSE's – better backs campaign covering phase 1, 2 & 3 – overview of: MAC tool, managing sickness absence and return to work and focusing this year on manual handling and ULD related injuries in the workplace.
- HSE's – workplace transport campaign – including falls from vehicles & moving goods safely

Book your place by telephoning **Bev Forth** at the HSE on **01782 602 397** or email bev.forth@hse.gsi.gov.uk

Call our **Client Contact Centre** on **0845 058 6644** for more event information.

063 National Men's Health Week 2008

The Men's Health Forum will once again be organising National Men's Health Week 2008, continuing the campaign against the fact that too many men suffer unnecessarily poor health and die too young from preventable causes. As organisers of National Men's Health Week 2008, the Men's Health Forum's mission is to provide an independent and authoritative voice for male health and to tackle the issues affecting the health and well-being of boys and men in England and Wales. National Mens Health Week

will this year take place **9 – 15 June 2008**.

CWU HQ are affiliated supporters of the Men's Health Forum (MHF) and have been working with the organisation, a registered charity for the last three years. CWU input has contributed towards this years theme men's health in the workplace and the MHF will once again be present at the CWU 2008 conference.

HSE are also supporting this year's theme, "Focusing on Men's Health in the Workplace". The aim is to improve the health of men by encouraging them to take advantage of occupational health initiatives available in their workplaces and by helping employers strengthen and expand such initiatives. This will result in boosts to workplace morale and a decrease in sickness absence, both of which are invaluable to employers and employees alike.

Further publicity will be circulated to branches shortly giving information on how to register and sign up to receive regular updates about the week including news about:

- free resource pack and the mini manuals
- national and regional events and activities
- how you can share your plans and thoughts on the week.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. P3**.

TELECOMS

064 BT Operate: Transfer of Lead to Cash and Trouble to Resolve Process and Systems Team from Business Operations & Transformation (BO&T) into Operational Integrity (OI) Unit

The union has been advised of the proposed transfer of 49 team members, all of whom are C3 and D1 level (along with their line managers) from Automation and Business Improvement unit (within BO&T) into OI with effect from **April 2008**. The two teams are responsible for Lead to Cash and Trouble to Resolve Process and Systems support on Data Integrity and Fulfilment & Assurance Process support. These roles will transfer with budget.

The reason for the transfer is that the work the team undertake, which is around Automation and Process Improvement of day to day tasks "in life" (i.e. handling customer orders, network data configuration and alarm/event handling), is more appropriate to sit within Operational Integrity than in the current Business Operations and Transformation unit which is focussed on handling changes to the network.

The plan is to move the team into the Service Assurance team within Operational Integrity with a current transfer date of **1 April 2008** and to begin communications with the impacted team during February/March.

The union has requested details of the impacted numbers by site and this is given in

the associated attachment.
 Brian Healy
 Assistant Secretary

065 BT Wholesale: Broadband Remote Call Listening

Branches were advised of the BT Wholesale management plans to introduce call recording into BTW Customer Service last year.

The union has been advised that the facility is not yet available in all sites. It is due to be available sometime in the new financial year but BT Wholesale have no firm dates as yet.

In the interim management are looking to formally introduce a remote call listening process across all the sites.

The principles previously discussed for call recording, as agreed last year, will apply to remote call listening, the difference is simply that, instead of discussing the output of a recorded call, the team manager discusses the output of the call which he/she has listened into from his/her desk.

Management state that listening to calls remotely, allied with 'sitbys' and the output of mystery shopping, will be an invaluable aide to coaching team members in areas of customer care, compliance, and process.

There will be a strict protocol which managers will adhere to. This will involve the restriction on using the output in any other arena besides a coaching session between the team member and manager, prompt feedback, and the requirement to abort any remote listening of personal calls. Feedback would normally be offered immediately after the call has ended. Thus the manager listens to the call and then makes contact to offer the feedback. There may be exceptions to that, for example: the call is the last of the day before an individual goes home/goes on a break etc., or it may be a manager from say, Swansea, listens to a Bristol team member call, and passes the feedback to his or her manager for onward discussion. So in terms of delay, the norm will be after the call, but at the outside no more than 24 hours later.

This process as interim will, of course, be superseded by a call recording once enabled in that site.

The parameters of remote call listening are in line with practices already implemented and used elsewhere in the company and industry.

Implementation of this initiative is currently scheduled for **March 2008**.

Attached is a copy of an internal briefing on the subject.

Brian Healy
 Assistant Secretary

066 BT Operate: Trouble to Resolve (T2R) Transformation Programme – Switch, Transmission and Power

Branches have received previous reports on the T2R transformation programme. Further

information has been received on the next stage which is an organisational change that will affect the Switch, Transmission and Power teams. The Switch Transmission and Power organisation was created on 2 January 2008 when Reactive, Proactive and Technical Services teams joined together under a single management structure.

The management team have been reviewing the structure to ensure the right number of people within each of the functional teams, and that they are organised to deliver the best possible service to customers.

Notification has been given that in order to achieve this strategy and end of year business objectives, most T2R teams will reduce in size by the end of the current financial year.

In the Switch, Transmission and Power teams, it is currently envisaged that management forecast a need to reduce the number of team members by up to 60, out of a total impacted team member population of 635. This will continue with the redeployment of people and a paid leaver scheme will be available to impacted members should they wish to take this option and opportunity to leave the business.

To manage the process of identifying people to remain within the team member roles, management will be using the same positive selection that is currently running in the Infrastructure and Capacity Management teams.

The following communities will be excluded from the T2R positive selection process:

- Modern apprentices
- Graduates currently on the BT graduate programme
- People on maternity leave/adoption leave
- People on long term sick
- Individuals managed under the managing changing capability process (e.g. an individual with disabilities where we may be adjusting their job or are placing them into a new role in line with capabilities)
- Individuals with full-time union duties

The timeline for Switch, Transmission and Power positive selection is as follows:

15 February – positive selection training for senior and second line managers

25 February – communications to impacted population begins

25 February – positive selection for first line managers begins

26 February – positive selection training for second and first line managers begins

29 February – positive selection for first line manager positions ends

3 March – positive selection for team members begins

20 March – positive selection for team members ends

By end of March – Eligible displaced people enter Career Transition Centre (CTC).

Branches will be advised in due course on progress and outcomes.

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 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 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**

Thursday 6 March 2008: World Action Day – Free Osanloo. Mansour Osanloo believes that Tehran's bus drivers deserve a fair day's pay for a fair day's work. For that he has been thrown in prison for five years. Please join us and hundreds of thousands of other people worldwide today who are trying to help Mansour Osanloo, an ex-bus driver beaten and imprisoned for nothing worse than being a member of a union. Osanloo is a family man who's been courageous enough to stand up for his rights and those of his fellow workers.

An ordinary person who has become involved in extraordinary events. Osanloo is the elected leader of the Syndicate of Workers of Tehran and Suburbs Bus Company, a trade union founded three years ago. Even though the organisation is free, democratic and legal it has been violently attacked by Iranian security forces. As a result of his work Osanloo has been beaten, arrested and had his tongue sliced as a warning against speaking out. He is now being held in Evin Prison in Tehran, where he is in danger of losing his sight in one eye due to a previous beating. Osanloo and fellow jailed trade unionists are considered to be prisoners of conscience by Amnesty International. By helping us to campaign for his freedom you'll be standing up for the fundamental human rights of all Iranian citizens, for the many thousands of people around the world imprisoned for trade union activities, and reinforcing our own freedoms as well. Actions are being held around the world today to protest against what's going on. If you want to find out more please go to **www.freeosanloo.org**, watch the film there and then click on Take Action to see how you can get involved.

Thursday 6 March 2008: Solidarity with Iranian Trade Unionists Demonstration. The TUC has posted the following call for trade unionists to demonstrate for trade union rights outside the Iranian Embassy on 6 March 2008 at lunchtime: **www.tuc.org.uk/international/tuc-14364-f0.cfm**

Please encourage people to attend the demonstration, and encourage them to sign up for the **LabourStart** action at **www.labourstart.org/cgi-bin/solidarityforever/show_campaign.cgi?c=339**

Thursday 6 March 2008: Justice for Colombia. On March 6th the victims of the human rights crisis in Colombia will be marching to say: No More Mass Graves. No More Disappearances. No More Killings. No More Paramilitaries. No More Crimes Committed by the State. And No More Military Aid to Colombia. Join us in London to support them at 11am in Parliament Square (opposite the Houses of Parliament) **www.justiceforcolombia.org** supported by the Latin American Workers Association & the Collective for the Humanitarian Accord.

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

Tuesday 11th March 2008: Branches with retired members are reminded that articles or letters for publishing in the April edition of the Link need to be sent to: The Editor, c/o SDGS Dept, 150, The Broadway, Wimbledon, London SW19 1RX. Any queries on this item should be taken up with **Nobby Clark**, Editor, The Link, on **07713 155575**.

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

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

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 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

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

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

Sunday 27 April 2008: Love Music Hate Racism Carnival – 30th Anniversary of Rock Against Racism. Victoria Park, London. LMHR will be marking the 30th Anniversary

of the iconic 1978 Rock Against Racism/Anti Nazi League carnival and procession with a similar event. The 2008 Carnival's aim is to inspire thousands today to join a mass movement against racism. The Carnival will have three stages – two outdoor live music stages and a large DJ marquee. The line-up will be announced very soon, however, stars of the '78 event and the RAR era already confirmed to appear include Tom Robinson, The Specials, Jerry Dammers, and ace filmmaker and Clash collaborator Don Letts. For further information visit www.lmhrcarnival.com. There will be a carnival procession/march to show united opposition to racism immediately prior to the start of the main event in the park. Unite the union and the PCS have already committed as major sponsors of the event, which is also supported by the TUC, and many other trade unions have pledged support at a national level. Transport to LMHR Carnival 08 is being arranged from most areas of the country – contact us for details of your local coach, or if you'd like to help organise transport from your area.

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

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 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**



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.