

GENERAL**067** Education & Training Courses – North East Region**EQUAL OPPORTUNITIES****068** Harassment Complaints Database: Union Policy**069** Mandatory Equality & Diversity Training**HEALTH AND SAFETY****071** Van Drivers Arrested 'en masse' in Scottish Police Action Day Blitz on Drivers Speeding and Not Wearing Seatbelts**072** HSE Launches 'Shattered Lives' (Slips, Trips and Falls) Campaign**073** Survey Finds At-Work Drivers are More Likely to Multi-Task at the Wheel**074** Workplace Bullying is Rife – Samaritans Research**075** Portable Appliance Testing (PAT Testing)**TELECOMS****076** BT Operate: Trouble to Resolve Transformation Programme – Security and Business Continuity Team**POSTAL**

No items this week

LETTERS TO BRANCHES

- | | | |
|------------|------------|--|
| 152 | 27/02/2008 | POL National Agreement for the Introduction of the Product Sales Specialists (PSS) Allowance and Incentivisation Arrangements – Andy Furey |
| 153 | 28/02/2008 | TUPE Transfer – First Bus Group to BT GCS – Bill McClory |
| 154 | 29/02/2008 | Telemetry – Bob Gibson |
| 155 | 29/02/2008 | European Conference on Postal Services – 19th - 20th March 2008 – Billy Hayes |
| 156 | 29/02/2008 | Escalation of Discipline And Grievance Cases – Simon Sapper |
| 157 | 29/02/2008 | BT Wholesale – Paid Leavers Scheme – Brian Healy |
| 158 | 29/02/2008 | Maplin Electronics 4 in 1 Multi-Function Environment Meter – Special Purchase Arrangements for CWU Safety Representatives – Dave Joyce |
| 159 | 03/03/2008 | Mobile Phones Whilst Driving and Law Enforcements – One Year on Guidance to Drivers – Dave Joyce |
| 160 | 03/03/2008 | Clarification of National Speed Limits to Vans and LGVs – Dave Joyce |
| 161 | 03/03/2008 | Royal Mail Group' Alcohol Drugs Policy – Dave Joyce |
| 162 | 03/03/2008 | BT Smart Pensions – Nigel Cotgrove |
| 163 | 03/03/2008 | Manpower – Duty Payback – Sally Bridge |
| 164 | 04/03/2008 | Monteray Restructuring: Latest Information – Simon Sapper |
| 165 | 04/03/2008 | Pensions Consultation Ballot – Dave Ward |
| 166 | 04/03/2008 | Post Office Pensions – Media Coverage – Kevin Slocombe |
| 167 | 04/03/2008 | NYEE 2008 Workshops Suggestions – Simon Sapper |
| 168 | 04/03/2008 | CWU Portability Members Scheme – John East |
| 169 | 04/03/2008 | Dog Attacks on Postal Workers – Dangerous Dogs Act – CWU Biteback Campaign Launched – Dave Joyce |
| 170 | 04/03/2008 | Virgin Media – Red Owl Database – Brian Healy |

067

Education & Training Courses – North East Region

The following education & training courses have been organised to take place in the north east region:

- **12 – 13 March 2008** – Two Day Organising – York
- **7 – 11 April 2008** – Postal Agreements & Procedures – Newcastle
- **7 – 11 April 2008** – Postal Agreements & Procedures – York
- **7 – 11 April 2008** – Postal Agreements & Procedures – Sheffield
- **12 – 16 May 2008** – Equal Rights in the CWU Part 1 – York
- **8 – 9 July 2008** – Two Day Media Training – York
- **8 – 12 September 2008** – Union Skills II – Newcastle
- **8 – 12 September 2008** – Union Skills II – York
- **8 – 12 September 2008** – Union Skills II – Sheffield
- **29 September – 3 October 2008** – Equal Rights in the CWU Part 2 – York

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**

068

Revised Education and Training Programme: April – December 2008

Listed on **page 3** is the union's revised Education & Training Programme for **April – December 2008**. This is being re-issued, as the re-development of Alvescot Lodge will be starting at the beginning of April. This has been reproduced to assist branches in making the necessary arrangements for students. Applications can be made at any time. Paragraphs in the BOB/on the web will be issued periodically, giving more information about each course. Successful applicants will not receive any paperwork until after the closing date for applications.

Trish Lavelle
Head of Education & Training

EQUAL OPPORTUNITIES

069

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.

070

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

071

Van Drivers Arrested 'en masse' in Scottish Police Action Day Blitz on Drivers Speeding and Not Wearing Seatbelts

A crackdown on law-breaking van drivers in Scotland has resulted in large numbers of

offending drivers and passengers stopped during a day of action campaign.

The blitz on drivers speeding and not wearing seatbelts was carried out in response to shock figures which revealed that one in five accidents involving a van or other commercial vehicle results in death or serious injury.

A total of 213 van drivers were caught by Tayside Police without a seatbelt on and 43 of were speeding.

The large number of van drivers without seatbelts is almost certainly down to the fact that many are frequently getting in and out of their vehicles and forget, or simply cannot be bothered, to buckle up.

The Tayside chief constable and road policing spokesman for the Association of Chief Police Officers in Scotland couldn't understand why the message is not getting through to motorists and stated that for so many to be caught not wearing seatbelts is just sheer stupidity.

In addition to increasing their chance of serious injury or worse, drivers who break the law could find their van insurance premiums being increased, as companies deem law-breakers to be more dangerous on the road and therefore more likely to make a claim against their insurance policy. Van insurance providers can also potentially refuse a claim if the driver is proven to have not been wearing a seatbelt at the time of an accident.

The Department for Transport (DfT) and police have warned that it is very important for drivers to bear in mind that vans (and all goods vehicles not exceeding 7.5 tonnes) are subject to lower national speed limits than cars on both single and dual carriageway roads. Drivers of light goods vans should be aware that they are subject to reduced speed limits on a number of roads. Small goods vans not exceeding 7.5 tonnes maximum laden weight, are allowed to travel at 70 miles per hour on motorways, but are restricted to 60 miles per hour on dual carriageways and 50 miles per hour on single carriageways. In other words whilst a car may travel at up to 60 mph on single carriageways and 70 mph on dual carriageways vans are only allowed to travel up to 50 mph on single carriageway roads and 60 mph on dual carriageway roads. Remember, a lower speed limit will apply in built up areas and on many local roads. Where a lower speed limit is signed you must comply with those lower limits].

Many van drivers are also caught using a hand held mobile phone or similar devices. They'll get fixed penalty notice and will receive three points on their licence and a fine of £60. If a case goes to court, in addition to points, drivers could face discretionary disqualification on top a maximum fine of £1,000 or £2,500 in the case of drivers of buses/coaches and heavy goods vehicles.

Safety reps should remind members of the need to comply with road safety laws if not only for their own safety and that of others but

068 (continued)**Revised Education and Training Programme: April – December 2008**

Date	Course	Venue
April		
31 – 4	Union Skills I	Elstead
7 – 11	Health & Safety Stage II	Elstead
14 – 18	Romec Skills II	Elstead
21 – 25	Postal Agreements & Procedures	Elstead
28 – 2	Union Skills II	Elstead
May		
5 – 9	Telecoms Skills (Grace Mitchell, O2)	Elstead
12 – 16	No course	
19 – 23	Equal Rights in the CWU Part 1/Union Learning Reps Stage II	Elstead
26 – 30	No course	
June		
2 – 6	Union Skills III	Elstead
9 – 13	Annual Conference/Union Skills I	Elstead
16 – 20	Health & Safety Stage III	Elstead
23 – 27	No course	
July		
30 – 4	Health & Safety Stage I	Elstead
7 – 11	Equal Rights in the CWU Part 2/Union Learning Reps Stage I	Elstead
14 – 18	Postal Agreements & Procedures	Elstead
21 – 25	Telecoms Skills	Elstead
28 – 1	Health & Safety Stage II	Elstead
August		
4 – 8	Union Skills II	Elstead
11 – 15	Union Skills III	Elstead
18 – 22	Union Skills I	Elstead
25 – 29	No course	
September		
1 – 5	Occupational Health & Safety (Week 1)	Elstead
8 – 12	Trade Union & Labour Studies/Employment Law (Week 1)	Elstead
15 – 19	No course	
22 – 26	Health & Safety Stage III	Elstead
October		
29 – 3	Advanced Skills Part 1	Elstead
6 – 10	Union Skills II	Elstead
13 – 17	Equal Rights in the CWU Part 1/Union Learning Reps Stage II	Elstead
20 – 24	Health & Safety Stage I	Elstead
27 – 31	Romec Skills I	Elstead
November		
3 – 7	Occupational Health & Safety (Week 2)	Elstead
10 – 14	Trade Union & Labour Studies/Employment Law (Week 2)	Elstead
17 – 21	Advanced Skills Part 2	Elstead
24 – 28	Union Skills III	Elstead
December		
1 – 5	No course	
8 – 12	No course	
15 – 19	No course	
22 – 26	Christmas	

because of the penalties for those caught.

- Wear a seatbelt at all times
- Stick to the speed limit for cars and commercial vehicles
- Don't use hand held mobile phone or any other device that sends or receives voice or written messages or images whilst driving or when the engine is switched on. (remember the safest policy is 'engine on – phone off').

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

072 HSE Launches 'Shattered Lives' (Slips, Trips and Falls) Campaign

According to the latest HSE statistics, someone breaks or fractures a bone at work every 25 minutes. This week, the HSE launches its 'Shattered Lives' campaign, to highlight the devastating consequences of simple slips, trips and falls – including falls from height – in the workplace.

The figures are alarming – every week, one person dies from a slip, trip or fall at work and the serious injuries from slips, trips and falls make up almost a third of all injuries reported to the HSE.

HSE state that each year slips, trips and falls cost the British society nearly £811 million pounds with £31 million of this coming from the catering and hospitality industry. But what these figures don't reflect is the extent to which these injuries affect individual workers and their families.

Slips, trips and falls can be viewed as being minor, funny accidents but the effects are not. It can lead to major injuries, and a lifetime of disability or time off work and in worst cases, fatalities. 'Shattered Lives' is aimed at encouraging people to change their attitudes: if you spot a hazard, don't assume somebody else will sort it out.

Slips, trips and falls can also have a shattering effect on businesses through costs such as employee absence, sick pay and reduced productivity. Irrespective of the size of the business and the job that you do, it could happen to you.

HSE's 'Shattered Lives' campaign will offer guidance to employers and employees in the construction, building and plant maintenance and food manufacturing and retail industries where the incidence of injuries resulting from slips, trips and falls is highest.

Further information: www.hse.gov.uk/shatteredlives/index.htm

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

073 Survey Finds At-Work Drivers are More Likely to Multi-Task at the Wheel

One in seven people who drive for work (15 per cent) eat a meal at least once a week while driving, research revealed by national road safety charity Brake and Green Flag shows. This is far higher than other drivers, with only one in 25 admitting to eating at the wheel (4 per cent) once a week or more.

The survey also found that at-work drivers were twice as likely to break the law at least once a week by using mobile phones while driving – one in ten at-work drivers (11 per cent) compared with one in 20 other drivers (5 per cent).

The report on research findings, 'Driven to distraction?', suggests that at-work drivers are much more likely to risk multi-tasking than other drivers, and Brake is urging companies to ensure they instruct employees who drive for them to never eat or take calls while on the move.

Brake continues to call on the Government to make the use of hands free as well as hand-held mobile phones while driving illegal.

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

074 Workplace Bullying is Rife – Samaritans Research

According to research carried out by the Samaritans, bullying in UK workplaces is endemic, and for one in four people, it is a weekly or even daily cause of stress.

In a survey carried out for the charity's Stress Down Friday – held nationwide on 1 February – nfpSynergy questioned 2100 adults in the UK, and 500 in the Republic of Ireland in November last year.

The research found that more than 80 per cent of workers said they had been bullied during their careers, and a third were so stressed they had dreamt of quitting for a life abroad. Over half of respondents said their jobs were getting more stressful, and that work was overtaking their home lives.

The Samaritans stated "Job-related stress has a serious and unrecognised impact on the health of the nation and the economy, affecting concentration and efficiency. In 2005, 13 million working days were lost to stress, depression and anxiety – at a staggering cost of £3.7 billion to UK plc. Positive workplaces are a big factor in keeping everyone emotionally healthy."

The survey found that young employees (18-24 years) are most vulnerable to stress, with 38 per cent feeling less likely than all other age groups to talk openly to their managers, and 57 per cent unable to talk to colleagues. Forty-eight per cent are more likely to be bullied by clients and customers, whereas over half of other age groups reported being bullied by their managers.

Occupation also has a major influence on stress, with more than 40 per cent of IT workers, retailers, caterers and engineers feeling

unsupported at work, and over half unable to deal with stress, compared with people in health, education, banking and finance, more than half of whom claim they receive adequate support at work.

The Samaritans provide a 24-hour confidential support service by phone and email. The charity also runs WorkLife, a training course to tackle stress in the workplace and provide practical skills for managers and team members. A CD-ROM of the course is also available.

Further information: www.stressdownday.org

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

075 Portable Appliance Testing (PAT Testing)

Electrical safety testing specialist Seaward Electronic Ltd has updated its free guide to portable appliance testing (PAT), in line with the new Institution of Engineering and Technology (IET) Code of Practice for In-Service Inspection and Testing of Electrical Equipment.

Seaward says the full-colour, 40-page 'Guide to Portable Appliance Testing' provides essential reading for all those with a responsibility for ensuring the safe operation of electrical equipment in the workplace, as well as those involved in conducting tests, or providing PAT services.

The responsibilities of employers, manufacturers, importers, hirers and maintainers are each considered in the booklet, with full reference to the legal requirements to test, and the implications of the Electricity at Work Regulations (EAWR 1989).

In keeping with the latest IET advice, special sections are also included on competency to test, frequency of testing, record keeping and interpretation of results.

Free copies of Seaward's 'A Guide to Portable Appliance Testing' can be requested from the Seaward sales office; email: sales@seaward.co.uk; tel: **0191 586 3511**; or download it from www.seaward.co.uk

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. P12**.

TELECOMS

076 BT Operate: Trouble to Resolve Transformation Programme – Security and Business Continuity Team

This report is the latest development to come out of the T2R Transformation programme. Information has been received on the planned change to the security and business continuity team and is detailed below.

Management have defined a new organisation structure that will provide clear service lines and converged service delivery via a geographically distributed team. It is

intended to better utilise existing resources and multi-skill where it is needed in this business critical area. Management have identified the required roles within the team and the next step is to implement the change.

It is not envisaged that there will be a reduction in the number of current managers in the team due to a number of people already moving to BT Design and by releasing individuals through the Newstart scheme. There will be 86 team members (inc agency) roles in the structure which is a net reduction of 10. As part of the re-organisation management will be looking, where possible, to replace agency personnel with any surplus people from the team, subject to suitability, grade and location. Management will fully support and utilise the redeployment of people; a paid leaver scheme is being made available to impacted individuals should they wish to take this opportunity to leave the business.

To manage the process of identifying people to remain in team member roles management will be using positive selection however, there will be some new roles which will be filled by open advert within the team. This is a recognised process within BT and provides an open forum for the individual, the line manager and selection manager to discuss the role available and for the line manager and selection manager to capture scores against objective selection criteria.

This approach has also been used in other parts of BT Operate and to be consistent; management can confirm that they will apply the same principles to the positive selection process. Management envisage 65% of the business unit will be lift and shift placements.

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 security and business continuity team positive selection is:

14 January – Newstart opened to BTO population

08 February – Positive selection training for managers begins

11 February – Communications of new organisation, to management team

12 February – Communications of the new organisation to the TM population begins

13 February – Layer 1 appointments process begins

18 February – Layer 2 appointments process begins

27 February – Layer 3 appointments process begins

10 March – Layer 4 appointments process begins

By end of March – Eligible displaced people enter career transition centre (CTC).

Further reports will be issued in due course.
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**.

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**

Saturday 8 March 2008: Action for Southern Africa will be holding a Rally for Dignity and Democracy for Zimbabwe. Trafalgar Square, 12pm – 2pm calling for: The right to dignity and freedom from violence for the Women of Zimbabwe, free and fair elections in Zimbabwe and international solidarity to support the struggle for democracy in Zimbabwe. The rally will feature a range of high profile speakers including: Lucia Matibenga, Vice-President Zimbabwe Congress of Trade Unions; Takavafira Zhou, President, Progressive Teachers Union of Zimbabwe;

Maureen Kademaunga, Gender and Human Rights Officer, Zimbabwe National Students' Union; Brendan Barber, General Secretary TUC; Sally Keeble MP; Kat Stark, Women's Officer NUS and Lela Kogbara, Chair of ACTSA. As well as music, videos and the chance to learn more about ACTSAs Dignity and Democracy campaign. You can find more information at **www.actsa.org/Pages/Page.php?PID=1294=Rally%20for%20Dignity%20and%20Democracy**

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**, SPPA 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.cvent.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/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

.....
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.