BOB Weekly information from the Communication Workers Union available by email every Friday

CWU The communications union

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GENERAL

525
Education and Training Programme: January – December 2008
Listed on **page 3** is the union's Education & Training Programme for January – December 2008. 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 and Training.

526
Union Skills I Course – Belfast
The Communication Workers Union has organised a Union Skills I course, to be held in Belfast. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **3 – 7 December 2007**.

Please submit applications as soon as possible.

The Linked Education Programme is designed to encourage members to become more active in the union. It is open to all members of the CWU, but is particularly aimed at new activists.

We particularly encourage branches to nominate women, ethnic minorities, people with disabilities and young members who are often under-represented on the CWU Education and Training Programme.

All members of the union who wish to have a working knowledge of the wider trade union and labour movement would benefit from attending the Linked Education Programme. The courses are called 'Linked Education' because the programme comprises three distinct but connected courses, each of one week duration.

The three parts of the course are completely self-contained, but there are real educational benefits in completing all three parts of the programme in a year or eighteen months. Union Skills courses attract special leave with pay.

Application forms should be addressed to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: 0**1993 840960**; email **mtodd@cwu.org**

EQUAL OPPORTUNITIES

527
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 reps 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 reps 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 reps 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.

528
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

529
Stress Network 7th Annual Conference
This is a final reminder that the Stress Network 7th Annual Conference takes place on **Saturday November 10th 2007** from 10.00 am till 4.00pm at Hillscourt Conference Centre, Rose Hill, Rednal, Birmingham B45 8RS. The subject of the conference is 'Enforcing the HSE Stress Management Standards – How employers should apply their duty of care'.

This conference is aimed at trades union shop stewards, health & safety representatives, health & safety and human resources specialists, stress management consultants.

Booking fee £65.00 (unwaged £17.00 approx). Bed and breakfast is available at good rates.

You can now download the booking form direct from the website for the conference at **www.workstress.net/downloads/comnference2007.doc**

Further information from conference organiser Les Roberts **lesvroberts@hotmail.com**

Completed application form should be sent together with cheque(s) payable to "UK National Stress Network" to Les Roberts, Stress Network Conference Secretary, 33 Old Street, Upton upon Severn, Worcestershire, WR8 0HN.

Any enquiries should be addressed to **Dave Joyce**, National Health & Safety Officer quoting **reference No. P1**.

530
Danger Smoking and Driving – New Highway Code Warning
Smokers are being warned that puffing away behind the wheel is now more likely to get you pulled over by the police.

According to a new version of the Highway Code, smoking at the wheel is a behaviour that police may interpret as a distraction and classed as a driver distraction like using mobile phones.

Police officers could charge drivers with not being in control of their vehicle. Officially it's called "driving without due care and attention".

Education and Training Programme: January – December 2008

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

From July 1 2007, it became illegal to smoke in the workplace and work vehicles in England, as part of new government legislation which was passed in the Health Act 2006. The ban applies across the UK via similar regulations for Scotland, Wales and Northern Ireland.

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

531

National Hazards Conference: Friday 18th July – Sunday 20th July 2008 – Keele University, Staffordshire – Advance Notice

The 2008 Hazards Conference (the 19th) runs from **18-20 July** at Keele University, Staffordshire.

Every year up to 600 safety reps attend the conference which is a mixture of workshops, discussions and lectures by keynote speakers, running from Friday evening to Sunday lunchtime.

The National Hazards Conference presents a great opportunity to meet other people, safety reps, inspectors, safety law experts etc. who are interested in health and safety, many with years of experience. It is the leading annual event for trade union safety reps and safety officers. With a vast selection of workshops, plus information meetings and plenaries, there is something for everyone.

For further details visit **www.hazardscampaign.org.uk/** or email **hazconf@gmhazards.org.uk**

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX9**.

532

Workers' Memorial Day: Monday 28th April 2008 – Various Locations, Countrywide

Workers' Memorial Day on the 28th April is the day when the international labour movement remembers those who have been killed or injured in workplace accidents and those who have died from occupational diseases.

Every year in the UK about 1,500 people are killed while doing their jobs (including those killed on the roads while working) and another 10-20,000 people die each year from work-related diseases, about 5,000 from asbestos diseases alone.

Workers' Memorial Day serves as a reminder of how far enforcement of workplace health and safety laws have to go to provide adequate protections for UK workers. There are solutions to fight workplace fatality and injury in today's world. Enforced safety regulations and standards. More funding for the HSE and more inspectors. Improved rights for safety reps and with it a stronger voice for workers on the job. And the Government must introduce new positive legal health and safety duties on company directors and senior managers.

Join in the commemorative events on the day next year "Remember the Dead and Fight For The Living".

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

533

2007 National Hazards Conference Summary Report: 27-29th July 2007, University of Manchester

The Hazards Campaign thanked the 294 organisations including the CWU who sponsored Hazards 2007. Unions at national, regional, & branch levels, Hazards campaigners and workers organisations, and trade union-linked personal injury solicitors all contributed. A total of 534 delegates registered for the conference.

In the opening plenary, Fiona Murie, the H&S specialist of the International Federation of Building & Wood Workers (IFBWW) reviewed the state of international H&S, and emphasised the importance of trade union organisation and solidarity in order to achieve higher standards internationally, despite the resistance of the employers at bodies like the ILO.

Professor Andy Watterson of Stirling University gave conference a thought-provoking critique of the HSE's approach to the causes and incidence of work-related cancer.

Liliana Alexa and Angela Bedy from the Battersea Crane Disaster Action Group (BCDAG) gave moving accounts of how the tower crane collapse on September 26th 2006 in Battersea had killed the crane driver Jonathan Cloke and Michael Alexa, Liliana's son and Angela's partner. The group has established a petition on the PM's website calling for improvements in crane safety, and has produced a manifesto for crane safety. BCDAG won the 2007 'Alan' award.

Hazards invited all the most senior HSE officers to participate, thus giving them the opportunity to meet over 500 reps and activists, but they all managed to decline our invitation. Two of the HSE regional directors did participate in two of the debates; on sensible health & safety and the retreat from enforcement.

The third debate discussed if we should campaign for more control by joint self-regulation.

There were meetings on fire safety, climate change, RSI, behavioural safety, corporate killing, asbestos, work-related stress and cancer.

Three unions held their own receptions and meetings.

Hazards 2007 also celebrated the 20th anniversary of the Greater Manchester Hazards Centre, and presentations were made to the centre's workers.

Hazards 2008 will be held at Keele University in Staffordshire, following an invitation from UCU activists in the Centre for Industrial Relations.

As ever Hazards will need financial support and asked organisation (unions at national, regional, & branch levels, Hazards campaigners and workers' organisations, and trade union-linked personal injury solicitor to all continue their contributions in response to the 2008 Hazards appeal. Cheques should be made payable to Hazards 2008, and sent to: Hazards 2008, c/o GMHC, Windrush Millennium Centre, 70 Alexandra Road, Moss Side, Manchester, M16 7WD. Tel: **0161 636 7558**; email: **hazconf@gmhazards.org.uk**

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer, quoting **reference No. EX9**.

534

Abuse of Cardboard RSCs and Cardboard York Sleeves

Further to several enquiries received by the HS&E Department at CWU/HQ, this is to clarify the situation.

The growing and widespread abuse and misuse of both Cardboard RSCs & Cardboard York Sleeves over recent months leading up to and during the dispute has been raised with Royal Mail HQ CPC.

Cardboard RSCs

There is a nationally recognised policy and process for the use of cardboard RSCs and this policy hasn't changed. Cardboard RSCs were introduced for use during Xmas only to provide additional storage for Mailsort Christmas deferred mailings, empty bags and empty trays.

Cardboard RSCs are not to be used for bundled/strapexed mail, trayed Mail, loose packets or any heavy items. Unfortunately we have identified a growing misuse and abuse of cardboard RSCs which have been taken out of storage and used for normal despatches into the network with them being transported and turning up at mail centres containing packets and bags etc. This has been flagged up to Royal Mail Central Postal Control. An instruction to cease the misuse and abuse has been issued by CPC. See LTB 845/06.

Cardboard York Sleeves

Cardboard sleeves are only authorised to be used by Amazon and QVC contracts. Cardboard sleeves were withdrawn from "general use" and instructions have been issued to area general managers to act accordingly so as to remove the risk of musculoskeletal injuries caused by poor lifting technique when emptying loose loaded traffic from cardboard sleeves, something they were never designed for.

No post code areas are "exempt". Royal Mail Safety Steering Group chair and director Tony Fox confirmed that the agreed policy to remove cardboard sleeves remains in place and Royal Mail will stick to its commitment that cardboard sleeved York containers will no longer be routinely used for the distribution of packets within the mail centre network.

Again we have identified a growing misuse and abuse of cardboard sleeves in Yorks – see LTBs referred to.

A communication has been issued by CPC regarding the abuse at those mail centres identifying the abuse. As you know a national survey is underway to measure the extent of the abuse against which CPC have agreed to take further action once concluded. See LTBs 928/07, 896/07, 799/07, 845/06, 735/06, 569/05, 601/05.

All enquiries concerning the above should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

535

Family Welcomes CPS Decision to Prosecute Employer for Manslaughter in Fall from Height Case

A family from Bridgend in Wales has welcomed the decision of the Gwent Crown Prosecution Service to prosecute Roy Clarke, the owner of North Eastern Roofing. This follows the successful Judicial Review proceedings backed by the GMB trade union and the union's lawyers against the CPS's original decision not to bring manslaughter charges. This is only the second time in legal history that the CPS had been brought to court in a workplace death case.

In December 2006 the High Court ruled the CPS must reconsider the evidence, describing the way it interpreted the evidence as "perverse", showing an apparent lack of understanding of health and safety law. The announcement is the end of a long campaign by the Dennis family for justice for their 17 year old son Daniel who was killed in his first week of work in April 2003. Daniel died after falling through a skylight on the roof of a Matalan store in Cwmbran, Gwent. He had been sent to get timber being stored on the roof but had no safety training, had not been given training for working at heights, was not wearing a harness and the skylight area had not been fenced off or covered. Daniel's father, Peter Dennis, had warned the employer that his son had received no prior safety training and should not work at heights.

At an inquest on 15 March 2005 in Newport, the jury took less than 10 minutes to reach a verdict of unlawful killing. After representations to the CPS the family was informed that gross negligence manslaughter charges would not be brought. After a prolonged legal battle the CPS reversed their decision. The family statement said all they have ever wanted was for this matter to be brought before a jury and for the employers to be properly held to account for their son's death in the workplace. It is now up to the Court to decide. The family thanked the trade union the GMB.

All enquiries concerning the above should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

536

Foot and Mouth Disease

This is to update branches further to LTBs 704/07 and 738/07.

Foot and mouth disease is an infectious disease affecting cloven-hoofed animals, in particular cattle, sheep, pigs, goats and deer. Since 3 August 2007 there have been eight confirmed cases of Foot and Mouth Disease (FMD) in Surrey, Windsor and Maidenhead. Humans are not affected.

The protection zone was lifted in the foot and mouth area on the 17 October 2007 following veterinary risk assessment by defra and no further cases of foot and mouth disease being discovered. Livestock movement restrictions remain in place for Surrey. Most rights of way are now open but some areas remain closed as they are still under defra foot and mouth restrictions.

There are still many controls in place, particularly with regards to the movements of livestock, but also in respect to how the public can use the countryside.

Footpaths in general are now open for the public and dog walkers to use. Footpaths that remain closed are still under foot and mouth restrictions laid down by defra. This is because the disease was found on these premises or there is a high risk that the disease could be found on these premises. Footpaths that cross these areas will be kept closed until such time as the restrictions are lifted by defra.

Surrey County Council is continuing to urge people to play their part to help protect Surrey's farming community and people are asked:

- not to use footpaths or rights of way clearly marked as closed
- not to stray from the right of way onto grazing land (sheep, pigs, cows, goats)
- not to walk amongst livestock
- never to touch or handle livestock
- to keep dogs on a lead and avoid any contact with livestock nearby
- to take any waste, including food, home
- to use any disinfectant footpads or baths which the landowner provides.

It is an offence to use footpaths or rights of way closed by defra or the local authority or to remove or deface defra or local authority closure notices. Members who normally access affected premises must follow the footpath and rights of way restrictions and closures.

For further up-to-date information visit the defra helpline number is **08459 33 55 77**. Also the defra website provides further information about foot and mouth disease at **www.defra.gov.uk/footandmouth/**

All enquiries concerning the above should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. E1**.

537

Agency Workers' Health & Safety at Bedford DO – Agency Worker Arrested in Connection with Illegal and Unsafe Use of a Private Car on Delivery

This report is issued further to LTB 874 "Health and Safety Law – A Guide on Temporary, Casual and Agency Workers" and LTB 938/07 "Use of Private Cars on Delivery – Agency Worker Arrested in Connection with Illegal and Unsafe Use of a Private Car on Delivery".

I do hope that the new guidance issued to all CWU branches and area safety reps regarding the legal responsibilities both direct and indirect employers have for the health and safety of agency staff has been helpful.

Reproduced below is a copy of the reply received from Royal Mail.

In response a copy of the CWU Agency Workers' Guide has been provided to Royal Mail HQ with a request that they issue and reinforce similar guidance and controls.

"22 October 2007 20:35

To: Dave Joyce
CWU National HS&E Officer

Dear Dave,

Subject: Re: Bedford DO – Agency Worker Arrested in Connection with Illegal and Unsafe Use of a Private Car on Delivery:

Thank you for bringing this matter to my attention. I have obviously delayed my response so that I could clarify the facts of the situation. My understanding from the information I have received has led me to conclude the following:

- *the agency worker received the relevant health & safety briefing*
- *on the day in question he was instructed by the manager that he would be accelerated to his delivery point in a designated vehicle along with a number of other individuals*
- *he decided unilaterally to leave ahead of this time by his own means, without informing the manager*
- *we have taken appropriate follow-up action regarding the individual concerned*
- *we have further strengthened our induction arrangements in the area.*

I trust this clarifies, and in particular around some of the assumptions which appear to have been made on this matter.

Regards
Ian Stockdale
RML Head of CSR"

All enquiries concerning the above should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

538

40 Years of Breath Testing

The Royal Society for the Prevention of Accidents (RoSPA) has released a statement to celebrate the 40th anniversary of breathalyser testing this month, saying it was time to step

up the campaign against drink driving to stop any more needless deaths.

RoSPA pointed out that thousands of deaths and serious injuries have been avoided in Britain since 9 October 1967, when the current drink-drive limit, ie 80mg of alcohol per 100ml of blood, became a legal requirement and roadside breath testing was introduced for the first time. Before the legal limit came into force drink driving had led to about 13,000 fatal and serious casualties each year. By 1987, the figure for people killed or seriously injured in accidents involving illegal alcohol levels had dropped to 6800 and by 2006 it had fallen to 2500.

At the time of the introduction of breath testing and drink-drive legislation during the 1960s, it was hoped that the drink-drive hazard would be effectively nullified. Sadly, that has not happened, and the menace of alcohol is still causing misery. RoSPA are campaigning for renewed action and are calling for the drink-drive limit to be reduced to 50mg of alcohol per 100ml of blood – a move which RoSPA say would save around 65 more lives and 230 serious injuries on Britain's roads each year.

According to RoSPA, at levels between 50mg and 80mg, people are two to two-and-a-half times more likely to be involved in an accident and six times more likely to be in a fatal crash than with no alcohol in their system.

RoSPA believes that lowering the legal limit would pave the way for a new education campaign to raise awareness of the seriousness of drink driving.

All enquiries concerning the above should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

TELECOMS

539

BT Operate: Business Support Programme – Update on Operational Administration

BT Operate has committed to provide the union with further detailed information about the scale of the impact of the Business Support Programme on a unit by unit basis.

Attached for the information of branches is a generic overview. The union is currently seeking a detailed break back by operational unit/OUC and location.

Brian Healy
Assistant Secretary

540

BT Operate: Apprentice Grading

The BT Operate Executive team has been advised that the grading review of apprentices within BT Operate has concluded, in line with the other BT units. Within BT Operate there has been the largest number of apprentices grading.

Of the ex-Wholesale apprentices, 113 have been regraded from B2 to C3. It is only the Field apprentices who remained at B2, at the request of that Business Unit. This is being challenged by the Executive team as there has been no evidence of rationale presented for this decision. Some of the Field apprentices are being reviewed on an individual basis.

Of the ex-Global apprentices, 16 have been regraded from B2 to C3. The 2006 intake remained at B2, as it was not possible to predict the final role they are to fill is the reason given by management and again this is being followed up by the union. Their grades will be reviewed when their final roles are confirmed in 2008.

The recruitment has been completed for 2007, with 83 new joiners across the Advanced & Higher apprentice.

Brian Healy
Assistant Secretary

541

BT Operate: Newstart Early Leaver Scheme

The union has been advised that BT Operate still has some way to go in delivering a market-leading cost base. As part of this process to close the gap, BT Operate will launch a new voluntary paid leaver scheme for UK-based people, focused on some parts of BT Operate. It has not been revealed which units will be covered and the union has sought further information including overall numbers being sought.

The core terms for the voluntary paid leaver scheme remain at one month's salary for each year of service, capped at a maximum of 24 months' pay. Enhanced terms are available for applications made between now and **Friday 7 December 2007** for people in those parts of BT Operate where headcount reductions are required. The enhanced terms are an additional early leaver payment of 50% of annual salary for managers and 10% of annual salary for CWU represented grades whose final day is on or before **31 December 2007**.

Attached for the information of branches is a copy of a communication from the HR Director, BT Operate.

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 26 Oct 2007: TUC Work In Freedom Conference. Time 09:30 to 17:00. Location Congress House, Great Russell Street, London WC1B 3LS. Cost £20 (includes lunch and documentation). A TUC conference to commemorate bicentenary of the abolition of the slave trade 25 March 2007 marked 200 years – to the day – that a Parliamentary Bill was passed to abolish the slave trade in the then British Empire. This Act outlawed the slave trade throughout the former British Empire and made it illegal for British ships to be involved in the trade. Contribuitions at the conference will be made by speakers from Africa, American and the Caribbean and the UK. A number of workshops will be organised on: Captialism, Slavery & Abolition; Slavery, legacy and Education; Forced Labour and the Olympics; Black Women & Slavery; Forced labour & Domestic Workers and Trafficking. The conference will highlight the role that slavery had as a system of forced labour and the legacy that is left today with racism and exclusion in the labour market. The conference will also discuss modern day slavery, forced labour and exploitation of workers in the UK and internationally. Register interest or request more information with Wilf Sullivan – **wsullivan@tuc.org.uk** or Carol Ferguson – **cferguson@tuc.org.uk**

Monday 1 November 2007: World Vegan Day. Eating meat, dairy and eggs threatens our planet. You use much less land and water if you eat crops directly. Animals use most of the protein they eat to live, not 'grow' meat. So eating meat adds to water shortages, forest clearing, soil damage, use of oil-based pesticides – and climate change. Check out **www.worldveganday.org.uk** for more information, and go vegan at least for one day. The whole of November is Vegan Month.

Friday 5 November 2007: Stand up for Journalism. Lobby of the Society of Editors Conference. Meet at 12.30pm outside the offices of the Manchester Evening News on Hardman Street, off Deansgate. Lobby at 1pm – Radisson Hotel, on the site of the old Free Trade Hall. Rally at 1.30pm in the Friends Meeting House on Mount Street. Speakers include NUJ General Secretary, Jeremy Dear; NUJ President Michelle Stanistreet, Karen Reissman and others. For more information contact **www.standupforjournalism.org.uk**

Friday 16th November 2007: CWU Disability & Special Needs Conference Social Event. All those attending the conference are invited to a social event, which will be held at the The Prince of Wales Hotel, Lord Street, Southport PR8 1JS. Further information can be obtained from the **Equal Opportunities Department** or **dgittens@cwu.org**

Saturday 17th November 2007: CWU

Disability & Special Needs Conference. The conference will be held in the The Prince of Wales Hotel, Lord Street, Southport PR8 1JS. Further information can be obtained from the **Equal Opportunities Department** or **dgittens@cwu.org**

Saturday 17 November 2007: The Next Steps For The Left. 10am – 4.30pm. To be held at Conway Hall, Red Lion Square, London WC1R 4RL. As the Labour Party leadership increasingly closes down and centralises control of political debate within the party, new social movements are forming to address the key issues facing the world. This conference will focus on how the left within the Labour Party and trade unions can build a bridge between these new forces and our movement, both within this country and internationally. Speakers include Tony Benn, Katy Clark MP John McDonnell Mp and more. For more information contact visit the **Labour Representation Committee** at **www.l-r-c.org.uk**

Tuesday 20 November 2007 – Wednesday 21 November inclusive: CWU Union Learning Representatives National Workshop. This will be the fourth national event for union learning representatives in the Communication Workers Union. There will be opportunities: To meet with other CWU union learning representatives, to attend specialist workshops, to hear from guest speakers, to learn about the latest CWU learning developments and to celebrate your achievements. To book your place please contact **Laura Wright** on **020 8971 7416** or **Michelle Simpson** on **020 8971 7340** or email **learn@cwu.org** with your contact details.

Wednesday 28 November 2007: End Israeli Occupation – Peace for All. Lobby of Parliament 2 – 6 pm Westminster London. For more information contact **020 7832 1310 wattg@caabu.org** or **020 7700 6192 info@palestinecampaign.org**

Monday 3rd December 2007: Eastern Regional Retired Members' Committee Meeting. To be held in Community, Swinton House, 324 Gray's Inn Road, London WCIX 8DD at 11am. For more information contact **Nobby Clark**, Region Retired Members' Secretary on **07713 155575**.

Wednesday 5 December 2007: Update on Equality Law – Are we Catching Up? While we have travelled a long way in terms of equalities legislation recent reads. The complexity of discrimination legislation still make it very difficult to tackle the deep issues of inequality in the workplace. The conference will be of interest to trade unionists, employment lawyers, academics and students. Cost IER subscribers and members £75, Trade Unions £90 and Commercial £220. For more information contact the **IER** on **0151 702 6925** or email **office@ier.org.uk**

Tuesday 11 December 2007: Plain English Day. Organised by the Plain English Campaign, promoting the use of clear language in government departments, local councils and business. For more information contact the **Plain English Campaign**, PO Box 3, New Mills, High Peak SK22 4QP. Phone: **01663 744409** Fax: **01663 747038** Email: **info@plainenglish.co.uk**

Monday 7th January 2007: Eastern Regional Retired Members' Committee AGM. Will be held in Community, Swinton House, 324 Gray's Inn Road , London WCIX at 11am. For more information contact **Nobby Clark**, Region Retired Members' Secretary on **07713 155575**.

If you have anything for the events bulletin page please send your contribution to:

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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.