

GENERAL**561** Equality & Diversity Mandatory Training for Branch Officials – London**EQUAL OPPORTUNITIES****562** Harassment Complaints Database: Union Policy**563** Mandatory Equality & Diversity Training**564** Transgender Day of Remembrance**HEALTH AND SAFETY****565** York Containers – Use of Cardboard Sleeves – New TNT Downstream Access – Amazon DSA Retail Packets Trial**566** Climate Change and the World of Work – ILO Director-General Outlines ILO Role in New Green Jobs Initiative**567** National Meeting with Health and Safety Minister and HSE Principle Inspector for BT Group and Royal Mail Group – 22 November 2007 at CWU HQ – Change to Agenda and Meeting Start Time**568** Stockline Disaster – Damning Report**TELECOMS****569** BT Operate: Changes to the 21C Implementation Team**POSTAL**

No items this week

LETTERS TO BRANCHES

- | | | |
|-------------|----------|--|
| 996 | 14/11/07 | TUC Conferences 2008 – John East |
| 997 | 14/11/07 | BT Global Services Health and Safety – Bill McClory |
| 998 | 14/11/07 | Eurest Pay Review 2007 – BT Contract – Yarnfield Park Contract and Dundee Sitel Contract – Sally Bridge |
| 999 | 14/11/07 | Rule 14, Withdrawal of Credentials – John Baldwin |
| 1000 | 14/11/07 | Virgin Media – CWU Grade Salary Increase – Update – Brian Healy |
| 1001 | 16/11/07 | Telecom Industry Conference Motion 66 2007 – Annual Conference – Dave Joyce |
| 1002 | 16/11/07 | York Containers Misuse of Cardboard Sleeves National Survey Results – Dave Joyce |
| 1003 | 16/11/07 | Avian Influenza (Bird Flu) H5N1 Strain Outbreak near Diss on the Suffolk/Norfolk Border – Dave Joyce |
| 1004 | 16/11/07 | World Against War International Conference – Billy Hayes |
| 1005 | 16/11/07 | Telerelease Scheme – Simon Sapper |
| 1006 | 19/11/07 | Transfer of Guarding Staff from Monterey to Reliance – Simon Sapper |
| 1007 | 19/11/07 | Mobile Worker Payments – Simon Sapper |
| 1008 | 19/11/07 | BT Global Services Engineering Forum Notes – 25th Oct 2007 – Bill McClory |
| 1009 | 19/11/07 | BT Attendance Procedure – Grace Mitchell |
| 1010 | 19/11/07 | Black Workers' Conference 2008 – 2 February – Michèle Emerson |
| 1011 | 20/11/07 | Network Pay Offer Clarification – Terry Pullinger |
| 1012 | 20/11/07 | Kelly Services – Pay Update – Sally Bridge |
| 1013 | 20/11/07 | Directors' Duties New IOD and HSC Voluntary Guidance Publication Leading Health and Safety Leadership Actions for Directors and Board Members – Dave Joyce |
| 1014 | 20/11/07 | TUC/EOR (Equal Opportunities Review) Equality Law Conference – Friday 18 January 2008 – Michèle Emerson |
| 1015 | 20/11/07 | O2 Pension Plan Trustee – Nigel Cotgrove |

LETTERS TO BRANCHES (continued)

1016	20/11/07	Minutes of Commercial Vehicle Forum held 23 October 2007 – Dave Joyce
1017	20/11/07	Member Nominated Trustee Director Royal Mail Pension Plan (RMPP) – John East
1018	21/11/07	LGV Briefing – Terry Pullinger
1019	21/11/07	BT October Salary Progression – Grace Mitchell
1020	21/11/07	National Certificate of Recognition – John East
1021	21/11/07	BT PLC Activists Event – 10th January 2008 – Jeannie Drake
1022	21/11/07	Supply Chain Partners – Service Points – Ian Cuthbert
1023	21/11/07	Legal Services and Employment Departments CWU Headquarters – Tony Kearns

GENERAL

561

Equality & Diversity Mandatory Training for Branch Officials – London

In line with conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses. These courses are being held in the London region:

Tuesday 11th March 2008 – CWU HQ

Wednesday 16th April 2008 – CWU HQ

Thursday 22nd May 2008 – CWU HQ

Further dates and venues for other regions will be published in due course.

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

562

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.

563

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.

564

Transgender Day of Remembrance

Branches are advised that the Transgender Day of Remembrance was held on 20th November 2007. The Transgender Day of Remembrance is held in November each year to memorialise those who were killed due to anti-transgender hatred or prejudice.

The Day of Remembrance was founded by Gwendolyn Ann Smith to honour Rita Hester, whose murder in 1998 kicked off the 'Remembering our Dead' web project and a San Francisco candlelight vigil in 1999. Since

then the event has grown to encompass memorials in hundreds of cities around the world.

The Transgender Day of Remembrance helps to raise public awareness of hate crimes against transgender people and publicly mourns and honours the lives of transgender people who might otherwise be forgotten.

If branches would like to purchase any ribbons in support of the Transgender Day of Remembrance, please contact the Equal Opportunities Department.

For more information go to website www.gsanetwork.org/resources/dayofremembrance.html

For further advice please contact the Equality Department.

Any enquiries about this paragraph should be addressed to **Michèle Emerson**, Assistant Secretary.

HEALTH AND SAFETY

565

York Containers – Use of Cardboard Sleeves – New TNT Downstream Access – Amazon DSA Retail Packets Trial

Last week CWU/HQ discovered that Royal Mail had agreed with TNT Post a pre-Christmas trial whereby TNT Post can use Cardboard Sleeved Yorks for downstream access packets. No pre-consultation with CWU/HQ took place and the matter was not mentioned at the National Materials Handling Steering Group Meeting at Milton Keynes in September.

After questioning the Royal Mail Manager overseeing Garry Giles, he is now eager to talk to CWU/HQ about the issue and stated that due to an increase in the amount of packets posted downstream, particularly by TNT Post, an issue that has arisen is that some of the packets, although weighing less than the 2kg maximum weight, are too big for the minimum of five per selection to fit into a standard mail bag e.g. pillows and duvets that are within the size and weight limits but will not meet the one bag requirement. The result of this is that any 'undersized' i.e. less than five item bags, are charged at standard tariff and this is at odds with the retail specification.

Royal Mail therefore agreed this trial whereby TNT Post can use sleeved Yorks as a proxy for a bag where the number of items will exceed the bag dimensions. Royal Mail had

agreed for 17 Mail Centres to take part in the trial. This is described by Garry Giles as a very short term solution and in the longer term solution they are looking at is a bigger bag, similar to the size of the bags that have been used by Parcelforce.

The Mail Centres involved in the cardboard sleeved York trial are the following:

Norwich MC, Ipswich MC, Romford MC, Southend MC, Chelmsford MC, Dartford MC, Maidstone MC, Tonbridge MC, Canterbury MC, London East MC, London South MC, London Central MC, London West MC, Greenford MC, Croydon MC, Gatwick MC, Jubilee MC.

Strong representations have been made to Garry Giles and his team regarding health and safety implications of this trial stressing that at a time when discussions are progressing in relation to a fresh and concerted effort to rid the Royal Mail Network of York Container Cardboard Sleeves it is going to be very difficult for Mail Centre Managers and CWU Area Representatives to comprehend Royal Mail facing both ways when the National Containerisation Manager has agreed with the CWU Health, Safety and Environment Department to issue fresh instructions to Mail Centre Managers to remove all Cardboard Sleeves and then Garry Giles is at the same time issuing instructions to 17 Mail Centres to start using Cardboard Sleeves again on this new TNT Trial Contract.

Poor manual lifting and handling technique are encouraged by using Cardboard Sleeves for loose packet traffic in York Containers because as ergonomic studies has confirmed, it increases requirements on staff to bend, lift, reach and twist, greatly exposing sorters to the risk of musculoskeletal injuries and disorders (MSDs) when sorting and retrieving mail repetitively from the bottom of the Cardboard Sleeves.

In response Mr Giles now assures the Health, Safety and Environment Department that the very last of these mailings will be handed over using Cardboard Sleeves on **Saturday 24 November**.

We have told Mr Giles to ensure that he instructs all the involved MCMs to immediately consult our CWU Area Safety Reps on how to safely overcome the problem that has been created by this trial and that Mail Centres should quickly arrange for the traffic to be moved to the correct equipment – ALP Sleeves or Bags, ensuring that if the traffic is to be bagged off then Mail Centres have the correct equipment and drop bag fittings for these new bags mentioned.

A meeting has been arranged to discuss the issue further and progress will be reported to branches in due course.

All enquiries concerning the above should be addressed to **Dave Joyce** National Health Safety & Environment Officer quoting **reference C25**.

566

Climate Change and the World of Work – ILO Director-General Outlines ILO Role in New Green Jobs Initiative

As global leaders gathered in New York in October under the leadership of UN Secretary General Ban Ki-moon to breathe new life into international efforts to tackle climate change and other environmental issues, the ILO is presenting a plan aimed at meeting the climate challenge in the world of work.

ILO Director-General Juan Somavia explained the role of the ILO in this process and outlined a new plan for a “Green Jobs Initiative” that will promote environmentally sustainable development and make sure workplace issues are part of the debate. ILO Online reports on the High-Level Event on Climate Change held in New York, 24 September 2007.

The ILO is working with its own constituents – governments and the organizations of employers and workers – to document and promote the good practices that have been emerging in industrialized and developing countries alike. The ILO is also partnering with other agencies in the UN system and beyond and will actively support the initiative of Secretary General Ban Ki-moon for a system-wide focus on climate change.

The ILO has stated that one of the most important foundations for an integrated international and political sustainable strategy on climate change is a focus on productive and gainful employment and decent work. This provides both a conceptual and an operational way of integrating policies and programmes as well as means of reaching out across borders to workplaces all over the world.

The ILO have said that addressing the threat of climate change will entail a transition to new patterns of production, consumption and employment. The world of work is sensitive to changes in the environment. As climate change sweeps across the globe, governments, workers and employers are facing its incremental effects as well as searching for solutions to offset them. The inconvenient truth is that production and work consumes energy and other resources and leaves behind waste and greenhouse gases at a rate dangerous for our planet and our health.

The ILO are promoting the potential for creating decent work is enormous, but experience teaches us that it is not realized automatically. The kind of broad-based, inclusive growth which benefits the millions of workers, small holder farmers, small businesses and informal economy operators who need more and better jobs, does not happen by default.

It will take deliberate steps, policies for energy, industrialization and climate change designed to explicitly include green jobs as a goal and as a way of delivering development.

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

567

National Meeting with Health and Safety Minister and HSE Principle Inspector for BT Group and Royal Mail Group – 22 November 2007 at CWU HQ – Change to Agenda and Meeting Start Time

Further to LTB 988/07, dated 9 November the Health, Safety and Environment Department has today 15 November been informed that due to parliamentary business following the Queens Speech, the Health and Safety Minister Lord McKenzie is required to attend Parliament in the afternoon of **Thursday 22 November 2007** and therefore there is an unavoidable need to rearrange the agenda and starting time of the meeting in order to retain the Minister's attendance at CWU/HQ.

We apologise for any inconvenience this may cause those attending the meeting who may have already booked travelling arrangements but this is beyond our control and you will recall that the Minister was due to attend CWU Annual Conference and speak at the Health Safety & Environment Fringe meeting but unfortunately, firstly requested a change from Monday to Sunday for him to attend and then withdrew at the 11th hour due to parliamentary business. Although we will be starting the meeting 2 hours earlier than previously scheduled, the meeting will conclude at 1pm with lunch.

To reiterate the arrangements: Regional Health and Safety Forum Secretaries and Chairs or substitutes (maximum 2 per CWU Regional H&S Forum) are invited to attend the meeting.

Please aim to send one Postal and one T&FS delegate and where this is not possible then two from the same constituency is acceptable. Those attending will be expected to report back to their respective Regional H&S Forums.

Travel expenses for the two attendees from each of the Regional Health and Safety Forums should be met by the forums and will be reimbursed from the Health and Safety Department budget. If an overnight is required, the Department should be informed prior to the meeting.

Any problems with the change of start time of the meeting, please contact the Health, Safety & Environment Department and we will endeavour to assist.

Agenda

9am – 10am Lord Bill McKenzie Health and Safety Minister will give a 20 minutes keynote speech and presentation followed by 40 minutes questions & answers session (the Minister will have to depart promptly at 10am for the start of questions at the House of Lords at 11am.)

10am – 12 Noon Mark Dawson HSE Principle Inspector responsible for BT Group and Royal Mail Group and “LOPP” Account Manager will give a presentation followed by a questions & answers session.

12 Noon – 1pm Dave Joyce National Health, Safety & Environment Officer update report and AOB.

1pm Buffet lunch – meeting concludes.

2pm NEC HS&E Committee meeting

All enquiries concerning the above should be addressed to **Dave Joyce** National Health, Safety & Environment Officer quoting **reference HS1**.

568

Stockline Disaster – Damning Report

The disaster at the Stockline plastics factory in Glasgow was caused by years of neglect by the company that ran it and by the government watchdog meant to regulate it, according to a report out today. Eight experts from four universities have condemned ICL Plastics and the Health and Safety Executive (HSE) for failing to prevent the gas explosion on May 11, 2004, which killed nine workers and injured 40.

Repair work costing just over £400 would have prevented the Stockline factory blast, the cost of digging up, inspecting and replacing a corroded and leaking liquefied petroleum gas (LPG) pipeline that caused the tragedy in Glasgow on 11 May, 2004.

Conditions in the factory were poor, safety rules were broken and corners were cut to save money, the report alleges. But this is denied by ICL, which accuses the report's authors of using "innuendo" to try to discredit and close down the company.

The Scottish Executive are backing calls for a public inquiry to prevent a recurrence of this tragedy. The Lord Advocate, Elish Angiolini, is consulting on what type of inquiry to hold and has promised to make a decision shortly.

ICL Plastics and its subsidiary ICL Tech were together fined a total of £400,000 at the high court in Glasgow. The companies had pled guilty to breaching health and safety legislation by failing to protect their workers and by failing to properly assess the risks they were facing.

The explosion which caused the four-storey factory on Hopehill Road in Maryhill to collapse was blamed on a leak of liquified petroleum gas from a corroded underground pipe. The court was told the pipe had been inspected by a student on a holiday job, and would only have cost £405 to replace.

According to one of the report's leading authors, Professor Andy Watterson from Stirling University, the small fine combined with the poor track record of the company and the HSE amounted to a big problem. "They all point to a system that gives a nod and a wink to the most negligent employers that they can risk lives with virtual impunity," he said. "The surprise is not that tragedy struck at ICL, but that it didn't happen sooner. Neither HSE nor the firm took the action necessary to remedy problems over 20 years that had a clear potential for catastrophic failure."

Professor Watterson described ICL as a "sick firm" because of allegations that workers had suffered occupational illnesses. Employees had regularly developed "polymer fume fever", he said, and former workers had reported a series of industrial accidents, some of which required hospital treatment.

The multiple deaths and injuries from that terrible day three years ago – which included managers as well as workers – were not the result of an "accident", concludes Professor Watterson. They were the inevitable outcome of a "dangerously dysfunctional" health and safety culture "blighted by faint-hearted regulators".

Along with colleagues from Stirling, Strathclyde, York and Liverpool universities, Watterson has written a damning 166-page report on what has become known as the Stockline disaster, after a related company located next door. The report, which was inspired by discussions with ICL workers, is based largely on their testimony.

The report alleges that health and safety regulations were routinely broken at the factory.

Required safety assessments were not carried out, it says, and employees were not consulted, properly trained or provided with the necessary protective clothing.

According to workers, safety standards at the plant were "seriously deficient" and they were "actively discouraged" from raising concerns. The HSE is accused of ignoring workers' warnings about risks.

"Working conditions in the plant were primitive, as management was driven by cost-minimisation and cut corners," said the report's co-author, Professor Phil Taylor from the University of Strathclyde.

"Workers complained of heavy-handedness, arbitrariness and favouritism over questions of pay determination. Reports suggest that management had long been motivated by a hostility to trade unionism and a reluctance to respond to employees' concerns or to listen to their voices."

The ICL disaster was the worst work-related incident in Scotland since the Piper Alpha oil platform fire in 1988, when 167 lives were lost. It was the worst on the Scottish mainland since the 1960s.

The disaster highlights the fact that, over recent years, Scotland has suffered higher rates of death and injury from industrial accidents than England. Between 1996 and 2006 there were 58% more fatalities among workers in Scotland than in the UK as a whole. In addition, since 2001 the death rate has been rising north of the Border but falling down south.

This is officially regarded as the "Scottish anomaly" and has never been satisfactorily explained. The report suggests that it could be at least partly due to weaknesses in the inspection regimes for Scottish companies.

At the time of the ICL disaster, the HSE was reported to have only 68 inspectors to police

81,000 workplaces. According to the report, companies that are found guilty of health and safety breaches in Scotland have been fined thousands of pounds less on average than companies in England.

The report accuses the HSE of betraying "staggering naivety" about potential problems raised by workers, and relying on "walk-through" inspections announced in advance. The watchdog was guilty of an "abject failure" to share information with the workforce, it says.

The report concludes: "It is imperative that the First Minister sets up a Committee of Inquiry into the ICL/Stockline explosion with a remit to consider the regulation and management of health and safety in Scotland to establish the broader lessons that we can learn from this tragedy."

ICL Plastics, the holding company for ICL Tech, Stockline and four other companies, was run as a family firm making a wide range of plastic items by Scottish businessman, Campbell Downie, 72. Last week Downie said that he was sorry for the "pain and loss" caused by the disaster.

BUT yesterday his companies issued a statement strongly attacking the new report, pointing out that many of the workers were quoted anonymously. "It appears to be anecdotal and characterised by innuendo," the statement said.

"Whilst we have pled guilty to the criminal indictment we faced and have apologised unreservedly, we refute the suggestion that our working practices were persistently or routinely deficient or that we treat our employees unfairly."

ICL Plastics and ICL Tech said they had suffered "remarkably few" accidents in their 30-year history. According to the high court judge Lord Brodie, they "apparently have a good safety record prior to May 2004, going back to the 1960s."

The companies' statement continued: "It may be there is a desire to discredit the companies, their directors and managers, and loyal employees, without regard of the damage caused to the reputations of the deceased, and pain and suffering of their families, and the injured who returned to work.

"The inference we are entitled to draw is that some commentators would prefer the company to collapse into insolvency with consequent unemployment. We hope the expert group will confirm that this was not their intention."

HSE declined to comment on the report until it had seen it. A joint investigation with Strathclyde Police had led to a successful prosecution, said a spokesman, and HSE would co-operate fully with a public inquiry.

He added: "The verdict of the court recognised the well-established principle in health and safety law that responsibility for the management of workplace risks rests with those who create the hazards."

But the report was backed by local Labour

MP Ann McKechn, who described as “very worrying” the allegations about ICL’s health and safety record. “There are also many questions to be asked about HSE’s involvement,” she said. “This is only the start of the long search for answers as to why such a devastating event could have occurred in the centre of a major city in 21st-century Britain.”

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

TELECOMS

569

BT Operate: Changes to the 21C Implementation Team

As part of the ongoing review of the 21C programme, management have agreed that the Plan and Build team which currently sits in the 21C Implementation team in BT Operate will move to the 21CN Core Convergence Programme in BT Design.

The team will transfer on lift and shift basis. The date of this transfer is to be confirmed once it has gone through the Precision OD Governance process.

In addition there is also a team being created to focus on the quality of the build and ensure there is delivery of a service network build and to drive through improvements of the quality of network delivery standards. This team will be made up from the existing field team in the pre migration team. Circa 50% of the field team will transfer to the Plan and Build team undertaking a site rep role and the remaining 50% will continue to undertake the Core Uplift work. Management will split the team based on location and an assessment of the key skills required for the roles. There will be no changes to individual work location and terms and conditions.

Please find attached the briefing note sent to the team informing them of the proposed changes.

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**.

Thursday 22 November 2007: Don’t Attack Iran Day for Students. Details of activities around the country are being collated by the national Stop the War office. For example, the London colleges UCL, LSE, Goldsmiths and SOAS are organising co-ordinated die-ins with sirens and flares. Stop the War is asking every college in every locality to join this initiative. All information regarding the students’ day of action should be forwarded to Stewart at the Stop the War national office, who is also available for advice etc to college groups planning events on 22 November. If you wish to participate in the national Students’ Don’t Attack Iran day of action, Stewart can provide contact details for your college or university: Tel **020 7278 6694** or email stewart@stopwar.org.uk

Saturday 24 November 2007: Iran National Day of Action. With George Bush’s threats against Iran mounting by the day, Stop the War is asking all of its local groups to organise Don’t Attack Iran stalls and petitioning on Saturday 24 November. Stop the War has produced a special ‘Don’t Attack Iran’ placard, designed by artist David Gentleman, for use on the day of action. See here for a picture and how to order: <http://tinyurl.com/22e2t8> If you would like to be involved contact the Stop the War national office for details of Stop the War groups in your area: Tel **020 7278 6694** or email office@stopwar.org.uk.

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

Friday 30 November 2007: Rhythms of Peace Concert. 7pm at St James’s Church, Piccadilly, London. A benefit concert for Stop the War Coalition on the eve of the World Against War International conference. Andrew Murray will introduce: Actors, Julie Christie, David Soul, Janet Suzman, Prunella Scales and Timothy West; Campaigning journalist, John Pilger; US comedian Dave Lippman; South African percussionist, Eugene Skeef; Novelists, Ahdaf Soueif and Haifa Zangana; Ex-Ambassador, Craig Murray; Mezzo soprano, Janet Shell; Pianist & composer, Keith Burstein; Cellist, Charles Watt; Musician, Dave Randall, (Slovo and Faithless); Lindsey German, Convenor of Stop the War Coalition; John Rees, Respect Party; Jeremy Corbyn MP and Kate Hudson, Chair of CND. Tickets £15 at <http://tinyurl.com/2htzjk> or phone **020 7278 6694** or by post, cheques made payable to ‘Stop the War Coalition’ and marked ‘Rhythms of Peace’. Send to Stop the War Coalition, 27 Britannia Street, London WC1X 9JP.

Saturday 1 December 2007: Most Important Conference Since Iraq War The World Against War. Westminster

Central Hall, London. 10:00am – 5:00pm. The World Against War Conference will be the most important international anti-war event since the invasion of Iraq. Speakers include: Broadcaster and comedian Mark Thomas, Tony Benn, Lindsey German from Stop the War and Craig Murray, former UK ambassador to Uzbekistan. For a full speakers list, go to <http://tinyurl.com/2d9whw> Already registered for the conference are representatives of the anti-war movements in Canada, the USA, South Korea, Poland, the Czech Republic, Greece, Venezuela and many more. With so many delegates coming from across the world, we are in urgent need of accommodation. If you can offer accommodation, please email the **Stop the War** office or phone **Richard** on **0777 4936556**. This conference is open to all. Fee: National delegates £25, Local delegates £15, Individuals £10/£8. To book: <http://tinyurl.com/3cpum5> or phone **020 7278 6694** or by post, cheques made payable to ‘Stop the War Coalition’ and mark as ‘World Against War Conference’. Send to Stop the War Coalition, 27 Britannia Street, London WC1X 9JP. If you are interested in forming part of a national CWU delegation to this conference, please contact **Stephen Bell** in the **General Secretary’s Department** by **Wednesday, 28 November**.

Monday 3rd December 2007: Eastern Regional Retired Members’ Committee Meeting. To be held in Community, Swinton House, 324 Gray’s Inn Road, London WC1X 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 2008: Eastern Regional Retired Members’ Committee AGM. Will be held in Community, Swinton House, 324 Gray’s Inn Road, London WC1X at 11am. For more information contact **Nobby**

Clark, Region Retired Members' Secretary on
07713 155575.

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

Marcia Murray

CWU Communication Department
150 The Broadway
Wimbledon SW19 1RX
Tel: **020 8971 7497**
Email: **mmurray@cwu.org**

*Details must arrive nine days before
publication and must include a contact
phone number, brief summary of the*

*event, email and website address. Listings
are free, but inclusion is not guaranteed.*

The Link – branches and retired members
are reminded that items for the December
issue of The Link should be sent to The
Editor – The Link, SDGS Department, 150 The
Broadway, Wimbledon SW19 1RX by **noon**
Monday 3rd December 2007.