

GENERAL**030** Scotland Regional Courses**EQUAL OPPORTUNITIES****031** Harassment Complaints Database: Union Policy**032** Mandatory Equality & Diversity Training**HEALTH AND SAFETY**

No items this week

TELECOMS

No items this week

POSTAL

No items this week

LETTERS TO BRANCHES

- 045** 26/01/12 Labours Links with Trade Unions – Billy Hayes
- 046** 26/01/12 CSS Machine Operation – Christmas Automation Guidelines – Mail Centres & Delivery Offices/Mail Preparation Units (MPUs) – Post Christmas Review – Terry Pullinger/Bob Gibson/Dave Joyce
- 047** 26/01/12 Store Hubs – New Trial – Grace Mitchell
- 048** 26/01/12 Keep the Post Public – Billy Hayes
- 049** 27/01/12 BTECC – Election of Lay Representatives – Andy Kerr
- 050** 27/01/12 Delivery Direct Traffic Re-engineering – Revised Direct Traffic Measurement Call Standard/Procedure – Terry Pullinger
- 051** 27/01/12 Election of: National Representatives – Members' Auditors and IRB (Substitute) – Tony Kearns
- 052** 30/01/12 BT Fleet Consultancy Committee Meeting – Wednesday 15 February 2011 – Grace Mitchell
- 053** 30/01/12 Linda Hancock – Billy Hayes
- 054** 31/01/12 TUC Survey on Unions, Greening the Workplace and Climate Change 2012 – Dave Joyce
- 055** 31/01/12 CWU Senior Deputy General Secretary and CWU Assistant Secretary Postal – 2012 – Tony Kearns
- 056** 01/02/12 New CWU Youth Publicity – Simon Sapper
- 057** 01/02/12 Youth Conference 2012 – Simon Sapper
- 058** 01/02/12 York Capacity Review – Terry Pullinger/Bob Gibson/Dave Joyce
- 059** 01/02/12 Rules Revision Conference 2012 – Agenda Pad – Tony Kearns

030

Scotland Regional Courses

The following courses have been arranged in Scotland:

- Postal Agreements & Procedures:
27 February – 2 March (Glasgow)
- Union Skills 1:
5 – 9 March (Edinburgh)
- Health & Safety Stage 1:
12 – 16 March (Glasgow)
- Health & Safety Stage 1:
19 – 23 March (Edinburgh)
- Union Skills 1:
30 April – 4 May (Glasgow)
- One Day Equality & Diversity:
9 May (Glasgow)
- One Day Equality & Diversity:
10 May (Edinburgh)
- Postal Agreements & Procedures:
14 – 18 May (Edinburgh)
- Union Skills 2:
21 – 25 May (Glasgow)
- Union Skills 2:
28 May – 1 June (Edinburgh)
- Women in the CWU:
7 – 8 June (Edinburgh)
- Health & Safety Stage 2:
11 – 15 June (Glasgow)
- Union Skills 3:
3 – 7 September (Glasgow)
- Postal Agreements & Procedures:
17 – 21 September (Glasgow)
- Union Skills 1:
17 – 21 September (Edinburgh)
- One Day Equality & Diversity:
25 September (Glasgow)
- One Day Equality & Diversity:
27 September (Edinburgh)
- Postal Agreements & Procedures:
1 – 5 October (Edinburgh)
- Union Skills 1:
1 – 5 October (Glasgow)
- Health & Safety Stage 3:
29 October – 2 November (Glasgow)
- Chairing Meetings:
12 – 13 November (Glasgow)
- Financial Secretaries/Treasurers:
15 – 16 November (Edinburgh)

Please submit application forms as soon as possible.

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

031

Harassment Complaints Database: Union Policy

Branches are reminded of the CWU's stance on dealing with bullying and harassment cases. A bullying and harassment complaints database is held in the Equal Opportunities Department.

Branches are encouraged to utilise the HCD1 form to record allegations of bullying and harassment made by CWU members. Information concerning the HCD1 form can be found on the CWU website under the Equal Opportunities section.

We appreciate that this will add to an already busy work schedule but it is essential that, as a union, we instil confidence in our members that our zero tolerance policy on bullying and harassment is followed up with action and not just words.

The data that comes through to headquarters will be vital in enabling us to analyse and identify any problem patterns which may exist and we can flag these accordingly.

We extend our appreciation to all those branches who consistently comply with this request and look forward to the co-operation of all branches in this matter.

Any queries in relation to this paragraph should be addressed to **Linda Roy**, National Equality Office

032

Mandatory Equality & Diversity Training

Branch secretaries are requested to ensure that any person in their branch who has CWU representative 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.

EVENTS BULLETIN

Friday 10 February 2012: TUC Conference:

Single Market, Equal Rights. To be held at TUC Congress House, Great Russell Street, WC1B 3LS from 2:00pm - 5:45pm (registration and lunch from 1pm, event followed by networking drinks). TUC in association with Foreign Policy Centre and European Commission Representation will host a one-day conference on 'Single Market, Equal Rights' looking at the current state of the debate in Brussels on employment and social rights and addressing the political view in the UK around

the issue. The high profile half-day event aims to bring together a range of difference British perspectives on the EU's role in employment and social law and will involve a range of high profile speakers, including: Commissioner Lazlo Andor, European commissioner for employment, social affairs and inclusion; Emma Reynolds MP, shadow Europe minister; Brendan Barber, TUC general secretary and Billy Hayes, CWU general secretary. Free to attend and open to all. Places are limited and will be allocated on a first come-first served basis. Please contact events@fpc.org.uk if you would like to attend.

Saturday 11 February 2012: Demonstrate for a Human Rights Revolution.

12pm – 2pm at Trafalgar Square, London. Following the Arab Spring, Amnesty International are organising a global day of action in support of the people of the Middle East and North Africa who are peacefully demanding their human rights. Speakers will include Kate Allen, director Amnesty International UK plus leading representatives from trade unions and NGOs as well as activists from the Middle East and Africa. Show your solidarity with the people of the Middle East and North Africa and stand in defiance against all those who try to suppress them by wearing black, white or red. For more information visit Amnesty International at www.amnesty.org

Wednesday 15 February 2012: Brighton History Workshop presents The Fight Against Fascism in Brighton & The South Coast.

This will held at the Labour Hall, Lyndhurst Rd, Worthing BN11 2DE at 7.30pm. Book launch – author and speaker Tony Greenstein was brought up in an Orthodox Jewish family and has written widely about the Middle East and Israel/Palestine in particular. A committed socialist, from his teens he has been at the forefront in the fight against fascism nationally and locally – and he has the scars to prove it. For more information contact **Richard Jones** on **07931 682996** rjonescwu@hotmail.com

Tuesday 21 February 2012: Pay Forum 2012 – Building Intelligence and Negotiating Change.

To held at Congress House at 09:30 to 16:15. Cost TUC affiliated: £125 + £25 VAT, Non-affiliated: £215 + £43 VAT. Discounts are available for multiple bookings (even for the lower TUC-affiliated rate). Please call the IDS sales team: **Sean Duffy – 020 7393 7602** or **David Dooley – 020 7393 7775** to negotiate a rate, based on the number being booked. The TUC and Incomes Data Services' fifth joint forum on pay bargaining for the coming year; keynote speaker: Professor Danny Dorling, author of 'Injustice'. This forum offers expert insight into pay prospects and challenges for 2012, crucial information about the economic landscape and practical sessions on key issues. Unions are able to book places

at a fraction of the price normally charged for IDS events. For more information contact **Jennifer Mann** at jmann@tuc.org.uk or visit www.cvent.com/events/ids-tuc-conference-pay-prospects-for-2012/event-summary-61d0209a6aa84b64bb27c69683669459.aspx

Friday 24 February 2012: Work Your Proper Hours Day. Now in its ninth year, Work Your Proper Hours Day is a TUC campaign to highlight the unsung extra hours that workers across the UK put in to boost our economy. More than five million employees across the UK worked a record £29 billion of unpaid overtime last year. The two billion hours of unpaid overtime is the equivalent of a million extra full-time jobs – that’s lots of free work at a time of high unemployment and when paid overtime for workers is falling. The TUC will be urging people to take part in Work Your Proper Hours Day by taking a proper lunch break and leaving work on time. It’s also an opportunity for bosses to thank their staff for the extra time they’re putting in and possibly even treat them to a drink after work! Unions can join in Work Your Proper Hours Day 2012 by distributing posters or leaflets to activists and members to put up on staff notice boards and office desks, and encouraging people to promote the day on facebook and twitter. If you would like to distribute posters or leaflets to activists/ members or for any further information, please visit the Work Your Proper Hours Day website – www.workyourproperhoursday.org.uk Alternatively, the TUC can create PDFs of

posters and flyers with individual union logos on. Please contact **Rob Sanders** on **020 7467 1217** for further info on this.

Wednesday 29 February 2012: “Green Skills, Green Jobs”: Unionlearn Conference. 10:00 to 15:30 at the Albemarle, Albemarle Green Skills are fast becoming a key theme of union learning. With the potential for hundreds of thousands of new jobs to be created in the emerging green sectors, trade unions are at the forefront of the campaign for high quality, sustainable jobs. Location: The Albemarle, Albemarle Road, Taunton TA1 1BA. A conference for trade unions and partner organisations in the South West. Speakers include: Nigel Costley, Regional Secretary, SW TUC; Maria Adebawale, Capacity Global (TBC); Steve Green, Renewables UK; Phil Stott, Green Deal Alliance (TBC); Leslie Watson, Sustainability Southwest (Invited); Jo Pye, Exeter University & SW Regional Observatory. For more information contact Keith Hatch, khatch@tuc.org.uk or **07917 415487** and Beth Callinan, bcallinan@tuc.org.uk or **0117 947 0521**.

Monday 12 March 2012: Unions and Employers helping to Build Working Communities. This event is free and will be held at Congress House, Great Russell Street, London. Across the UK, unions, employers and the third sector are working together on skills to help the unemployed back into work; particularly NEETS and the disadvantaged.

To find out more about how you can help, make a diary note to attend this conference on Monday 12 March, at the TUC, in London. It will be of great interest for anyone wanting to engage with their community, in partnership with unions and employers, to address issues of social exclusion, unemployment and skills. Please register your interest in attending this free conference by emailing **Gurpreet Keila** at gkeila@cflarning.org.uk or calling **020 7798 6067**.

Sunday 22 April – Thursday 26 April 2012: CWU Annual Conference 2012. Will be held at the Bournemouth International Centre (BIC), Bournemouth.

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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
London
SW19 IRX
Tel: **020 8971 7497**
Email: mmurray@cwu.org

Details must arrive nine days before publication, must include contact phone number, brief summary, email and web address. Listings free, but inclusion is not guaranteed.