

RepZone

Visit our new RepZone – page 4
the page for our Amicus Reps

Welcome to the electronic, interactive edition of
Getting Organised –
the newsletter for the members of the
South of England Branch of Amicus-GPM Sector

Amicus and T&G move closer to merger

see page two



Merry Christmas to all members – see you at the AGM

South of England Branch

Annual General Meeting Saturday, 27th January, 2007

Room 3B, Malet Street, London WC1E 7HY

11.00 a.m. – 1.00 p.m.

Guest Speakers: Tony Burke (*Assistant General Secretary*)
and John Ayling (*Amicus National Executive Committee*)

Please ensure your Chapel is represented at this meeting



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or use the arrows below to turn the pages*

The next issue of *Getting Organised* will be published in early March.

All copy and photographs should be supplied by 10th February, 2007

Please email contributions to don@gettingorganised.info or send them to

GPM-Sector South of England, CMA House, Ruscombe Business Park, Twyford, Reading, Berkshire RG10 9JD

If you need further information please telephone Don Dolby on **07803 413343**



Steve Attwill writes . . .

Welcome to, if not a completely new look, then a re-focused "Getting Organised".

Recent changes in the branch, including officer and staff retirements, have meant we are thinner on the ground than before. While additional officer support will be provided to deal with the most urgent of matters, we are all going to have to get used to the idea of being more resourceful at chapel and activist level. This means reps and members supporting each other in grievance and disciplinary cases at work; chapels undertaking more research and preparation for negotiations; and leading reps exercising more judgement and leadership in the workplace.

I would like to thank your branch committee, our reps and members for their continuing solidarity and support.

May I wish you, and those closest to you, all the best for the season, and may we face the challenges of the future with a unity of purpose, understanding and confidence.

The Rep Zone of "Getting Organised" will become a permanent and important feature, signposting our representatives and members towards resources, issues and campaigns to support the objectives above. This will be complemented with increased encouragement for reps and members to undertake training provided by the union at national and local level in the coming year. Your feed-back on the Rep Zone will be greatly appreciated.

But change continues . . . even before we have come to terms with the merger with Amicus another is almost upon us. The National Executive of Amicus has agreed terms with the T&G with a merger ballot of members next year. The struggle between the global and the local continues to

intensify as we have witnessed in our sector over the last decade. Getting the balance right between the two is always going to be difficult. So it is important that chapels and members contribute to the debate in the coming months and vote in large numbers in the ballot if our sector's voice and our values are to be heard in an ever-changing world.

When telephoning the Branch Office...

Although the office is open from 9.00am to 4.30pm Monday to Friday, Niki is on her own for much of the time and naturally can only deal with one call at a time. If your call is answered by the answerphone, please leave your name, contact details and the nature of your enquiry. This will help Niki to return your call and deal with your enquiry as soon as possible. Please be patient and, wherever possible, please ask your workplace reps if they can deal with the matter before ringing the office.

joint editors:

Steve Attwill, Branch Secretary
Don Dolby, Production Editor



Articles Welcome

We are keen to receive more contributions from members. It is your journal after all. Please make a note of the deadlines for the next issue of *Getting Organised* and encourage your chapel and members to make their views known.

We would like to have a regular correspondence page so if you have any views to share, please send them in using the contact details below.

Please email all contributions to
don@gettingorganised.info
or send them to

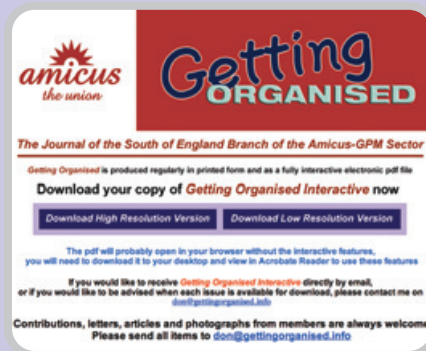
GPM-Sector South of England,
CMA House, Ruscombe Business Park,
Twyford, Reading, Berkshire RG10 9JD
If you need further information telephone
Don Dolby on
07803 413343

Next issue of *Getting Organised* will
be published in February/March

All copy and photographs should be
supplied by 1st February, 2007

Interactive Edition

We also produce an interactive version of *Getting Organised* in pdf format. This hopefully will enable us to reach more members and keep the news up-to-date.



If you would like to receive a copy of this version please email Don Dolby at don@gettingorganised.info or visit the website at www.gettingorganised.info to download it yourself.

printed by Clarendon Printers (T.U.)

VICTORY FOR COMMUNICATION AT MACMILLAN

Success For Macmillan Publishing Employees

Members at Macmillan Publishers have been eagerly awaiting a Central Arbitration Committee (CAC) decision under the new Information and Consultation Regulations after an Amicus reps and members led campaign at the company.

The CAC have now ruled in favour of the employees' claim for a statutory Information and Consultation Agreement.

This means that, in the future, the employer must provide Information and Consultation Representatives with information in a number of areas that have an impact on members' lives. These will include investment in the company that may affect employees and any plans for closure, redundancies or relocation. Financial information on profits, etc, should also be available to reps when necessary.

Consultation should take place regarding any decisions that may lead to changes in the organisation of work and contracts.

Find out what else is covered under this agreement?

You can find out just how many issues are covered by this new agreement by visiting www.amicustheunion.org and searching for Macmillan. The agreement makes sure that all workers at Macmillan Publishers are treated with respect and consulted and informed about matters that could affect them at work.

For more information please visit www.amicustheunion.org/default.aspx?page=2924

Survey shows demand for more flexible working

A recent survey by Amicus, shows a growing demand for flexible working among newspaper and media workers in the South East.

Other main concerns are opposition to long working hours, increased stress and lack of training along with the increasing pressures of trying to balance home life with work.

As an incentive for workers in these industries to take part in the web-based survey, which was carried out in the summer, the branch teamed up with the David Beckham Academy in London by offering young people between the ages of 8 and 15 places at the Academy.

Anne Davies, from the Maidenhead Advertiser, won one of the prizes. See the story on the right.

The survey showed that flexible working is not solely a "women's" issue. Many male respondents put this issue high on their agenda as well. 30% of the respondents were women – stress and the lack of promotional opportunities were substantial issues facing them.

Among the respondents to the survey 27% were not union members and flexible working again resonates strongly amongst this group, but not surprisingly long hours and stress came second.

Steve Sibbald, Amicus National Officer for the Newspaper and Media services, said: "This was the first time we have conducted a survey in the industry and it gave us lots of information.

"These initial results from the data collected reaffirm many of the known issues facing UK workers today – stress, long working hours culture, lack of training and career development. Future organising campaigns will undoubtedly reflect this.

"The messages we have received from both parents and youngsters who attended the David Beckham Academy was that the winners had a great time and they congratulated Amicus on this initiative."

Over forty workforces across the South East and London participated and Steve Attwill said the local feedback had raised the profile of the union.

For more information please visit www.amicustheunion.org/gpm_sector

Beckham Winner at Maidenhead Advertiser

Anne Davies, who works at the Maidenhead Advertiser and lives in Reading, was a winner in the recent Bend It Like Beckham competition. She won a 3-day Training Course which was one of the 20 top prizes.

GPM Charitable Trust

The GPM Charitable Trust is a charity administered by the GPM-Sector in Amicus.

The object of the charity is the relief of persons and their dependants who are in need, hardship or distress or who are sick, convalescent, disabled or infirm and who are, or have been, employed in the graphical, paper and media industries.

The Trustees consider applications at their meetings on the basis of each individual's circumstance and generally provide one-off financial grants to those applicants that meet their criteria.

Amicus GPM-Sector members and other applicants seeking grant assistance from the GPM Charitable Trust should contact the branch office for an application form.

All communications with the Trust, should be addressed to:
GPM Charitable Trust Joint Administrators,
c/o Amicus GPM, Leicester & East Midlands Branch, 57 Regent Road, Leicester LE1 6YF.
Tel: 0116 254 1900/7076
Fax: 0116 254 2779
Email: rose.mooney@amicustheunion.org

£75,000 AWARD FOR UNFAIR DISMISSAL

Five members working in Guernsey have been awarded just under £75,000 after their claims for unfair dismissal were upheld by a Employment and Discrimination Tribunal in Guernsey.

The members were informed by their employer that their company INK Limited had ceased operation and that they were dismissed with immediate effect. The members claimed the company failed to observe multiple elements of the Code of Practice in the "Handling of Redundancy" Code of Practice.

This failure by the employer constituted Unfair Dismissal under Guernsey Employment Protection Law. One further Amicus member's case is pending.

Southern and Eastern



Megan Dobney, Regional Secretary of SERTUC

It's a privilege!

A privilege and a rare opportunity to do something which gives great satisfaction.

That's exactly how I feel about being Regional Secretary of SERTUC. But not only a privilege, also a challenge. SERTUC covers three government regions – the East of England, London, and the South East of England – and over two million trade unionists live within our boundary.

So the job of leading the "TUC in the region" is diverse and interesting – from the inner city, to the manufacturing heartlands, to tourism in the Cotswolds or at the seaside, agriculture to shipping.

Like any trade union bureaucrat I am responsible to the members – in my case the SERTUC Regional Council – and one of the first things I did was to look for unions not represented or active and encourage them to appoint full delegations. And now we're building the strength and activity of our equality and industrial sub-groups – the place at which many people begin their involvement with the TUC.

The role involves building relationships between the TUC and public bodies – Regional Assemblies, Development Agencies, Learning and Skills Councils, political authorities and representatives and so on – ensuring that the voice of workers is heard.

Central to this at the moment is our work with unions and the TUC nationally to make sure the Olympic and Paralympic Games in 2012 provide not only a world class event but do so with workers in world class jobs, and leave a world class legacy for the people of all three SERTUC sub-regions.

But a prime part is our campaigning work – and there will be little more important over the next period than our concerted



The TUC has officers in seven locations in England and Wales who serve the Regional Councils and the Wales TUC. Two of these officers are former active members of the GPM-Sector and are the secretaries in the two TUC regions covered by the South of England Branch. Nigel Costley and Megan Dobney are well known for their work in the GPMU and its former constituent unions.

The TUC's regional staff represent the TUC by supporting TUC campaigns and objectives and seeking the views of trade unions in the regions. TUC regional education officers organise a programme of accredited courses for stewards, safety representatives, pension scheme trustees and other trade union representatives.

The **Southern and Eastern Region** covers Buckinghamshire, Oxfordshire, Berkshire, Surrey, West and East Sussex and the Isle of Wight in our branch as well as Greater London, Hertfordshire, Bedfordshire, Cambridgeshire, Suffolk, Norfolk, Essex and Kent.

The **South West** covers Somerset, Dorset and Wiltshire in our branch as well as Gloucestershire, Devon and Cornwall.

campaign to ensure that the far right parties do not gain a greater grasp in the political world. SERTUC is proud of the cultural and ethnic diversity of our region and will fight to ensure that the lives of our members are not threatened by fascists, whether physically, culturally or politically.

Megan Dobney was formerly a print worker and activist in the NGA, GPMU and Amicus. The Southern and Eastern Regional Council of the Trades Union Congress represents TUC affiliated trade unions in London, the South East and the East of England. SERTUC directly represents the interests of those unions' two million members who live and work in this region.

More information on the services that the TUC provide for working people can be found on their website: www.tuc.org.uk

South West



Nigel Costley, Regional Secretary of SWTUC

Vision for the future!

It is true that the printing and media trade gets into your blood.

My 15 years as an elected officer for the GPMU has held me in good stead in my role as South West TUC Regional Secretary. The GPMU and now Amicus represented members in companies big and small. The union has a proud record of looking after members throughout their lives and has always been committed to promoting high standards of training. Having a vision for the future is important and means that the union gets involved in influencing wider society as well as individual employers.

Every union has its differences and many customs are held dear. But it is vital that we learn from each other and apply best practice to the way that members are looked after and supported. That is an important role for the TUC.

Another key part of the job is to try to speak up for all workers in our region. This means producing a range of quality materials to which I can bring my own design experience. It also means pushing out positive media stories about trade union campaigns.

I am privileged to have such a job for the trade union movement and it is great to be able to work alongside officers like Steve Attwill who I first knew back in the NGA.

Nigel Costley was formerly an activist in the NGA and GPMU and Branch Secretary of the Three Shires branch. The South West Regional Council of the Trades Union Congress represents TUC affiliated trade unions in the South West of England.

Branch volunteers at Billy Bragg gig
Hope Not Hate Part II – Reading Concert Hall



Billy performing at this year's Tolpuddle festival

When Billy Bragg's Hope Not Hate Tour Part II comes to Reading on December 14 volunteers from our Branch will be handing out leaflets and stickers from an Amicus stall in the foyer. This gig is part of a special series of concerts in support of five of the UK's leading anti-Fascist organisations. Three major trades unions, UNISON, the GMB and Amicus, are sponsoring the tour.

These dates follow the enormous success of his first Hope Not Hate tour in April and May this year, serving to raise awareness of the threat of racism and the rise of the BNP in the UK.

"In this 70th year of the Battle of Cable Street, and with the rise of the BNP, it's crucial that we continue our campaign against racism and Fascism in Britain," said Billy. In 1936 the people of London's East End rallied to Cable Street and forced back a march by the Fascist Oswald Mosley and his Blackshirts.

The five anti-Fascist organisations supported by the Hope Not Hate Tour Part II are Searchlight, Unite Against Fascism, Love Music Hate Racism, Show Racism the Red Card and The Left-Field at Glastonbury.

Billy will be performing solo on the tour, with each show split into two sets. The first will concentrate on songs from his just-released 'Billy Bragg Volume 2' box set while the second half will include a preview of songs Billy is recording for his new album next year.

Please visit www.readingarts.com for more information on this gig or go to www.billybragg.co.uk to find out more about the campaign.

South Dorset MP is determined the 2012 Olympics will benefit everyone

Jim Knight is Labour MP for South Dorset. The following is reproduced from his website www.jimknightmp.com

Winning the Olympics for London in 2012 is great for the whole country. Hosting the sailing and windsurfing at Weymouth and Portland Sailing Academy is possibly the biggest opportunity for the area in a generation.

I am now working on four main initiatives in this area locally.

Sport in schools – I am encouraging the Government to ensure that the benefit of the Olympics is not felt just by the elite in sport but is matched by investment in sports such as sailing in local schools.

The Cultural Olympics – as part of the bid there is the option of developing the cultural side of the Games. This would take the form of cultural exchange which I would like to see focussing on links back to Portland.

There is a strong link between London and Portland through stone, this could also form the basis of links to other communities around the world where Portland stone is

Portals Overton Civil Trades Department collect for Children In Need



Alan Ball, Kevin Anniss and Neal Elliott

For many years Godfrey Lyall would spend Children In Need day collecting but this year, sadly, Godfrey passed away on the 8th November so, in his honour, the Civil Trades lads got dressed up and off they went. They collected £2,828.53 which Portals matched making a total of £5,657.

Godfrey worked for Portals for 45 years and was due to retire in 2007. He will be sadly missed by all at Overton.

used in places such as the UN building in New York. We could extend this to other stones on the Jurassic Coast.

I am continuing to push for the earliest possible development of the **Weymouth Relief Road**. The new road is vital to the successful staging of the events, including the provision of the new park and ride scheme near the Manor Road roundabout. From these spectators can be transported to the main viewing area on Wemouth beach.

The main effort has to be on the **legacy of the Games**. I have convened a gathering of the leading local and regional figures to try to agree a vision for the legacy for more than just sport and tourism. The opportunity is to realise real gains for investment and enterprise as well as for the wider community and environment.

For regular updates in Dorset please sign up for Jim Knight's e-mail newsletter at www.jimknightmp.com

Amicus councillors and officers at the South Dorset community event where the 2012 games will be held



Left to right: SOE Branch Secretary Steve Attwill, Cllr Simon Bowkett, Cllr Kay Wilcox, Cllr Mark Tewkesbury, Regional Officer Colin Rose



Friends and comrades mark Trevor Town's retirement in the traditional way

RepZone

information for Amicus-GPM Sector Workplace Representatives

There are many resources available for Workplace Reps, both online and printed. This page is intended to direct you towards that information. FOCs, MOCs, Safety, Equality and Union Learning Reps will find invaluable support for their roles on the shopfloor.

Contributions are only

£2.25 per week

If you are already a member, please encourage others to join.

Father/Mother of the Chapel

www.amicustheunion.org

The place to begin – the union's own website. There are many links providing a wealth of information and advice.

Of the eight links in the menu on the home page, the **RESOURCES** item is probably the most useful to FOCs and MOCs. It contains information on topics such as **Pensions, Negotiation Information, Pay and Conditions Database, Legal Help, LRD Publications** and a **Rep's Zone**. There is also a discussion forum where you can see what other reps in the workplace are thinking.

Reps' zone

Here you will find resources and information regarding topics ranging from training courses to negotiating tools.

The Activists' electronic newsletter has now been sent to workplace reps and stewards. It contains the latest information that will be useful to you as a negotiator. This can be viewed by click on the link on the page.

Other topics on the page include:



Reps at work – the role of Amicus representatives in the workplace

Recruitment and retention – resources to assist you in recruiting new and retaining existing members

Advice and guidance on disciplinary and grievance procedures – sample letters for workplace reps

Amicus Payline – an online pay and conditions database



Amicus also produces many useful booklets to help reps in the workplace. Please contact the branch office for your copy.



LRD publications – free access to LRD's online information resources

Briefing pages – current and past issues of the briefing pages can be downloaded here

Publications – download Amicus publications and research guides

Education – Further details about the union's education facilities

Health and safety – read about aspects of health and safety

Information for negotiators – a variety of information to aid negotiations

The above information can all be found at www.amicustheunion.org/resources and then clicking on the relevant link.

Labour Research Department



The Labour Research Department (LRD) is the independent, trade union based research organisation. LRD's publications: **Labour Research, Bargaining Report, Fact Service** and **LRD Booklets**, along with their unique **Enquiry Service** provide a wealth of detailed information for supporting negotiations and campaigns.

The Labour Research Department was founded over 80 years ago. Around 2,000 trade union organisations, including 54 national unions, representing more than 99% of total TUC membership, are affiliated.

Visit the Labour Research Department website at www.lrd.org.uk for further information. You will need the user name **amicus** and password **rd2002** to log in.

You can also contact them by telephone on 020 7928 3649, fax on 020 7928 0621 or email info@lrd.org.uk

Health & Safety Rep

Amicus wants prison for company killers

Amicus is demanding urgent changes to corporate manslaughter legislation following a recent case which highlighted that companies responsible for the death of their employees are not being held accountable.

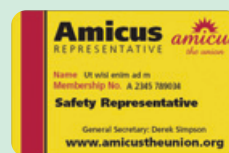
Richard Thomas, known as Dean, was crushed by a reeling machine at a paper mill on May 3rd 2003. The mill in Lydney, Gloucestershire, was owned by JR Crompton Ltd. The father of two, who had worked at the mill since 1984, was killed when he entered the machine to prepare it for the next job.

Tony Burke, Amicus' Assistant General Secretary, addressing the TUC Conference on the issue, said: *"This case demonstrates the inadequacy of the law. A £200 fine for the loss of a life is an insult to Mr Thomas' family and an encouragement to other negligent employers who cut corners on health and safety."*

"We want to see individual directors held personally liable through prison sentences for failures that result in the death or maiming of their workers."

For more information visit: www.amicustheunion.org/default.aspx?page=4495

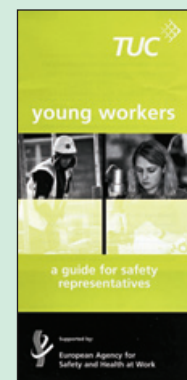
New safety reps cards



Amicus is issuing safety reps with a new laminated membership card, like the one pictured here.

All existing safety reps should have received one of these new cards in October 2006, but if you have not received one yet please contact Glen Turner on 0845 345 0055.

For more information visit: www.amicustheunion.org/default.aspx?page=4761



TUC Leaflets

The TUC is an invaluable source of information, such as the *"young workers guide"* for Safety Reps, shown here.

The latest issue of their Health & Safety Newsletter can also be viewed and downloaded from the TUC website at www.tuc.org.uk

Equality Rep

Women & Equality Structures in a merged union

A consultation document has been drafted which will form the basis of the Amicus and T&G consultation on equality structures for the new union. The document contains a proposal for Equality representatives in the new rule book as well as proposals for gender and ethnic proportionality on all lay member committees and women and Equalities Structures that largely reflect the Amicus women and equality structures.

The Amicus equalities strategy will provide the foundation to support the principle that has been agreed that equality will be at the heart of the new union with equality reps in every work place.

There were a number of rule changes at the 2005 policy conference which have now been implemented. The rule changes amended the equality structures to introduce regional equality committees and alter the election of the national equality committees. These Equality forums took place between March and May 2006 and elected the regional and national committees as well as delegates to the Regional Councils.

For more information visit: www.amicustheunion.org/default.aspx?page=362

Respect at Work

The Women Representatives' Organising Works Course has been held in Esher in 2005 and 2006. This 5-day training programme develops skills as well as enabling women to share experiences and then discuss the issues that impact on women at work. Recruitment posters have been produced in 2006 around the theme of "Respect at Work" to publicise the importance of equality and respect at work and to make existing members aware of this issue and encourage the recruitment of new members.

For details of courses visit: www.amicustheunion.org/default.aspx?page=63&terms=courses

Negotiating in the Workplace

Four new equality negotiators' guidelines were launched at the industrial sector conferences in June 2006 on negotiating on equality policies, work-life balance, combating racism and combating homophobia. These are designed as a tool for representatives and shop stewards to use in negotiating and promoting equality in the workplace.

To order copies please telephone the branch office on **01189 346030**

Union Learning Rep

Unionlearn

Unionlearn was formed from the merger of TUC Education and Learning Services in May 2006. This new initiative has been developed by the TUC to help unions meet the education and skills needs of their members.

unionlearn Unionlearn aims:

- to help unions become learning organisations
- to help unions to broker learning opportunities for their members
- to research union priorities on learning and skills

For more information on unionlearn visit: <http://www.unionlearn.org.uk/>

Sign up for Quick Reads 2007



Quick Reads have now launched their new website for next year's launch on 1st March. You can sign up for alerts, discover the new books that are coming out, and order as much promotional material as you want for your workplaces and colleagues.

Quick Reads are designed for people who feel that they need help and support with improving their reading skills.

For more information on Quick Reads visit: <http://www.quickreads.org.uk>



Amicus Courses

The Amicus Education and Training Department provides high quality nationally accredited training to enable representatives to deal effectively with workplace issues and to be responsive to the needs of the members.

A pdf version of the 2006/07 Course Prospectus can be downloaded.

For more information on available courses visit: www.amicustheunion.org/Default.aspx?page=29

Pursuing Excellence

The branch welcomes the opportunity for members to comment on 'Pursuing Excellence: An Outline Improvement Strategy for Consultation' (the Improvement Strategy). Visit the weblink below and let the branch office know your views.

For more information, and to download a pdf, visit: <http://www.tuc.org.uk/skills/index.cfm>

Being an Amicus member entitles you to representation and advice at work.

Perhaps you face work problems that you need to resolve, or you have a grievance against your employer.

Our Union Reps, Branch Officers and Amicus legal team are at your disposal to give you the support and advice that you need.

You win – no fee

Amicus members have legal protection for cases such as unfair dismissal, insolvency, discrimination and harassment. We will take up your legal case at no cost to you, and if we win, you receive the full amount of your claim – **Amicus takes no percentage.**

Free training – to help you and your colleagues

Amicus will also train Union Reps, Health & Safety Reps, Equality Reps, Union Learning Reps, Disability Champions, Pension Trustees and Young Members.

Join Amicus – see contact details below.

contact your union

www.amicustheunion.org

amicus legal services:

24-hour legal helpline: 0870 240 4545

Member helpline UK: 0845 850 4242

membership/subscription queries:

Telephone: 0208 462 7755

GPM SECTOR – SOUTH OF ENGLAND

branch office:

Email: niki.stroud@amicustheunion.org

Telephone: 01189 346030

Facsimile: 01189 342087

or write to

GPM Sector – South of England, CMA House, Ruscombe Business Park, Twyford, Reading, Berkshire RG10 9JD