



AMICUS GRAPHICAL, PAPER & MEDIA SECTOR

E-BULLETIN NO. 11

REMPLOY CAMPAIGN

Disabled workers appeal to Arsenal fans over closure

Disabled workers from Remploy factories, including members of Amicus, GMB, TGWU and Community demonstrated at the Arsenal home game against Watford FC in October to appeal to football fans to ask 'Where has Arsenal's money gone?'

Arsenal are to pay £1.4million to Remploy for the compulsory purchase of its Holloway factory as part of the ongoing

development of its new Emirates stadium in North London, but Remploy are stalling on buying the alternative site despite the looming deadline of 31st March 2007 for closure. The Remploy Board of Directors have told Remploy unions that the money 'has already been spent', despite total transfer costs to the chosen fit-for-purpose site in nearby Ferry Lane Industrial Estate being just £870,000.

Amicus National Officer Ann Field said: **"Remploy appears to be closing the site by the 'back door' and has failed to confirm any new location despite a transfer deadline. This is the thin end**

of the wedge. If they get away with closure at Holloway it will make it all the more easier for them elsewhere."

Remploy is owned by the Government, and employs around 5,000 disabled workers in 83 sites across the country. The Government commissioned consultants to produce a plan to deal with losses made by Remploy. The Remploy board have proposed closure of up to 64 factories over the next few years, and the unions fear that the failure to relocate the Holloway factory is part of the plan to close down factories, putting thousands of disabled people out of work.



Members who wish to register to receive a copy of the e-bulletin, please send an email to ashraf.choudhury@amicustheunion.org and it will be sent to you once published.

AMICUS FIRST UNION TO LAUNCH PODCAST

Leading the way again!

Amicus has launched a new podcast service through the main website (www.amicustheunion.org). For those who don't know what a podcast is: Podcasting, is the technology used to push audio content from websites down to consumers of that content, who typically listen to it on their iPod (hence the "pod") or other audio player that supports mp3 and replayed at their convenience.

There are three ways to download the podcast. Listeners with iTunes can subscribe and download the first broadcast of a discussion with Derek Simpson, or for those with mp3 players there are links on the Amicus web site with details of how to download the podcasts (<http://www.amicustheunion.org/default.aspx?page=4552>).



GPM BRANCH NEWS

Amicus involved in new initiative for Polish workers

Amicus are leading a campaign to help and assist workers from Poland settle into a decent life in Britain. The Yorkshire, Tyne & Humber GPM Branch and the Yorkshire & Humber Region have worked closely on the project to bring together people from the Polish community in the Bradford area. Amicus offered help and advice on their rights at work and general advice on settling into life in Britain.

The union held a drop-in information evening at the Bradford Resource Centre in September. Amicus members working in areas including housing, health care, the financial services, employment rights and legal rights were at hand to provide advice and support. This initiative was invaluable to the Polish community who have recently arrived in Bradford and will help them get started in their new working lives in the UK.

Amicus is taking a community approach to making Polish workers aware of some of the exploitative behaviour of certain employment agencies who target Polish workers. Amicus members and officials distributed hundreds of leaflets amongst the Polish community, and met with community groups, church groups and employers. The evening highlighted the support a modern and progressive trade union can give to migrant workers in the UK.

Around 150 people from across all sections of the Polish Community enjoyed the Polish food and a friendly informal atmosphere. Many issues came to light from the evening including non payment of holiday pay, employers paying less than the minimum wage, exploitive practices of employers and several issues around housing agency provided accommodation. It is the

union's intention to hold workshops around these issues as well as helping members improve their language skills. Amicus aim to ensure that these exploitative tactics are not used to undermine the terms and conditions we have already achieved for our existing members.

Amicus Deputy General Secretary, Graham Goddard, said: **"We are sending a message to the Polish community and other workers who have arrived from Eastern Europe that they have rights and they are not alone."**

"We hope that this event will be the first of many. Amicus is aware that many recent arrivals to the UK work in low-paid industries and are vulnerable to exploitation by rogue employers. A modern and progressive union can make a huge difference to the rights of migrant workers in the UK."

Amicus is going to continue to build strong community links with the Polish and other migrant worker communities, around the Yorkshire and Humberside Region. This as a long term project to ensure workers are not exploited by unscrupulous employers and agencies. The community based organising crosses all sectors of Amicus, which can strengthen the union as a whole.



South of England Branch E-Magazine

Amicus Graphical, Paper & Media Sector South of England Branch have published the latest edition of their new electronic and interactive e-magazine called "Getting Organised".

The latest issue features a full colour report on Amicus at this years Tolpuddle Festival; reports from Amicus GPM Sector National Committee members Dave Lovelidge and Alan Ritchie; features on retiring full time branch secretary Trevor Town; learning and skills projects at De La Rue Holographics and at the De La Rue's banknote papermaking mill at Overton.

Amicus' Assistant General Secretary, Tony Burke, said: **"This is cutting edge stuff! It's a brilliant way for the branch to communicate directly with members and keep them up-to-date with local activities."**

The e-magazine is also a printed newsletter.

The electronic high definition and low definition versions can be downloaded as an interactive PDF at <http://www.gettingorganised.info/>

HEALTH & SAFETY

Amicus calls for greater safety as two injured

Amicus has called on the print and paper industries to redouble efforts on health and safety, after a contractor at paper manufacturer M-real lost a leg following an accident. The incident took place at M-real's New Thames site in Sittingbourne when a contractor suffered severe open wounds to his leg while replacing a press roll.

He was airlifted to hospital where his leg was amputated below the knee. An investigation by the Health and Safety

Executive (HSE) has begun. Amicus AGS Tony Burke said: **"It is appalling that this sort of thing is happening.**

Amicus is calling on all safety reps to ensure that they are involved in discussions with their employers about avoiding this type of accident. It is clear that this could occur in other mills, to either contractors or full-time employees. We will be working with the Confederation of Paper Industries to ensure that these

changes take place so we avoid other dangerous situations for paper industry workers."

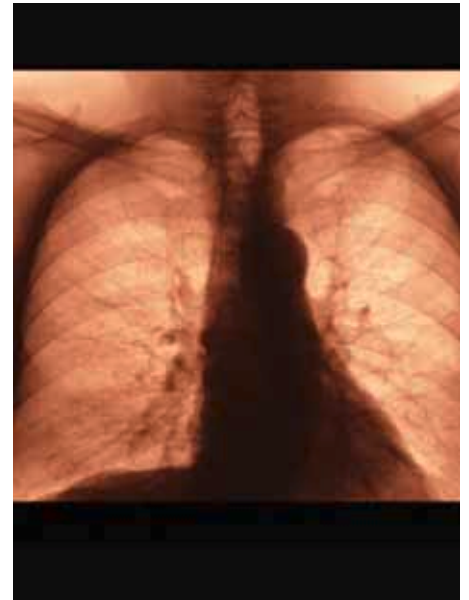
The news came as the HSE also investigated an accident involving a worker at book printer St Ives Clays, based in Bungay, Suffolk. The 35-year-old worker suffered serious hand injuries when his hand became caught in a press. The worker was airlifted to hospital for emergency surgery on his hands and fingers.

Amicus launches Silica dust campaign

As part of the October European Safety Week, Amicus launched a campaign to protect workers from the health hazards associated with breathing in Silica dust. Silica is found in materials that are used in the many industries and breathing in fine dust containing Silica can cause lung damage Silicosis, the world's oldest known occupational disease. Silicosis is an irreversible disease that usually takes years to develop causing breathing problems and in extreme cases, can lead to premature death.

Amicus Health and Safety Officer, Bud Hudspith, said: **"Amicus wants employers to start negotiations with us to eliminate Silica dust as a health hazard. Silicosis is a terrible condition and we will do all we can to minimise the risks to our members."**

The Health and Safety Executive estimates that there are about 90,000 employees in foundries, ceramics, brick-making, quarries and mining who will be covered by the new agreement. Amicus has signed up to a European Social Dialogue agreement on Silica Dust that came into force on October 25th this year, and which covers quarries. Amicus has also sent a copy of the new Amicus guide to controlling Silica dust to all of its health and safety reps in the industries covered and is calling on employers to start negotiations to implement the Social Dialogue agreement to remove the risks associated with working with Silica.



PENSIONS

Amicus fights pension cuts at Cambridge University Press

Amicus is challenging planned changes to the pension scheme for workers at Cambridge University Press (CUP).

Amicus members in CUP's Printing and Publishing operations are facing a huge reduction in their pension benefits.

Ann Field, Amicus National Officer, commented: **"The print workers have been told that the final salary pension scheme, which is already closed to new staff, can no longer be sustained for anyone in Cambridge Printing. The management are trying to force people out of a very good**

occupational pension scheme.

"It's bad enough that there are already preferential pension conditions for senior management. If the management succeed with this, the Printing staff will have their pension prospects cut by half or more and be obliged to leave the final salary scheme under the threat of losing their jobs. Publishing staff will also effectively lose their final salary pension scheme, and their benefits will shrink significantly over time, with the youngest employees being the worst affected."

Ian Maidlow, Amicus Regional Officer, said: **"For our members in Publishing, CUP has refused even to consult with us, despite written assurances that they would, so we have had no choice but to refer the matter to the Pensions Regulator. Additionally, CUP has informed members that if they do not sign to accept these changes they will never again receive a salary increase. CUP appears to have replaced meaningful consultation with blackmail."**

PAPERMAKING

Amicus angered by M-Real's proposal to close plant in Sittingbourne

Amicus has expressed its anger at M-Real's sudden proposal to close its paper and packaging plant in Sittingbourne, Kent.

Amicus members, without any consultation or notice, were told that M-Real intends to close this site with the loss of 350 jobs. The paper mill in Sittingbourne is owned by parent company Metsäliitto based in Finland.

Commenting on the decision Amicus National Officer, Peter Ellis, said:

"We will not take Metsäliitto's proposal to close this site lying down. We owe it to our members and their families, who are angry, bitter and devastated, to do everything in our power to help.

"Metsäliitto have also decided to shut sites in Sweden and Germany. We will most certainly be contacting our sister unions there as well as contacting Papperlitto, the Finnish paper union, to discuss a robust response to this tragic news where I am confident that we will get all the co-operation we need.

"The company are required by law to consult its European Works Council, in advance of any decision such as this. This did not happen and we will be considering our options in this regard.

"I am extremely disappointed that M-Real's proposal to close this site which is important to the local economy. It is disheartening that M-Real find it difficult to continue operating here and its closure will be yet another indication to the meltdown in manufacturing in the UK."

The 90-day consultation period began on 18th October and Amicus will press for an enhanced package for members who will be affected by the closure.

Tissue firms accused on recycling

In a recent article in The Independent newspaper the pressure group WWF, claims that too much virgin fibre from the world's forests is being used in toilet tissue, when recycled fibre would be just as good. The WWF said major tissue manufacturers have improved their performance, but are still not producing enough environmentally friendly goods and need to make a greater effort to reduce the impact of their products on the world's forests.

The charity ranked the five tissue manufacturers which make up 75 per cent of the European market according to their environmental credentials. Companies were rated on recycled content, wood sourcing practices, pollution control and transparency. SCA Tissue, the maker of Naturelle and Velvet, was ranked top, scoring 69 per cent. Kimberly-Clark, the maker of Andrex and Kleenex, scored 40 per cent and Procter & Gamble, maker of Bounty and Charmin, scored 34 per cent. Georgia Pacific, which makes Lotus and Nouvelle in the UK, came last, with just 26 per cent.

"The levels of recycled fibres being used in lavatory paper, paper towels and napkins are still far too low. As a result, trees from natural forests and plantations from around the world are chucked straight into our lavatories and bins. The manufacturers themselves may be becoming more responsible but this must be matched by offering a greater range of responsible products" said a WWF spokesperson.

According to WWF, SCA Tissue is the only surveyed company that is able to ensure that a significant proportion

of wood fibres used in its products don't come from poorly managed forests. This manufacturer also promotes the highest environmental and social standards in forest management, reaching 89 per cent of the achievable scores on sourcing. The assessment shows that Metsä Tissue, Georgia-Pacific, Kimberly-Clark and Procter & Gamble have become more aware of the need to address controversial wood sourcing. But they still fail to show how they effectively exclude the use of timber which is linked to unsustainable forest exploitation, illegal logging and land rights conflict.

The European tissue business is worth around 8.5bn (£5.7bn) annually, and accounts for 26 per cent of global tissue consumption, with each European using 13kg. Every year 25 million trees go into the production of lavatory paper, paper towels, napkins, facial tissues and handkerchiefs for EU consumers.



Diamond Envelopes Strike - Scotland

At the time of "going to press" (as we say in the trade!) 90 Amicus members at envelope manufacturer Diamond Envelopes in Aberdeen went on official strike after company bosses threatened to impose substantial shift changes.

The members, including machine operators, setters and warehouse staff are angry at the company's threat to impose substantial changes to their shift patterns held a 24 hour strike on 23 October. One of the proposed changes would see the loss of the 'twilight' shift which is worked mainly by women with children of school age who are able to work around their childcare arrangements. If this shift was lost then many of these women

would find it difficult to continue working at the plant. The union has put forward a proposal to the company but the company do not appear to want to negotiate a satisfactory settlement.

Amicus Branch Secretary, Jimmy Robertson, said: **"We doubt that the company is serious in wanting to reach a negotiated settlement to this dispute. The impact of these imposed changes will be devastating to many of our members, some of whom will not be able to continue working at the factory. The company's indifference to the workforce has strengthened their resolve to continue this action and to get the employer back to the negotiating table."**

PAPERMAKING - EUROPE Stora Enso German and Dutch closures

Stora Enso is to close two paper mills after they failed to reach profitability targets. The paper manufacturer has announced the closure of its Reisholz publication paper mill in Germany and the Berghuizer fine paper mill in the Netherlands. The German mill has 378 staff and is planned to be closed in phases by the end of 2007. The Berghuizer mill in the Netherlands, which produces woodfree uncoated fine paper, is planned to be closed during 2007. It has 297 staff and an annual capacity of 235,000 tonnes.

The firm's Summa mill in Finland and Uetersen mill in Germany, both of which have been under scrutiny since the announcement of Stora Enso's Asset Performance Review in October 2005, will continue to operate. Stora has announced it will restart its mill in Port Hawkesbury, Canada, after a labour dispute stopped production in December 2005.

EQUALITIES

Bullying costs UK business £2bn says Amicus report

Bullying costs UK employers more than £2bn a year in sick pay, staff turnover and loss of production, according to new research from the Amicus Dignity at Work project. The project was jointly funded by Amicus and the Department of Trade and Industry (DTI) and carried out by the University of Portsmouth Business School. It found that only 2% of employers took a zero tolerance approach to bullying.

Over 300 individuals from over 90 organisations were polled as part of the research. In excess of half of these claimed that bullying is an issue within their organisation. Trade and Industry Secretary, Alistair Darling, said: **"People who feel harassed or victimised can't do their job properly. And businesses that do not tackle bullying suffer from days lost through stress and illness, decreased productivity and damage to their reputation."**

Companies that signed up to the project include: BT, British Airways, BAE Systems, Legal & General, Royal Mail and Remploy.



INTERNATIONAL Amicus workplace representatives meet their trade union counterparts in Southern Africa

Amicus has joined forces with Action for Southern Africa, the new name for the Anti-Apartheid Movement to bring together trade unionists across continents.

In October a delegation of Amicus workplace representatives travelled to South Africa, Lesotho and Swaziland with Action for Southern Africa.

The Amicus Africa Matters campaign is an opportunity to find out more about poverty, debt relief, trade, HIV/Aids and workers rights and how to do something about it.

Amicus representatives from workplaces and the devolved regions met their trade union counterparts from Southern Africa. Two finance sector reps met their counterparts from the South African Finance Sector Union in an organised workplace and representatives from the Graphical, Paper and Media sector met reps at Nampak, a South African based multinational packaging company which has recently signed an international framework agreement.

Amicus' AGS Tony Burke, said: **"This was a fantastic opportunity for Amicus reps to discuss at first hand the problems that face working people in Southern Africa. Amicus has made relationships with printing and packaging workers in Southern Africa one of our main international priorities in an increasingly globalised industry and we are proud to help workers in Southern Africa."**

The delegation also included a health sector sexual health adviser service manager who was interested to see his comparators at work in Africa (HIV/Aids).

We get so used to hearing horror stories and reading headlines about problems in Africa. It is easy to think there is nothing we can do. Amicus' Africa Matters campaign is an introduction to some of those issues and shows how we can make a difference in Southern Africa. This campaign is about helping Amicus activists become active on poverty, debt relief, trade, HIV/Aids and workers rights.

China's print exports to UK up 700% in 10 years

Print imports from China into the UK increased by 700% from 1994 to 2005, new figures from European employers print federation Intergraf have revealed.

The value of imported print from the Asian giant rose from around £17m (25m) in 1994 to £141m in 2005, according to a report presented to the European Commission at a meeting in Brussels last week. In the same period, print exported from China to the European Union increased more than sixfold to £305m in 2004, compared with £50m in 1994. The rapid 15% annual growth in China's print market was also highlighted by the report.

While the level of imports is small compared to the UK's annual print output, which is worth just under £19bn, industry experts warned that UK printers should adapt to the challenge.

A union in Quebecor World, Peru has been recognised by the Peruvian Ministry of Labour

The decision is a breakthrough for UNI affiliate Federacion Grafica del Peru (FGP), which has been organising at the plant for some time.

In September the organising campaign received an international boost with a delegation from UNI Graphical and graphical unions from Canada, Brazil and Chile. But, within days of receiving the legal certification by the Labour Ministry and sending their first letter to Quebecor's local manager, the intimidation started.

One union leader, Roberto Carlos Mendoza Ludena, was dismissed. UNI has protested to Quebecor's General Manager in Peru calling for Mr Ludena's reinstatement and condemning his dismissal for being a breach of the standards set by the International Labour Organisation.

UNI Graphical's Adriana Rosenzvaig said: "FGP has done a fine job in bringing union representation to workers in Quebecor World, Peru. But we are concerned about the attitudes of local managers in their dealings with what is now a legal union in their plants."

In his protest UNI General Secretary, Philip Jennings, told General Manager Pedro Isasi Rivero: "We sincerely hope that this matter will be rectified and that we are not facing a campaign that aims to put pressure on Quebecor workers in Peru to abandon the decision they made democratically and transparently."

GENERAL NEWS FUTURE OF MANUFACTURING

Download a copy of the Amicus report on the future of manufacturing in the UK
<http://www.amicustheunion.org/Default.aspx?page=251>

GOOD WORK - an Amicus agenda for better jobs

Being in a union means having a more positive experience at work Download a copy of the Amicus survey on the quality of people's work experiences
<http://www.amicustheunion.org/default.aspx?page=3777>