

AGENCY AND TEMPORARY WORKERS

UNITE SURVEY SHOWS 'DAMNING EVIDENCE' OF AGENCY WORKER ABUSE

Unite (Amicus section) has presented the Department of Trade and Industry (DTI) with the results of a survey showing "damning evidence" of the "abuse and misuse of agency and temporary workers".

Unite is pressing the government to implement legislation, including the EU Directive on Temporary and Agency Workers, and the Temporary Workers (Prevention of Less Favourable Treatment) Bill. It also wants a number of other measures introduced to ensure these workers receive equal treatment.

The survey was conducted among Unitefull time officers across all sectors of the union including the printing and media industries.

Unite Joint General Secretary, Derek Simpson, said: **"Regardless of how you define a McJob, many employers are using agency workers to undermine pay and conditions and replace permanent workers with cheaper, less qualified labour, leaving hundreds of thousands in a cycle of insecure and low paid employment.**

"The Government's failure to make progress on providing equal employment rights to agency and temporary workers despite a commitment in the 2004 Warwick agreement is outrageous. We expect the new leadership of the Labour Government to right this wrong and implement the measures contained in

the proposed EU Directive on Temporary and Agency Workers."

Unite Assistant General Secretary, Tony Burke, said: **"We have seen a growing use of temporary and agency workers in magazine production and newspapers as well as the commercial printing industry. We have seen evidence showing that some companies are paying temporary workers well below what is normally achieved in the printing industry including the BPIF minimum rates. We intend to run a campaign to ensure that temporary workers get equal treatment, using the information supplied by full time officers in the GPM sector."**



NO TO REMPLOY CLOSURES

Unite (Amicus) has vowed to fight the proposed closures of Remploy 43 factories over half the total sites, with the loss of over 3000 jobs. Remploy is the biggest employer of disabled workers in the UK.

The proposed closures include Unite (Amicus) GPM printing sites and binderies as well as manufacturing sites and proposed massive job losses among admin staff who are members of Unite.

Unite AGS Tony Burke said: **"Disabled workers employed in Remploy will find it almost impossible to get other work if their factory is closed. its a nonsense to suggest that disable workers can stay at home until they are found another job. its misleading. For many of our members with disabilities the interaction with others at work is essential. Taking away the work takes away the dignity of some of the most vulnerable workers in the UK."**

Trade Unions in Remploy work through a consortium which includes Unite (Amicus and TGWU), GMB and Community.

Remploy factories proposed to close: Aberdeen; Aberdare; Abertillery; Ashington; Bradford; Bridgend; Brixton; Hartlepool; Halifax; Hillington; Hull; Lanarkshire; Leatherhead; Leicester; Lydney; Manchester; Mansfield; Medway; Pinxton; Poole; Plymouth; Southend; Spennymoor; St Helens; Stockton; Treforest; Wigan; Worksop; Wrexham; York. Sites closing due to proposed mergers: Barnsley; Birkenhead; Brynamman; Jarrow; Newcastle under Lyme; Pontefract; Redruth; Southampton; Stockport; Woolwich; Ystradgynlais

BATH PRESS CLOSURE

CLOSURE OF BRITAIN'S "BEST KNOWN" BOOK PRINTERS

French multi-national CPI has proposed the closure of Bath Press Ltd, one of Britain's best known book printers resulting in 246 job losses. There has been no prior consultation with the union or the workforce and therefore no attempt to seek alternatives to closure before the announcement.

Unite (Amicus section) National Officer, Ann Field, said: **"The Union will be demanding that the company takes a good look at alternatives to closure in order to protect these jobs. Book production in the UK should be supported by printing companies and publishers as books are one of the nation's most successful industries**

and prized assets. "This announcement is an appalling blow to the workers, their families, the Bath and Blantyre communities and the UK book industry. It came without warning from the French-owned multi-national."

SCOTTISH PRINT

A pay offer from the Scottish print employers(SPEF) is being balloted on by members in Scotland. To carry the union's endorsement when put to ballot, the offer agreed was for a weekly increase of £8.59 on a Grade B employee's wage, representing 3.3% rise, which will benefit over 2000 workers.

Steve Sibbald, National Officer for Unite, added: **"Negotiations were very hard this year as the Scottish Print Employers have had a very difficult trading year and at the same time our members have had big increases in their cost of living. So reaching a settlement with these two ingredients was very challenging. I think the proposed settlement is the best that can be achieved by both parties given the current state of the Scottish printing industry."**

INFORMATION & CONSULTATION

PUTTING THE CROWN ON BETTER INDUSTRIAL RELATIONS

Unite and can-making giant Crown Packaging UK Plc have reached a ground breaking new agreement that will revolutionise the way workers are consulted about important business plans.

The agreement sets up a joint management and union information and consultation forum covering the company's 3000 UK employees at 15 different manufacturing sites across the country.

Unite AGS, Tony Burke, who strongly supported the agreement emphasised the importance of unions building on the legislation for the benefit of workers. He said: **"The EU Directive gives all employees in companies with 100 or more people the right to information and consultation, but only trade unions have the resources, the experience and the organising skills to turn these new rights into effective tools for advancing the interests of all workers."**

"Crown Packaging is to be congratulated on the positive attitude it has taken towards the legislation."

The first meeting of the new body will take place later this year after the union reps and managers on the forum have been trained.

UNITE EXPRESSES CONCERN OVER THOMSON TAKEOVER OF REUTERS

Unite has expressed its concern at the potential takeover of Reuters by Thomson saying it fears that the takeover will result in large scale job losses.

Unite (Amicus section), the union representing media and electronic information workers, is determined to ensure staff interests are not ignored as the two global media companies join forces.

Steve Sibbald, Unite National Officer, said: **"Our members are very worried about the implications of this mega-takeover. Unite intends to ensure our members are fully consulted over any changes that affect them.**

"Unite, together with other unions representing Reuters staff globally, are seeking assurances that the Reuters Trust Principles which were designed to protect the company's independence, integrity and freedom from bias, are not watered down."

UNION TV

Unite (Amicus) has launched a brand new feature on its website - Union TV - the new home for union videos. This area of the site will be expanding over the coming weeks, but for now you can enjoy all the videos from Unite in a new Flash format.

Visit: <http://www.amicustheunik.Default.aspx?page=6550>



UNION RIGHTS AT WORK

UNITE AWARDED RECOGNITION AT G&H

The Central Arbitration Committee (CAC) has declared a binding decision on printing company G & H Web Offset Ltd in Liverpool to recognise Unite for collective bargaining rights.

Unite (Amicus) took its case to the CAC, the government body which adjudicates on union recognition, after the company refused to negotiate a voluntary recognition agreement with the union even though it had in excess of 50% of the workforce in union membership.

Commenting on the CAC decision Unite Head of Organising, Bernard Rutter, said: **"This case should have been settled without a CAC hearing given the high level of union membership. The reps worked hard to build up our membership and tried to persuade the management to enter into voluntary discussions.**

"We hope that the company will now work with Unite to negotiate a proper recognition agreement that will be beneficial to both the management and our members."

NATIONAL NEWSPAPER WORKERS SUPPORT COLLECTIVE BARGAINING

Workers at the Guardian and Observer newspapers have voted in a ballot conducted by ACAS to support Unite's application to extend the collective bargaining unit within the company.

Over half (53.7%) of the total workforce were balloted, which included editorial support, technical, IT and general administrative posts and in a straight choice between collective bargaining or a continuation of an individual pay review system 82% voted to support pay bargaining with the union.

Steve Sibbald, Unite National Officer for Newspapers, said: **"This result has been a testament to the hard work of the Chapel officials in campaigning on the benefits of collective bargaining. It proves that employees in national newspaper companies if given the opportunity to have a greater say in the decisions affecting their pay, terms and conditions of employment.**

"The union will need to analyse this decision carefully as it may well have significant implications for other employees in the industry who currently do not have collective bargaining."

GRAPHIC STUDENTS HAVE DESIGNS ON ANTI RACISM

Graphic Design students at Leicester College and Leeds College of Art and Design have designed a range of anti racism posters with the support of Unite (Amicus section).

This year the competition was hot and 20 students submitted over 45 designs to win prizes offered by Unite and other trade unions.

Tony Dubbins, Unite Deputy General Secretary, said: **"What started out as a campaign has turned into a showcase for the wealth of talent among young designers in our industry. These young people are professional, imaginative and really committed. They deserve a terrific**



future and I hope the industry gives them every opportunity to achieve it."

The competition has drawn enthusiastic support from Unite, particularly the graphical, paper and media sector. The winning designs can be viewed on the Amicus section of the Unite website, visit www.amicustheunion.org/gpm

INTERNATIONAL - USW

US REXAM STAFF LAND FIVE-YEAR DEAL

In the GPM e-bulletin 15 we reported on a strike by USW members at Rexam in the USA. We are happy to report that the USW reports that they have ended their strike after the beverage can manufacturer with a five-year agreement.

The agreement, which lasts until 2012, restores health care for future retirees, maintains a good insurance package for active employees, and increases pensions and wages, according to the USW. Well done!

DEAL REACHED ON INTERNATIONAL LABOUR RIGHTS AT QUEBECOR WORLD

Union Network International Global Union (UNI) and Quebecor World, the world's second largest print company, have reached agreement on respecting and promoting international labour rights in the Company's operations, subsidiaries and suppliers throughout the world.

In the recently signed "Joint Statement on the Respect and Promotion of International

Labour Standards" Quebecor World committed to ensuring that fundamental labour rights, derived from ILO Conventions, will be respected. The company affirmed that it is committed to respecting freedom of association, collective bargaining, respect for the right of its employees to form and join trade unions and the right of trade unions to organise its employees.

The company agreed not to dismiss or prejudice any employees because of union membership or participation in union activities. The Company also committed it will not use forced, bonded or child labour, that there will be no discrimination in employment and that all workers shall have equality of opportunity and treatment and shall receive equal pay for work of equal value.

Quebecor World has agreed that it will look to provide its employees with a clean, safe and healthy place to work and will endeavour to make policies aimed at creating respect at the workplace.

Tony Burke, AGS of Unite, which represents graphical workers at the Quebecor plant in Corby, said: **"This is an historic agreement, and marks the second Global Agreement for the UK graphical industry, the other being South African based multi-national Nampak. We want to work with Quebecor to provide decent working conditions throughout their companies and ensure that where workers choose to join a union they are free to do so without interference from the company."**

UNI is the global union for skills and services, representing more than 900 unions in 150 countries with 15 million affiliated members.

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