

SERTUC annual report 2015



About the region

SERTUC, the Southern & Eastern Region of the TUC, is the largest of the TUC's regions and covers three European parliamentary constituencies: London, the South East, and East of England. Two million trades unionists live and work within the region.

The Regional Council is appointed annually by affiliates and county associations of trades councils and meets four times a year to discuss both how to achieve policy determined at the national Trades Union Congress and to make specific policies on regional issues. At its Annual General Meeting it elects officers and an Executive Committee that meets monthly.

Affiliated trade unions and county associations also nominate to SERTUC's industrial and equality subgroups who use their workplace and life experience to inform the activities of the Regional Council.

SERTUC staff administer the Regional Council, deliver services to affiliates, represent the TUC in relations with public bodies, campaign for Congress policies, and deliver learning and education to workers in the Region.

There are 11 members of staff and a full list with contact details is on page 44.



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This is my last year as the President of SERTUC. Tony Benn once said that he had five questions for anyone acting in a leadership role; "What power have you got? Where did you get it from? In whose interests do you exercise it? To whom are you accountable? And how can we get rid of you? If you cannot get rid of the people who govern you, you do not live in a democratic system."

I have been fortunate to be elected as the President of the Regional Council of the Southern and Eastern Regional Trades Union Congress for 20 years. Any authority that I had during those years was derived from the support of the delegates to the Regional Council that were drawn from the family of unions in our region, which themselves have two million trade union members, working in every part of our economy, and from delegates from County Associations of Trades Councils that organise in every part and corner of our region.

I have always been accountable to the Regional Council and its Executive

President's foreword

Committee. I have tried to chair Regional Council, and other meetings, in my own sensitive way, encouraging debate and seeking progressive consensus, welcoming constructive contributions, whilst vigorously discouraging attempts to raise matters under Any Other Business, not because it delayed impending moments of relaxation in the pub, but because any sharp political operator would have worked their intervention into the main agenda somewhere. I hope that I was always available to talk to delegates face to face, or on the phone, and I certainly was always pleased to talk to them as equals, on picket lines, at meetings and demonstrations, and so on. Again I had my limits; and those limits were 'email' and 'social media'.

If something was worth saying, then it was worth saying to me face to face.

We need class analysis, class consciousness, hope, courage, principle, discipline, organisation, unity and action.

I want to thank everyone I worked with on the Regional Council and Executive Committee, but to offer a special thanks to Barry Camfield, who for many years was Vice-Chair; Anita Halpin also Vice Chair; and the current Vice Presidents Tony Lennon and Linda Perks. I want to thank Mick Connolly and Megan Dobney, the Regional Secretaries with whom I worked so closely and whose commitment and passion I admire. And I

Secretary's introduction



want to thank those in the SERTUC office team who have always made me welcome and supported my work on the Regional Council's behalf: Sue, Darren, Jo, Matt, John, Jane and Laurie.

People are mortal, and life can be fragile, and I have lost some dear comrades in the past, like Jack Amos. But this year was peppered with the deaths of leading trade unionists. May Day in London was a fitting tribute to Bob Crow and Tony Benn, two giants of the labour movement. Recently we lost both Mick Connolly and Linda Kietz, who were key figures in SERTUC's work. It remains our duty to work tirelessly to continue their principled work. As Joe Hill very nearly said, "Don't mourn. Organise."

During my leadership SERTUC has sought to be a progressive, left and dynamic political force within the trade union movement, part of the TUC, and yet independent in thought, supporting workers in struggle and having principle based on the long term vision of socialism won through struggle. The struggles have been many; against privatisation, anti-union laws, union busting employers, factory closures, against racism and fascism etc. There have been wins and there have been losses, but the strength of our arguments, quality of our organisation and our unity in action has always been the key test – as our solidarity in 1984 with the NUM showed.

I believe that the President of SERTUC is a key role in the trade union movement in Britain. I remain convinced that SERTUC is a force for good and a force for change, that it has an established and growing leadership role in the trade union movement and whomsoever is the next elected President, will have a critically important job to do.

This annual report merely hints at some of the work that SERTUC has delivered in the last year, and I am proud of our achievements. The present government has practised class war on the British people; it has been government for the rich by the rich. There is a clear choice at the General Election in May. The entire welfare state is at jeopardy and further attacks on trade unionists' right to strike are impending.

But whatever government emerges in May, we can be certain that it will not be as radical or as principled as we might wish, so we, trade unionists, trade unions, SERTUC and the TUC, have a massive long-term job to do.

I am retiring as President of SERTUC so "I declare this meeting closed!", but rest assured, I am not retiring from politics and I am as confident as ever that trade unionism remains the Hope of the World and that the future belongs to us.

Martin Gould
SERTUC President

It's been a grim year – both politically with this class conscious government continuing its consistent attack on workers and our services, but also personally, with the loss of some dear friends and comrades – Nicholas Russell (Unison), Tony Kelly (Suffolk CATC), Linda Kietz (CWU and SERTUC EC), Jim Carty (USDAW) and Mick Connolly (former SERTUC regional secretary).

Nonetheless the struggle continued with a sharp response from many unions to the specific attacks they have faced. SERTUC has sought to support all affiliates and some of the actions are described in this report.

SERTUC staff, whether focussed on Regional Council work, or on our learning and education agenda, are key of course and the beginning of 2015 saw the (during the life of this government) usual cut to unionlearn funding. So many congratulations to **Stuart Barber** who is seconded to Carshalton College to work with them for a year on a major project with the Construction Industry Training Board; Union Support Officer **Adrian Ryan** who will take on the Senior USO role, and **Oreleo Du Cran** who will lead on the promotion of apprenticeships in the Region. And my thanks again to our TU Education colleagues, **Rob Hancock, Phil Gowan, Jaspal Ghtoray** and **Alyx Jenkins**.

Once again our dedicated office team of **Laurie Heselden, Darren Lewis** and **Joanne**

Williams have been joined by many volunteers – enabling a much wider spread of work to be carried out. So thanks to **John Ball, David Braniff-Herbert, Mike Carver, Suha Din Abdul, Alice Dupont, Joel Kosminsky, Dick Muskett, Baljit Panesar, Peta Steel** and **Tom Taylor**. Add to them the superb work carried out by the officers and activists on our Regional Council and sub-groups and we are indeed a mighty force to be reckoned with!

It's also been a very positive year for **Nick Phillips** who leads London Unemployed Strategies, funded by Trust for London and based in the SERTUC office. However, we are now facing the end of the grant and are seeking further funding with optimism.

But for me the biggest event of the year – yet to happen – is the retirement of our President, **Martin Gould**. I have worked with Martin both as a former activist for the print unions and as Regional Secretary.

I can firmly say that no TUC bureaucrat could ask for a better President! Wise, humane and available, he has been a rock over my nine years in this office. His political guidance has been invaluable and he will be a hard act to follow. Thankyou so much Martin, and good wishes for the future.

Megan Dobney
Regional Secretary

SERTUC campaigns and events

SERTUC's campaign work during the year was framed by the TUC's Campaign Plan and the motions passed at Regional Council. The five pillars of the TUC's Campaign Plan are:

- Growth and quality jobs
- Fair pay for all
- Quality public services and decent welfare for all who need it
- A stronger voice in the workplace for trade unions
- Stronger unions.

TUC Decent Jobs Week was held 15 to 20 December; the main messages being that governments must take action to ensure that everyone who wants one has a job, and that it should be a decent job. SERTUC organised campaign street stalls in Ipswich, Gillingham, Chatham, Southwark and Hastings with active support from unions, trades councils, Labour Party Councillors, unwaged workers and young members. The response from the public was very positive and we met and

talked with very many workers who were suffering dismal terms and conditions of employment and two issues that were prevalent were exploitation and insecurity under zero hours contracts and the number of people we met who were employed in the care sector who had terrible terms and conditions of employment. Two of the demands of our campaign were making zero hour contracts illegal and the introduction of sector pay bodies to define minimum levels of employment standards in sectors with poor employment practices, such as care.

During the year Megan Dobney was a Commissioner on the Islington Employment Commission. The work was designed to strengthen employment opportunities for Islington residents and to ensure that the



many agencies working on the issue are acting together and productively.

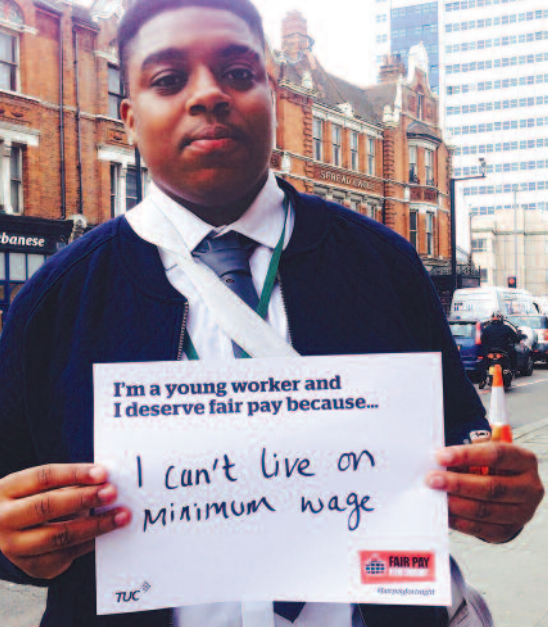
The theme of the TUC's third national demonstration on 18 October, was *Britain Needs a Pay Rise* and SERTUC was pleased to mobilise for the event and to provide volunteers for the senior steward team. In fact we have used the Britain Needs a Pay Rise theme in our work throughout the year, as part of our emphasis on the workers' cost of living crisis. We contributed to the organisation of a London march and rally 10 July for strikers from local government, education and the NHS, who were demanding a fair and decent pay rise. We supported NHS workers from TUC affiliate and non-affiliate unions in the NHS when their struggle for a pay rise for all continued, and it was a pleasure to be at demonstrations outside hospitals with Unison and the Royal College of Midwives on 13 October. We joined a demonstration outside the Victoria and Albert Museum organised by the PCS branch there seeking a pay rise. We supported BECTU members at the Ritzy Cinema in Brixton, seeking the London Living Wage at demonstrations and



by publicising their cause. We supported Unite workers at St Mungos, fighting against proposed pay cuts. Each of those trade union campaigns was won. But Britain's pay crisis is long, deep and it continues.

TUC Fair Pay Fortnight was a campaign that ran 14 February to 1 March. SERTUC organised street stalls with the support of trades councils, young members, unwaged workers and Labour Party supporters. We met with elected Councillors to promote the payment of the Living Wage. We sought to launch local alliances to campaign for the Living Wage. We spoke at a public meeting on the Isle of Wight, which is a very low pay area, contrary to the lazy concept of the south of Britain being universally wealthy. During the fortnight SERTUC organised events in Cambridge, Ipswich, Southwark, Hastings, IoW and Chichester. We joined unions in pay struggles at the National Gallery picket line, and outside Clapham Picture House. We sent campaign materials





The third pillar of the TUC's Campaign Plan is promoting publicly owned, publicly controlled and accountable public services. The Regional Council carried a motion during the year on the renationalisation of public services. SERTUC supported campaigns for the repeal of the Health and Social Care Act and against privatisation. For example, we supported the People's March for the NHS and Megan Dobney spoke at the rally to receive the marchers in St Albans, along with filmmaker Ken Loach and local activists. SERTUC supported and attended the People's Convention for the NHS on 11 April in London. We attended meetings of London health unions and spoke at Unison's conference for reps in the health sector. We supported the Private Members Bill to restore the duty of the



to activists in constituencies such as Great Yarmouth, Thurrock and Maidstone. SERTUC Young Members organised a street stall in Maidstone on the 28 March.

Pensions are deferred pay. The FBU's principled and courageous industrial dispute over the government's intended reforms to firefighters' pensions and retirement processes has run throughout the year. SERTUC has supported demonstrations and rallies outside London, speaking at a rally in Chelmsford 3 May 2014, and President Martin Gould has been a regular speaker at mass demonstrations supporting their cause in London.



SERTUC continues to sponsor the annual Levellers Day celebrations in Burford, Oxfordshire. The 2014 debate platform was Tricia Lavelle CWU, Paul Mackney, Roger McKenzie Unison, Simon Woolley Operation Black Vote



Secretary of State to be legally responsible for the NHS and Clive Efford spoke at the SERTUC Regional Council.

SERTUC organised a major conference called *Building an even better state education for all in schools* that brought together unions that organise in schools, campaign organisations, such as the Anti Academies Alliance and Reclaiming Education, and local campaigns and parent groups. The event was intended to mobilise campaigns, facilitate networking and be action-orientated, and it produced a list of 'recommended next steps' for participants and unions.

SERTUC believes in the principle and efficiency of the public ownership of rail services. We supported Action for Rail campaign events throughout the year, including 17 June and 1 April, and particular protests against the irrational and ideological letting of the franchise for the East Coast mainline. SERTUC continued to oppose the

closure of ticket offices at Underground Stations. One of the things we did was to warn the Leaders of London Boroughs of the consequences of TfL's plans for ticket office closures in their Borough. SERTUC opposed the sale of the UK's share of Eurostar, seeking to mobilise wider opposition and raised it with the Public Accounts Committee and Audit Commission.

This year saw a series of disputes at galleries and museums. We repeatedly joined PCS picket lines outside the National Gallery fighting against the proposed 'outsourcing' of 400 gallery assistants' jobs, with the declared purpose of cutting costs. We supported workers in struggle at the Dulwich Picture Gallery and Imperial War Museum. We supported GMB, PCS, Prospect and Unite workers at Kew Gardens, fighting against job losses, including severe job losses in the world class science base and research

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Burston Strike School

The strike centenary year



1 April 2014 was the centenary of the children of Burston school walking out on strike in solidarity with their teachers, Annie and Tom Higdon – sacked by the squirarchy.

The year was packed with events beginning on 1 April with a celebration on the Green and the premiere of a play in Diss High School. At noon 80 children from the Burston Community Primary School recreated the candlestick (circular walk) retracing the steps of the children 100 years ago. Students from Diss High School made a film of the day, and the children were greeted on their return by the actors playing Annie and Tom Higdon.

In the evening *Stuff of Dreams* theatre company premiered their play *The Bricks of Burston* written by Anthony Cule specially for the centenary.

The 2014 annual rally was the biggest in memory. Chaired by Megan Dobney, SERTUC regional secretary, and Lara Norris, Labour PPC for Great Yarmouth, rousing speeches were given by Peter Kavanagh, Unite London & Eastern regional secretary, Owen Jones, columnist and author; Geoff



left *Stuff of Dreams* actors Alex Helm (Rev. Eland), Georgia Robson (Annie Higdon), Tom Grace (Tom Higdon)

above Peter Kavanagh, Jeremy Corbyn MP
right Owen Jones



above Thee Faction
left Roy Bailey
bottom right Trustees and Rally Committee members on the bench dedicated to the contribution of the Potter family to the strike

photographs Peter Everard Smith
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Revell RMT, and Jeremy Corbyn MP. Music was provided by the NASUWT Brass Band, Red Flags, Thee Faction, and Roy Bailey. We also welcomed the premiere by TheatreTrain of Robert Hyman's cantata *And a little child shall lead them* (pic above).

Other activities included:

- refurbishing the Higdon's graves
- production of two souvenir mugs, one designed by children in the school
- the return to the Strike School Museum of the Norfolk County Council minute book recording the decision to sack the Higdon's
- reproduction of *The Burston Rebellion*, Tom Higdon's account of the strike
- films and tutor notes on the strike for use in TU Education centres
- an exhibition by Diss Embroidery Group
- the annual George Edwards lecture was on the theme of the strike
- a new walk from the Churches Conservation Trust including the museum.





facilities there. In each instance, government funding cuts and weak management was the root of these disputes.

SERTUC supported campaigns for public housing, such as the Defend Council Housing Campaign, for more low cost housing, for rent controls, local campaigns such as the New Era Estate campaign and the March for Homes protest on 31 January. During the year SERTUC published data that showed that housing was unaffordable, even to those on average salaries, in vast swathes of the SERTUC region and throughout greater London.

In accordance with TUC policy and the motion passed at Regional Council, SERTUC opposed TTIP, inviting War on Want to speak on the campaign against it at Regional Council, organising an event in London, attending campaign events outside of London and lobbying MEPs on the issue.

To promote 'decent and fair welfare' SERTUC helped mobilise for the Day of Action Against Sanctions, 19 March, continued to update unions about the roll-out of Universal Credit and worked with

groups such as Disabled People Against the Cuts. SERTUC's links to welfare benefit recipients and to campaign groups representing their interests were developed by the work of London Unemployed Strategies, which is based in the SERTUC office. SERTUC continued to map and publicise the location of food-banks in the SERTUC region, to seek to link trades councils to them, and to publicise the increasing use of food-banks in our region as a campaign opportunity.

SERTUC believes that trade unions are a force for good and that ultimately unions having a stronger voice at work and stronger unions are the fundamental objectives of SERTUC's work. SERTUC supported May Day events across our region and beyond, including Ipswich, Bedford, Oxford, and Lisbon in Portugal, but the London May Day march and rally was particularly important in that it was a memorial to Bob Crow and to Tony Benn and a fierce commitment to continue their good work and so to 'not mourn, but organise'.

SERTUC contributed to the Centre for

left London May Day, Mark Serwotka PCS general secretary, Frances O'Grady TUC general secretary

right Orgreave Truth and Justice Campaign lobbying the Independent Police Complaints Commission

Labour and Social Studies conference that sought to elevate a trade union agenda and promote trade unions as a dynamic agent for change. SERTUC promoted the Campaign for Press and Broadcasting Freedom's consultation on its manifesto, which demanded a voice for workers and unions in the industry that has been so blighted by the bias of media moguls for decades. We championed the adoption of procurement strategies that promote employment rights and trade union recognition. We worked with our Young Members Network to promote trade union membership to young people. We worked with sister trade union confederations and TUC affiliates to promote best practice examples of collective bargaining and we were pleased to seek to mobilise broad support for Unite's industrial action seeking sector-wide bargaining in the London bus industry. An example of our work at the practical level was our support for UCU strikers at Lambeth College, striking for many months opposing the imposition of new contracts and the development of a two-tier workforce at the College.

We were able again this year to organise successful events in London and the East of England with the relevant ACAS regions, offering a one day conference in each sub-region to union officers and reps.



SERTUC supported Workers' Memorial Day, 28 April, London Hazards Campaign, and the anti-blacklisting campaign. We also supported the Orgreave Truth and Justice Campaign and the Speak Up for Justice Coalition, that is fighting against the cuts in legal aid and the access of citizens and workers to justice in the community and the workplace. We celebrated both International Women's Day and Black History at our event dedicated to Claudia Jones.

We sought to develop stronger links between trade unions and communities, examples being speaking at many trades council meetings, supporting festivals of trade unionism in Lewes and Wisbech, organising a trade union zone at the Day-Mer Festival in July and supporting the TUC's community 'migration messaging' project in Southampton, including their demonstration at Channel 4 against the filming of 'Immigration Street'.

Anti-racism anti-fascism campaign work was a core element of our work, examples including hosting an exhibition at Congress House by the Anti-Apartheid Movement,

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Truth, lies and migrants



It was a privilege to be a keynote speaker at the USDAW Southern Divisional Conference in November 2014. USDAW designed their conference around *Truth, Lies and Migrants* and used the booklet as a tool to work with activists on the issue.

In the picture Rosaria Sansone (centre) was awarded the USDAW Southern Division's Frank Soan Shield for her brilliant organising work in the Tesco Gatwick store.

Divisional Officer Sue Merrell (left) said "Rosaria has gone above and beyond in her organising achievements. Hers would have been a great success story on its own but given that English is not her first language her efforts have been superb!"

As this Regional Council year began the media polemic attacking "migrants" was ramped up. The SERTUC Executive Committee agreed to fund the publication of a SERTUC version of the South West Region TUC's excellent publication *Truth, Lies and Migrants*. Thanks to my colleague Nigel Costley, regional secretary of the SWTUC for his support in this venture, and to SERTUC regional campaigns and policy officer Laurie Heselden who did all the research to translate the south west booklet into SERTUC's reality – a complex task as statistics for our region come in threes – to cover London, the South East, and the East of England. And many more thanks to SERTUC volunteer Mike Carver who used his technical and design skills to produce the print-ready artwork.

Since then we have participated in several anti-EDL demonstrations under the slogan "We are the town under threat" and of course two former Tory MPs in our region have resigned to be elected as UKIP MPs. And the leader of UKIP is standing in the general election in South Thanet, also in our region.

Of course, it's not only the popularist and far-right that spouts anti-migrant rhetoric so we

are pleased that unions have distributed 44,000 copies of the booklet to their officers, reps and activists to support their work ensuring that reality enters the debate on migration. And, of course, the booklet is available on-line where it has been accessed countless times.

Following publication of the booklet we were very happy to work with Professor Catherine Pope from the University of Southampton's Work Futures Research Centre to help deliver a symposium: *Migrants' Work Futures*. A wide range of speakers addressed an equally wide range of relevant topics:

- Professor David Owen on *Political problems and migrant workers*
- Dr Julie Vullnetari on *Immigration, borders and 'global care chains'*
- Dr Ana Margheritis on *International migration management, opportunities for multinational cooperation*
- Dr Tom Vickers on *Refugees, asylum policy and the working class*
- Megan Dobney on *Truth, Lies and Migrants*



contributing to the national Steering Group for Trade Union Friends of Searchlight, support for Hope not Hate in its community-based work, publicising the Unite Against Fascism annual conference and the Stand Up to Racism march and rally in London, 21 March. More practical work included the circulation of tens of thousands of our *Truth, Lies and Migrants* booklets and attending counter-demonstrations against the EDL, such as the one in Stevenage in June – 'they shall not pass' is still our maxim.

SERTUC remained committed to internationalism. Examples include collaborative research and networking with sister confederations, many affiliations to organisations such as Cuba Solidarity Campaign, the Regional Council making a firm statement on the political position in Gaza, intensive work with union confederations in France and Belgium, through to the pure joy of being invited by the CGT to join the 'caravan' that drove in front of the Tour de France cyclists as they rode from Cambridge to London (pic top right).



We attended the rededication of Sylvia Pankhurst's Anti Air War Memorial in Redbridge (pic above left shows Kate Connelly speaking at the rededication) and continued our work supporting the South East and East trade union networks, SETUN and ETUN. We were pleased to join ETUN women activists at the Cambridge Women of the World events in March. Their work ensured a trade union stall that attracted a lot of interest as well as the opportunity to speak on the importance of unions to women's daily lives.

The essence of SERTUC's campaign work has been the fight against austerity, for social justice for all, and for trade union rights. We have supported the People's Assembly Against Austerity, the People's Charter and the Campaign for Trade Union Freedom as core elements of our campaign work and the foundations of our belief that a better world is possible and trade unionism is at the heart of that vision.

SERTUC unionlearn and TU education

Trade Union education

Partners: Regionally, there are 12 partnerships with Colleges of Further Education and the London Workers' Education Association to provide TUC education programmes for union representatives. Due to reductions in their Adult Skills Budget, City College Norwich has not offered courses for trade union representatives since January 2015.

TUC qualifications: All TUC education courses are accredited by the National Open College Network. Accreditation is an essential part of our offer and feedback from learners shows that it is valued highly. The QCF allows union reps to gain trade union qualifications at Award, Certificate and Diploma levels, which are fully funded.

TUC Representatives' training programme: In 2013, together with our partner providers, we provided training for 13,555 Union Representatives, Health and Safety Representatives and Union Learning Representatives. The 2014 figure will be confirmed in May and early indications show that the programme has held up well although there may be a small reduction in reps trained with the pressures being placed on time off arrangements being cited as the main reason for this. However, the volume of reps trained continues to be high compared with other regions. The resilience of the programme in the Region speaks volumes for the endless commitment of tutors; the support of providing colleges and the WEA; and the support of affiliates (and in particular

reps) for encouraging peers to attend courses. We sincerely thank you all.

Developments in the Representatives' training programme: New materials have been produced for the Stage 1 Union Representatives course embracing the role of the Union Learning Representative, Employment Law Certificate and the Occupational Health and Safety Diploma.

The TUC Stage 1 course for union representatives has been the backbone of TUC Education for over 30 years and is regularly updated. The focus of the course is the workplace, and the skills and knowledge needed by new union reps. The aims of the course are to help build the union team; to build union organisation by getting members involved in the union; talking to members to help deal with their problems, helping members access training; meeting management to discuss and agree progress on work-related issues and keeping in touch with wider issues.

The latest edition of the Stage 1 materials places a greater emphasis on the use of electronic resources and also embeds key elements of the ULR role that is so important for union teams at all levels.

The TUC Employment Law Certificate is designed for union representatives who have already completed the TUC Stage 1 course and its principal concern is how knowledge of and confidence in using employment law can improve workplace bargaining.

unionlearn conference



SERTUC unionlearn's 2014 November conference was attended by over 100 Union Learning Reps and was an enjoyable and celebratory event.

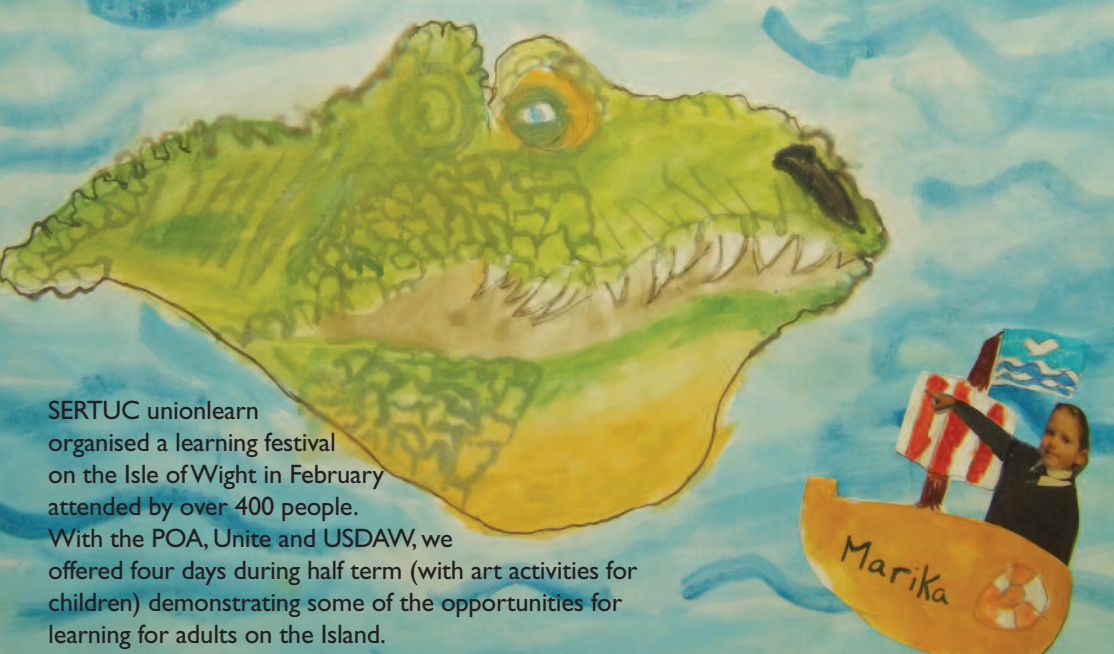
Mary Bousted (*above right*), general secretary of ATL and chair of the unionlearn board, gave the keynote speech focussing on the state of work in the UK, including poor workplace relations, lack of workers' voice, low pay, and poor progression opportunities.

Quality Awards were presented to Frizlands Learning Centre (*top left*), Creative Learning Partners (*left*) and The Skills Partnership (*near bottom left*).

The conference heard from Liz Obertelli (*above*) from the Barnardos Skills Academy, and from Gareth Williams and Beverley Nolkner (*below left*) from the POA's learning centre in Sheppey.

Unionlearn officers Stuart Barber and Adrian Ryan (*below*) presented a session on Numeracy in the Workplace, and this was followed by informal learning activities on local history, sign language, and the Energy Best Deal.





SERTUC unionlearn organised a learning festival on the Isle of Wight in February attended by over 400 people. With the POA, Unite and USDAW, we offered four days during half term (with art activities for children) demonstrating some of the opportunities for learning for adults on the Island.

The Diploma in Occupational Health and Safety's fourth edition was published in December 2013. This year long diploma continues to be essential for the development of the higher level skills needed by trade union health and safety representatives to deal with challenges emanating from deregulation proposals.

Key resources and e-notes: TUC Education has developed a number of key resources in the last year. These include new editions of the Stage I course for Union Representatives and the Employment Law Certificate as well as the updated version of *Out at Work* which covers LGBT issues.

A key development is also the production of the hugely popular e-notes (online, short, interactive briefings) which are an essential resource for all trade union reps. They are a great resource to help reps keep up to date on workplace issues. Each e-note is a self-contained module that contains a mixture of text, video and quizzes. They take between 20 and 45 minutes to complete and can be returned to as many times as you like.

Union Professionals: As with the reps' headcount above, the figure for Union Professionals trained in the Region will not be finalised until May. In 2013, 162 staff employed by affiliates were trained.

The focus of the Union Professional Development programme is on short, sharp briefings on key areas such as Using Social Media for Campaigning, and Employment Law Updates with optional follow-up sessions being delivered nationally.

Women Officers Summer School: The tenth Women Officers Summer School took place in July 2014. The reviews from the week were excellent and expressed the empowerment and commitment that women officers gained from the week. The 2015 Summer School will be held from 13 to 17 July, contact Julie Lawrence, jlawrence@tuc.org.uk for more information.

And finally: Thank you to all the course coordinators and tutors who do an excellent job in working regionally with the TUC to provide training for our representatives.

London unemployed strategies (LUS)



Claimants' survey and 'Stand up for your rights' sessions

The LUS Claimants Survey is the major work which we completed towards the end of last year. We surveyed around 400 claimants across London. Key findings were:

- around 40% of claimants feel they are treated with contempt by Jobcentre Plus and the Work Programme
- an even larger number (around 55%) who feel the Information, Advice and Guidance they get on careers, jobs and training is minimal
- the large number of over-50 claimants who feel they're perceived as being 'on the scrapheap' by JCP and employers
- the increased pressure, even on people who are older, highly experienced and qualified in specific fields, to take any job under any terms and conditions under threat of sanctions.

From this, a number of recommendations arose. A key one was the need for training for claimants on knowing your rights and how to assert them. Acting on this, LUS has developed 'Stand Up For Your Rights' sessions which we have piloted in Southwark, where the council has given us a grant to work on this issue. The sessions have been going well, with lively discussion amongst claimants, benefits advisors and campaigning organisations like LUS about the issues affecting them and how to tackle them collectively. The aim is to build up self-

organised, self-sustaining unemployed support/campaign groups in every borough. They can then act as representatives in discussions with Jobcentre Plus, Work Programme providers and DWP management in a similar way to which trade union reps negotiate with management at their workplaces.

National unemployed workers' conference

The first national conference of this kind for many years was held at the TUC in February. LUS was part of the organising committee. The day was well attended by trades unionists both employed and unemployed from all over the country. Key points of consensus emerged from the day about the basic elements of a National Welfare Charter. These included:

- an end to the current sanctions regime
- no more Work Capability Assessments
- an unconditional Citizens Income for all
- trades union rights and representation for the unemployed
- campaign for a minimum wage of at least £10 per hour to include apprenticeships and other types of training
- scrap Workfare – voluntary work should be completely voluntary and not substitute for jobs that should be paid at least the minimum wage.

These and other demands arising from the Conference will be developed into a Charter, to be promoted through trades



Disabled Workers' Network

unions, the Labour Party, mass media and other means in the run-up to the General Election.

Relations with the TUC and unions

In an increasing culture of minimum wage, zero hours contracts, the links between those on low and no pay become ever closer. The reserve army of unemployed 'flexible labour' is increasingly used to drive down wages and erode permanent full-time jobs. With the onset of Universal Credit, people receiving both in- and out-of-work benefits will be tested on their efforts to find full-time work, and could have their benefits stopped if they fail the tests. This is why LUS will continue to support joint initiatives with the TUC such as their Decent Jobs Week and encourage workers both on low and no pay to come to our Stand Up For Your Rights training sessions.

PCS: we are developing good relations with PCS and are now in regular communication with their National DWP Officer with responsibility for Jobcentre Plus staff. PCS has stressed the problems in encouraging overt staff support for initiatives like ours, given the pressure they are under to meet sanctions targets under the threat of

disciplinary action. However, the union will support our initiatives in whatever way possible, and in particular the process of developing claimants groups who can act as a lever on local JCP managers to be more supportive and less punitive in their attitudes to both claimants and staff.

Unite Community: LUS is working well with the officer covering these issues in London and he is running training sessions for London members on benefits issues using the information packs we compiled for our 'Stand Up For Your Rights' sessions.

Unison: LUS and Unison London Region are jointly organising a meeting for their unemployed members. Over 100 of them took part our Claimants Survey and we will be using these findings as a basis for our discussion.

The future

At the time of writing, the future of LUS in terms of funding hangs in the balance. Our main funders, Trust for London, remain supportive of our work and we await the outcome of our 2015 bid.

Nick Phillips
Community and Volunteer Organiser

This has been a very full year on key issues for disabled workers.

Disabled Living Allowance being replaced by Personal Independence Payment: the network does not have an issue with ATOS employees administering it, rather the issue is with the PIP itself. Successful appeals have been made against PIPs being stopped and there is the serious matter of disabled people not receiving benefits for months while these appeals are being conducted.

We have actively continued to support the work of Disabled People Against the Cuts.

The network has been actively working with the SERTUC Transport Industries Network on key issues such as access for disabled people to all types of transport. For instance underground and railway stations having lifts so that they are accessible to physically disabled passengers. Also outer urban and rural routes using buses that have ramps, so that they can be used by disabled people.

There has been the issue of reasonable adjustments in the workplace for people with visible and invisible disabilities. This covers the right to homeworking as well as physical equipment.

The serious issue of trigger points for warnings for sick leave from employers impacting on disabled people. As well as concerns about employers restricting disability leave.

The issue of carers of disabled people being allowed flexible working patterns so they

can carry out their caring responsibilities.

The Bedroom Tax disregarding the accommodation needs of disabled people, such as needing space for special equipment.

The terrible and very serious issue of Disability Hate Crime. For victims of it, and a fear of it resulting in disabled people not doing everyday things such as using public transport because of the perception that if I wait at the bus stop or the railway station disability hate crime can happen, or when going round a shopping centre.

There is a serious lack of caring services support from local councils for disabled people. For instance one hour or less of support either to do some household cleaning or shopping for a disabled person. That can make a difference to whether or not a disabled person has the ability to go out to work.

A serious issue that we have started developing a campaign on is pensions, in the context of allowing greater flexibility on when disabled people and those with long term illnesses can start to be paid their pensions.

The SERTUC Disabled Workers Network is very proud of the work that it has done on issues and campaigns over the last year.

Damian Ibison, CWU Chair
Raj Gill, GLATUC Vice Chair
Christopher Miles, PCS Secretary
Marsha De Cordova, Unite Assistant Secretary

Women's Rights Committee

Our first formal meeting this year saw Sarah Green from the coalition End Violence Against Women (EVAW) give an informative talk about the practical and political work of its members, in ensuring our government has a plan to deal with the United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). She explained *Why violence against women is a trade union issue*. The appalling facts and figures she gave should encourage all women to become politically involved.

We then had a 'full house' for our walking tour of the National Portrait Gallery when our fantastic Blue Badge guide, Rachel Kolsky, gave us an excellent and very informative guided tour of the portraits of the outstanding women hanging in the numerous galleries. All the sisters who were present were highly vocal in their praise for Rachel's tour and the amount of information she was able to impart over the two hours we were there – thanks again, Rachel, for a great evening from all of us (*pic below*).



In September, we had an open meeting at Congress House with Professor Mary Davis and Chris Coates (formerly the TUC librarian) speaking to us about *Women's emancipation before, during and after World War I*. This was (again) very well attended and both Mary and Chris gave us all so much information and also their insights into how the 'Great War' affected women right across society – including the impact on the movement for votes for women.

We held our first ever Women's Seminar in November at Unite's offices in Moreland Street (and thanks to Unite for the provision of their facilities free of charge). Speakers included Megan Dobney, Scarlet Harris from the TUC, and Kat Banyard from UK Feminista. We then held a number of workshops, hosted by Caroline Underhill from Thompson's Solicitors on *Equal Pay – where is it?*, Anita Wright from the National Assembly of Women explaining what the NAW stands for and do, and Susan Murray from Unite on Health & Safety – specifically relating to women. Finally, we were delighted to welcome Kate Smurthwaite, a well known left wing feminist comedian and political activist – who closed the meeting in real style! All who attended expressed an interest in seeing a similar event take place this year and we hope to be able to repeat the seminar's success in 2015.

At our scheduled committee meeting in late November, we heard Janine Booth from the RMT speak about *Autism in the workplace*, its



The panel at the open meeting "Women's emancipation before, during and after World War I"; left to right Marjorie Broughton, Carolyn Simpson, Chris Coates, Mary Davis

impact on the postholder and how colleagues can recognise and support Autistic people at work. It was clear to us all how little we know about this condition and Janine runs day long courses in conjunction with the WEA for anyone interested in learning more about Autism and how it manifests itself.

In January, we welcomed Sally Cass from the Josephine Butler Society, Josephine Butler, Octavia Hill and others took on the cause of 'fallen women' which was not a popular issue in polite society. In 1864-8 the Contagious Diseases Acts were passed allowing the police to take any women off the street and have her forcibly examined by a surgeon. Thousands of women were tortured in this way. The remedy of using silver nitrate and mercury adversely affected teeth, gums and bones. Unfortunately the first woman doctor, Elizabeth Garrett, supported these Acts! Josephine travelled and spoke in France, Italy and Germany about brothels and prostitution, and visited the workhouse in Liverpool where fallen women were given the most degrading and awful tasks. She started refuges for them when released and even took some into her own home.

A journalist, WT Stead, went to London and bought a girl for £15. He wrote *The Maiden Tribute of Modern Babylon* about child

prostitution. It threw respectable Victorians into a state of moral panic, and achieved, as a consequence, the implementation of the Criminal Law Amendment Act of 1885, which raised the age of consent for girls from 13 to 16.

At that time women were considered the property of men, and children living in brothels were considered to be criminals. However, children's societies and Dr Barnardo began to change this terminology.

Today the Nordic model criminalises the buyer; but it is the pimps, procurers and traffickers that need to be stopped. In Denmark prostitution is regulated, it is work and taxed. In other countries the social services help only those wanting to leave. In Iceland it is considered to be gender based violence.

In the UK we now have the Modern Slavery Bill and it is estimated that there are 10,000 slaves in the UK. The work to eliminate violence against/towards sex workers continues.

The WRC wishes to express its thanks to the SERTUC office for all their hard work and support over the past 12 months and especially to Joanne Williams as 'our' administrator – Jo, you're a star!!

Carolyn Simpson, Unite Chair
Marjorie Broughton, Unite, and Marion Wilson, NUT Vice Chairs
Dorothy Amos, NUT Secretary

Race Relations Committee



Celebrating Claudia Jones event

left projected image of Claudia Jones with the steel band

right Betty Joseph, Alex Pascal, Mary Davis



The Race Relations Committee had 54 delegates this year from 12 trade unions, (the aggregate membership of those unions comprised the vast majority of trade unions' total membership in the region), and two delegates from County Associations of Trades Councils. The average attendance at our quarterly meetings was 19.

The committee adopted a programme of work and this formed the spine of our activity, as follows:

Support, or instigate, a campaign, or campaigns, relating to positive images and true facts about migration: examples of our work include promoting SERTUC's much-acclaimed *Truth, Lies and Migrants* myth busting booklet within trade unions and our communities and cascading SERTUC's migration facts e-bulletin. We invited Anne Stoltenberg and Nazek Ramadan, from Migrant Voice, to our December meeting to speak about building positive attitudes to migration and giving migrants an effective voice. We supported the mobilisation for the demonstration 31 January at Channel 4 against the making of the deeply offensive *Immigration Street*.

Organise a Black History event about Claudia Jones: this was held in March 2015 at Congress House, with a steel band, it was chaired by Betty Joseph, from our committee, with contributions from Pat Davis, Professor Mary Davis, Marika

Sherwood and Alex Pascal OBE. The event was attended by 200 people, many of whom have sent very positive messages of support to us. The event was also a celebration of International Women's Day and it is just the beginning of our efforts to secure a greater recognition of Claudia's beliefs, commitment to organising and of her achievements. We publicised the Union History website and Black History Events organised by sister organisations.

Reach out to young people: delegates to the committee made personal commitments to work in their communities, reaching out to young people and organising activity, researching young people's core issues, making links between trade unions and groups led by young people, making rapid responses to local media about issues of concern to young workers, urging young people to register to vote, promoting Young Worker's Month in November, promoting trade union membership, and providing training opportunities and mentoring.

Organise an open meeting with the SERTUC Women's Rights Committee about 'Black and Asian women and feminism': the committee welcomed Zita Holbourne, from the national TUC's Race Relations Committee, and PCS, to lead a discussion on this theme. Further work has been frustrated by what seems to be the collapse of the network/

sister campaign that we hoped to work with. So this element of the committee's programme of work is 'work in progress'.

Anti-Racism Anti-Fascism: during this year the British Social Attitudes Survey found that one third of Britons admitted to some degree of racial prejudice. We saw, and welcomed, the continued collapse of the EDL but we were greatly concerned by the piecemeal advance of UKIP. We committed one of our meetings to discussing what our unions and trades councils might do to expose UKIP's bigotry? We publicised counter-demonstrations against racist demonstrations, such as the EDL demonstration in Stevenage. We promoted the work of Hope not Hate, of Searchlight, of Show Racism the Red Card and of Unite Against Fascism, including the *Stand Up to Racism* march and demonstration, 21 March, in London. Our music and politics event called *Woody Guthrie: the long road to Peekskill* was a prelude to the 'Stand Up to Racism' demonstration, and was attended by over 120 supporters and activists. The committee was represented at the St Patrick's Day Parade in London.

Build membership and activity of the Race Relations Committee and cement connections between its delegates: we organised a visit to Black Cultural Archives in Brixton, which was not well supported, and we need to do

more work on capacity building for the committee and communications between delegates.

In addition to our work programme, we sought to be flexible, and to respond to new initiatives and 'hot' priorities. Robin Sivapalan, Unite Community, spoke at our meeting in March 2015, about the *Stop Welfare Benefits Sanctions* day of action, 19 March, and we helped mobilise for the local protests. We wrote to national TUC about the kidnap of young women and girls by Boko Haram in Nigeria, and to Sussex Constabulary about community policing. We circulated information about the hyper-controversial Exhibit B exhibition at the Barbican, which was eventually cancelled.

Patricia Davis was the SERTUC Observer to the TUC Black Worker's Conference 2014.

Lastly, the committee wishes to go on the record as commemorating the sad death of one of our long-standing delegates, Linda Kietz. Linda had been a fierce fighter for equality agendas, against racism and discrimination and for our belief that 'Black fist, white fist; tie them together, and that makes a hammer'.

Claude James, TSSA Chair

Lorraine Eytel, NUT and Joe Welch, Unite Vice Chairs

Mark Benjamin, PCS and Austin Harney, PCS Co-secretaries

Cultural & Leisure Industries Committee



The committee agreed its work plan and decided we would work with affiliated unions, visual and performance artists, academics and students to develop a campaign aimed at opposing the cuts to arts budgets arising from the government's austerity agenda and making the case for greater investment in the creative and leisure industries. The campaign is badged around the theme of *show culture some love*.

In support of this, we organised, in March, a conference on the future of arts and culture. It was a superb day and included (pic above) us demonstrating at the British Museum.

As part of the CLIC work plan, we have worked with unions to determine the appropriate kind of support ranging from actively supporting protests and demonstrations to circulating details of campaigns and petitions.

In a long and hard fought campaign by PCS at the National Gallery in an effort to stop the out-sourcing of 400 jobs, the branch has worked with supporters to bring a particularly creative approach to their campaign. Over 40,000 signatures have been secured for a union petition.

In a dramatic development, PCS rep, Candy Udwin, was suspended by management on what the union describe as "trumped up" charges. The campaign for her reinstatement has been supported by both the SERTUC Executive Committee and CLIC.

We are pleased to report BECTU's success in achieving the Living Wage at the Brixton Ritzy. This was mirrored in the agreement agreed with the Curzon cinema chain. BECTU are now seeking recognition at other cinemas in the Picturehouse Group.



We have been pleased to provide support to Unite members at the Dulwich Picture Gallery successfully opposing management's threats to make over half of the current visitor services team redundant, as part of a cost-cutting programme.

In addition to these campaigns, CLIC has also given support to campaigns at the V&A Museum, Kew Gardens and the British Library – and the Musicians Union petition to Save the War Horse Band.

CLIC has also supported events and shows about the lives of trade unionists – both at work and in the community. In line with this, we worked with the Red Ladder company on the staging of their February production *We're Not Going Back* – to commemorate the 30th anniversary of the miners' strike.

We're also involved with the organisation of the *London Labour Film Festival 2015*. The festival aims to show films about ordinary people and will be held in September.

CLIC has had a relatively successful year in terms of having a more visible presence and providing support for the campaigns being undertaken by affiliated unions. This has resulted in growth both in membership and activity. We want to build on this success in 2015 and we encourage all unions and CATCs to fill their delegate entitlement.

Barbara White, MU Chair
Tony Lennon, BECTU Vice Chair
Tom Taylor, PCS Secretary
Alice Dupont, Unite Assistant Secretary

International Committee

Throughout the year we invited a number of speakers from a variety of campaigns to speak, including Louise Richards, Nicaragua Solidarity Campaign; Lucy Anderson MEP; Dr Aidan McQuade, Anti-Slavery International; Shane Enright, Amnesty International; Owen Tudor, TUC Head of European Union and International Relations; Laura Alvarez, Justice for Mexico Now; Kiri Tunks, Action for Palestinian Children.

We have also taken reports from committee members on the work in their own unions and had a report back from Unite and NUT members on their delegations to Palestine.

The committee co-hosted a meeting on TTIP with SERTUC's Transport Industries Network in October 2014 with John Hilary from War on Want, Jean Butcher (Unison), and Richard Howitt MEP.

The committee was pleased that on 17 December 2014 President Obama finally released Gerardo Hernandez, Ramon Labañino and Antonio Guerrero to join René González and Renando Gonzalez and that the Miami 5 are now reunited with their families back home in Cuba. SERTUC has played a consistent role in supporting the campaign for their release alongside the affiliated unions, the TUC and the Cuba Solidarity Campaign.

During the year SERTUC gave its support to the 10th Annual Latin America Conference which took place in Congress House. The conference had the biggest attendance and is now an established date in the diary. The 11th Latin America Conference will be on Saturday 28 November at Congress House.

Bernard Regan, NUT Chair
Jayne Fisher, Unite Vice Chair
Martin Andrews, PCS Secretary

Young Workers' Network



After the graduation of the previous network a brand new team took over and got straight to work at the most well attended annual general meeting in our history.

The work of the network continues to challenge the trade union movement to provide vital spaces for young members to come together and build power. The network, whilst providing its own campaigns, develops the skills of young trade unionists who then go back to strengthen affiliates' young members' sections.

At TUC Congress 2014, the network's campaigns were noted as ground breaking and innovative in the TUC Young Workers motion to Congress.

TUC Young Workers Month

The annual trade union festival for young workers founded by this network in 2012 went national in 2014 and obtained the resources it truly deserved.

Our contribution was our boldest yet: a young writers' programme aimed at building young trade union voices in online content. Our ground breaking programme gave 16 young people the chance to write a blog on issues relating to trade unions whilst getting editorial support and facebook advertising to increase reach. We provided this on the

website YoungWorkersMonth.org run by the network.

Using our facebook page, Young Workers Month, we attracted over 13,000 readers to our blogs. At least two blogs were featured on the HuffPo and *The Guardian* Comment is Free websites.

We believe that this project lays down a foundation for a robust programme that seeks to develop young writers into online media sections such as Comment is Free and HuffPo. We will be pursuing funding for such a programme in 2015.

Special thanks to Harriet Vickers, Kyle Williamson and David Braniff-Herbert for leading the project and providing editorial support. Thanks to all the young writers for providing content and *Red Pepper* magazine for guest editing.

Very special thanks to the SERTUC Executive Committee and trade union branches from GMB and TSSA, and Bromley trades council who provided crucial funding for promotion.

Made in Dagenham film night

We organised and delivered a film night that attracted several new people. With speakers from the Ritzy campaign for a Living Wage we watched *Made in Dagenham* and had a ruddy good time.

Special thanks to Nicola Hawkins for organising and Lauren Usher for organising TUC funding.

TUC Britain needs a pay rise demo

In October 2014 network delegates took part in the demonstration under their individual unions' banners. Our network secretary Nicola Hawkins was featured on *Sky News* (in the studio) and addressed the rally making it an incredibly proud moment for our network.

Howl for housing

In November 2014, we supported GMB Young London's Housing Campaign by taking part in their demonstration with Generation Rent calling for an end to 'revenge evictions'. Over 50 people took part and our network officers and delegates featured in *Vice* magazine and *The Guardian* twice as well as on other news sites.

March for homes

Delegates took part in the March for Homes in January 2015. Housing remains a key issue for young people and our affiliates' young members' sections.

Fair Pay Fortnight stalls

Several delegates took part in the stalls across the region. Chair, Elliot Dean (pic

above), addressed apprentice Chefs at Mid Kent College Maidstone.

AGM 2014

We held a very well attended annual general meeting in 2014, with speakers from Ritzy Campaign for Living Wage, RMT TfL and at workshops from David Braniff-Herbert delegates decided what action they wanted to take over the forthcoming year.

Slack and Google Hangouts

Slack – a brilliant solution to our communication issues provided to us by Equity Young Members – is a smartphone/web app that provides groups with a secure space to post messages, have conversations and attach content. It has brought the officers closer together and created a much more transparent process of decision making.

Google Hangouts – a free video conference facility has meant more regular meetings and increased delivery of work. The best thing about it is you can have a limitless amount of people taking part from their smartphones.

Leon Brumant, RMT Chair
Tamsin Clube, NASUWT Vice Chair
Nicola Hawkins, Equity Secretary
Jon Warner, GMB Assistant Secretary

Public Services Committee



With the threats from this government to our public services continuing to intensify across the SERTUC region, the Public Services Committee has again sustained its work in publicising and supporting the campaigns and struggles being fought by our affiliates as well as building support for TUC demonstrations and events.

The committee met in June (the AGM where thanks were given to Mark Campbell, UCU and Sasha Pearce, Unison, the outgoing vice chair and assistant secretary respectively), September, December 2014 and in March 2015. As well as receiving regular reports from affiliates on campaigns and disputes, the Committee has taken forward an agreed workplan based around campaigning on public sector issues which includes specific actions together with the production of dedicated materials:

- A commitment to the TUC *Future That Works* strategy as underpinning the work
- The production of a dedicated PSC campaign leaflet themed around attacks on public services
- Ongoing promotion of events/disputes based on the SERTUC newsletter and other information provided by/sought from unions
- Encouragement to unions to support campaigns and to participate in trades councils
- Support for/promotion of the TUC

national demonstration on 18 October 2014

- Support for/promotion of a SERTUC TTIP event on 23 October 2014
- Support for/promotion of a SERTUC *Education and Election 2015* event in February 2015
- Support for/promotion of the 2015 May Day march and rally
- A Labour MP to be invited to attend a PSC meeting (Tessa Jowell *pic above*)
- A PSC general elections hustings event to be held March/April 2015
- Liaison with other SERTUC sub-groups, unemployed workers groups and others in relation to campaigns and events.

In particular the TTIP event in October 2014 featured a guest speaker from the PSC (Jean Butcher, Unison); the Education and Election event duly took place in February 2015, sponsored by the PSC with a workshop chaired by PSC chair Martin Powell-Davies; a PSC campaign leaflet *Britain Needs A Pay Rise* has been produced and distributed initially at the above Education and Election event and electronically; and plans are underway relating to May Day 2015 and the arrangements for a pre-General Election hustings event at Congress House.

Martin Powell-Davies, NUT Chair
Colin Bull, Unite Vice Chair
Andy Thomas, PCS Secretary
Dan Peppiatt, Unison Assistant Secretary

Transport Industries Network



right Faryal Velmi, director of Transport for All at TIN's February conference

Another successful year for TIN, with all four scheduled meetings held and well-attended, and plans being developed for an important conference on accessibility and rural and small urban areas transport held in February 2015 with representatives from unions, pensioners, passenger groups and disability organisations.

Several guest speakers attended our meetings – Jim McAuslan, general secretary BALPA, in the summer to give us the pilots' view on aviation issues, and Jayesh Mistry from Unite (a bus driver on secondment to the union) in the autumn on the London bus drivers' dispute over differential wage rates for doing the same job in the same buses on the same roads, the variation ranging from a basic £17,000 to £34,000pa. We also heard from Colin Potter (Unite) and Oliver Richardson (Unite/ITF) on aspects of aviation and government air policy – basically there isn't one. London's three key airports are all individually-owned, some with overseas interests, and all three compete with each other, and with Southend and Luton Airports. The Davies Inquiry into developing London's Airports continues to run at a snail's pace, artificially constrained by the present government's reporting schedule of after the 2015 General Election. Given the importance of aviation in the region we would encourage more representation from the sector.

Many rail franchises were unilaterally extended by the government to prevent a possible Labour administration taking control of them after the General Election – many of those 'extensions' were uncompetitive, all were awarded to the same managements, often at enhanced revenue arrangements which will steal even more from passengers.

The UK's share of Eurostar was put up for sale in 2014, amid great secrecy over what exactly was being sold and under which terms. Neither the government nor its bankers responded to requests for clarity. London Underground ended up breaking all the agreements with unions and over-riding ongoing talks to enforce closing ticket offices in 2015, regardless of no proven safety case and strong public and staff opposition. This fight is not yet over: much may depend on the outcome of the London Mayoral election in 2016.

Counties are cutting back transport budgets, but the rebellion has started – in Herts alone the public consultation resulted in 13,000 objections to the Council's plans, while elsewhere the resistance is smaller but becoming more entrenched.

Roger Sutton, GLATUC Chair
Mark Steele, ASLEF Vice Chair
Joel Kosminsky, TSSA Secretary
Gwen Cook, GLATUC and Mike Hedges, Unite Assistant Secretaries

LGBT Network



pic
ZBIGNIEW TOMASKOTKIEWICZ
PHOTOGRAPHY

The SERTUC LGBT Network year started with our well-attended AGM in May, with a talk by photographer and Unite London & Eastern Region LGBT Committee member Manu Valcarce on his exhibition *Out of Sight, Out of Mind*, shown throughout the TUC LGBT Conference 2014. Manu spent a weekend following a group of young LGBT people living in the poverty-stricken seaside town of Margate in austerity Britain.

The AGM also heard from Dr Peter Purton, TUC LGBT policy officer, who praised the work of the SERTUC LGBT Network since its re-launch in 2006.

We held a successful fringe meeting at the TUC LGBT Conference in June on *Putting Politics back into Pride*, with David Sharkey, Unite, and Fernando Mariano, Equity, from ACT-UP London. David also addressed the TUC LGBT Conference as a young LGBT trade unionist.

In August there was a letter from Anton Johnson, the LGBT member of the SERTUC EC, in the *Morning Star* pointing to the fact that trade unions had a large and visible presence on the Pride march through Brighton. Complimentary copies of the *Morning Star* were made available on the march and venues.

In September we met to build for the TUC October 2014 demonstration, chaired by SERTUC vice-president Linda Perks, and with the assistant editor of *QX Magazine* Patrick Cash who gave an excellent speech.

In concert with TUC LGBT Committee we held consultation meetings on Pride London to review the principles agreed in 2012. One proposal was that Lesbians & Gays Support the Miners lead the 2015 Pride London march as it would be 30 years since the NUM led the 1985 march. We are pleased to say that LGSM with the band from the film *Solidarity* will be leading the 2015 march.

On World AIDS Day (1 December) the network held a joint meeting with ACT-UP London with Theo Gordon and Sean McGovern. That day's edition of the *Morning Star* had a feature article by Theo Gordon to mark World AIDS Day. Following the meeting attendees were invited to join the *Let's talk about Gay Sex & Drugs – World AIDS Day* event at Man Bar in London.

For LGBT History Month 2015 the network joined up with LGSM who have come together to hold an event to mark the 30th anniversary and the connection made between the miners in struggle and the (then) Lesbian & Gay community. The event's focus was an art interpretation by a young LGBT artist James Cabaniuk in Congress House with Mike Jackson (LGSM) and the SERTUC LGBT network secretary, David Sharkey speaking (*pic above: James Cabaniuk, Mike Jackson, David Sharkey*).

Dorothy Amos, NUT Co-Chair
Andy Stennings, Unison Co-Chair
David Sharkey, Unite Secretary

Construction Campaign Task Group

Over the last year the committee has had well attended meetings despite the difficulties construction workers have in obtaining paid leave from employers. These have produced lively and productive debates on matters affecting our industry.

This committee has continued to support the Blacklist Support Group and the Construction Safety Campaign. It has also campaigned against bogus self-employment, the use of labour-only agencies and umbrella companies. Members of the committee have attended and given support to workers demonstrating outside Balfour Beatty's offices in their dispute over terms and conditions. The committee have for some years warned against the use of umbrella companies and members were happy to attend the lobby of Parliament demanding changes to the law so these working arrangements can be eliminated.

Members of the committee attended *The March for Homes* which called for an end to sanctions on tenants, a stop to the demolition of quality council housing, and a programme to be put in place for the construction of new council housing. Members were also in attendance at the *Britain Needs a Pay Rise* march and the London May Day Rally.

The committee has welcomed the revival of The London Hazards Centre Trust and were pleased that Paul Street attended one of our quarterly meetings. Members attended



London Hazards Safety Activists meetings (the start of a regular forum) and the National Hazards Conference. On Workers Memorial Day committee members were among trade union activists and officers who demonstrated outside the Qatari Embassy against the insidious kafalla system of employment which has led to the deaths of hundreds of workers, many on the 2022 World Cup-related construction sites. In February this year members attended a silent vigil outside St Pancras Coroner's Court (*pic above*) at the start of the inquest into the death of Rene Tkacik, a construction worker who was killed by falling concrete on the Crossrail's Fisher Street site in March 2014.

This committee also noted that recently local authorities are beginning to realise that privatising public services has been inefficient and uneconomic and have therefore started to replace outside contractors with Direct Labour Organisations for construction and maintenance work.

No one goes to work to die.

Kevin Williamson, Unite Chair
Tom Kelly, Unite Secretary

Trades union councils



There are 60+ trades councils in the Region; this is a snapshot of some activities.

Andover trades council managed an impressive number of leafleting events and other activities throughout 2014. Our campaign themes were on the cost of living and the demand for a Living Wage, and we tied these into our ongoing fight against the bedroom tax. Unite kindly provided literature, such as *Campaigning Against the Bedroom Tax* and *Arm Yourselves Against Debt*, which we distributed to a receptive audience. In return, we eagerly promoted Unite Community following an interesting talk by Kelly Tomlinson, its South East Community Co-Ordinator. As an aside, we are always looking to work collaboratively with individual unions, so please contact us if you have a campaign running and would like some assistance.

Naturally, we ran numerous events to support the 18 October TUC march and used the opportunity to deliver the TUC's *Saving our Safety Net* pamphlet to call attention to the attacks on the Welfare State. 2014 also saw us again look outside of our town borders. Delegates represented Andover TUC in Salisbury on a Hope not Hate demonstration and distributed over



2,000 leaflets. We also supported a UK Uncut action against a retailer in Newbury, protesting over the tax avoidance by big firms (pic above left).

Finally, we were pleased to offer some help to Winchester TUC in its inaugural stages. Andover TUC goes from strength to strength and looks forward to future work in this General Election year. In solidarity!

Barking & Dagenham trades council joined members from GMB, Unison, Unite and NUT branches in Barking and Dagenham in July 2014 with 1.4 million public sector workers taking strike action for a better pay deal. Trades council members joined the picket lines and marched to a rally in Trafalgar Square in London, showing that they will not accept low pay.

We were invited to join the NUT's trip to the Tolpuddle Martyrs' Festival in Dorset. Those attending learnt about the struggle to form trade unions and the sacrifices made by workers to defend their unions.

"A friendly day meeting brothers and sisters from all over the country and reminds us of the struggle to form trade unions". Librarian, Unite

"Everything was inspiring from the beautiful



left Bedford's May Day line up
above supporting public service workers

banners to the salsa band, to the heart-warming, mind-stretching speeches and conversations. A day to remember the sacrifices of others". Teacher, NUT

In September members joined The People's March for the NHS in London to mark the end of a 300 mile march organised by a group of mums from Darlington.

In October we attended an inspiring lecture at the Barking Theatre organised by Barking & Dagenham NUT in memory of the teenager Anthony Walker, who was killed in a brutal racially motivated attack in Liverpool in 2005. Oona King, shadow education spokesperson in the House of Lords shared an inspiring personal story from her own family's struggle for equality and respect. Anthony's mum Gee Walker spoke about the loss of her son and the need to leave a positive message in his memory. Christine Blower, general secretary of the NUT, thanked the GMB, Unison and Unite who supported the evening.

On 7 October trades council members joined Council workers who rallied outside the Civic Centre in Dagenham and followed a procession of Refuse Collection Trucks to Barking Town Hall ahead of the Cabinet Meeting to object to proposed wage cuts.

In November Jon Cruddas MP addressed the trades council and pledged his support

to a campaign to stop the closure of the Civic Centre in Dagenham and initiated a public consultation, with 1,400 residents in favour of the Civic Centre remaining at the heart of our community providing Council services (pic left). The trades council voiced its opposition to the £54.3 million cuts to services and jobs in the Borough, supporting an alternative Budget that would not punish the poorest and most vulnerable members of our community.

Bedford trades council leafleted Bedford Rail station on two occasions as part of the Action for Rail campaign. We ran our usual International Workers Day celebration, aimed at giving confidence to local trade unionists especially those who are involved in action related to the government's cut backs and assaults on workers' rights. The theme was *A future that works* and we had various speakers, including the Mayoral candidate Penny Fletcher and MEP Richard Howitt – both stressed the need to fight back against the austerity agenda and the need for a socialist alternative.

Jamie Newell from the Fire Brigades Union outlined the current attacks on the Fire & Rescue service and particularly the attacks on the pension scheme which will penalise most fire fighters, and Cathrine Ward from Unison warned of the threats to the NHS from the Con Dem government.



left Cities of London & Westminster on the London May Day march
right Hastings in Dieppe and supporting the NHS



Banner Theatre provided music combined with media presentations that highlighted the anti-working class nature of government policies that are designed prop up the irrational capitalist system that benefits the few at the expense of the many. As well as shop workers union USDAW, various progressive organisations had stalls including the Palestine Solidarity Campaign, the Green Party, CND, National Pensioners Convention, Mature Citizens Action Group, the Labour Party, *Morning Star* (the daily socialist newspaper) and literature about workers' rights was available courtesy of SERTUC.

There was a collection taken for Bedford Food Bank which resulted in 33kg of food being collected and free food and soft drinks etc for those attending was provided by Abu Sultan, Labour Borough Council candidate, and the trades council. A collection was also taken for the striking local firefighters. The event was closed by TUC President Graham Tranquada.

We organised a reception for the NHS 999 March as it came through Bedford. The Rally on the steps of the Harpur Suite had some coverage in national as well as local media. We had members and speakers along with Unison, Labour Party and GMB at the various smaller rallies and media events as the march arrived and left Bedford.

With NUT and GMB we organised a public meeting and rally supporting their campaigns on Pay and Pensions.

And with Unison and GMB we created a campaign group to promote the retention of services at Bedford Hospital, and attended two public marches in support of that campaign as well as providing speakers at public meetings. With Beds & Bucks CATC we staffed the trade union stall at the Bedford River Festival for two days.

We also supported USDAW in their *Freedom from Fear* campaign at the Tesco store in Bedford, attended FBU picket lines, and organised a mass picket at Bedford fire station with Labour and Green parties.

In May, as part of **Hastings & District** trades council's wish for 1 May to be reinstated as International Workers Day within the UK, a reciprocal arrangement was made with French trade union comrades in Dieppe. A delegation of 20 from Hastings went to Dieppe for the International Workers Day events on 1 May and then brought a number of French comrades back to support 12 hours of campaigning events in Hastings on 3 May. Campaigns included *Keep the guard on the train*, *Free Palestine*, *Stop Privatisation of Education*, *The Tolpuddle Martyrs*, various political music events and culminated with a mass picket in support of the fire-fighters.

The trades council also arranged a *Stop TTIP* public meeting with speakers including Anneliese Dodds MEP, Linda Kaucher (Stop TTIP UK) and Unite officer Ian Woodland.

Successful campaigns included initiating Hastings Borough Council, Rother District Council and East Sussex County Council into having policies to bar companies involved in blacklisting within the construction industry from tendering for future contracts.

The trades council also worked with the community to save Battle fire station from closure, supported the various public sector strikes, arranged a coach to London for the 18 October march and organised an NHS pledge meeting for Local and General Election candidates.

Islington trades council had FBU Regional Secretary Paul Embery as a guest speaker and was active in the campaign to keep Clerkenwell fire station open.

After a long campaign by TSSA and RMT to keep ticket offices open on the London Underground the Mayor has commissioned the first phase of closures. There has been local leafleting on this issue at train stations, including Finsbury Park and Highbury & Islington underground stations.

We coordinated a day of action with London Unemployed Strategies with Nick

Phillips and Dick Muskett. With Islington Law Centre and Cllr Mick O'Sullivan we had a stall in Archway, and leafleted local job centres on benefits sanctions, unemployed rights and advice.

In May, with Arsenal football club having a successful year, delegates chose the celebrations for the cup winners to leaflet and highlight the campaign for a London Living Wage for cleaners and catering staff working through contractors at the club.

Other concerns that Islington trades council has been involved in include the need for education and training in Islington Council's Employment Commission, especially for young people out of work, and that Islington should be a Zero Hour Contracts-free zone. This and the Living Wage have been achieved in Islington Council but as we see in the private sector; this is an ongoing campaign. Throughout the years we have campaigned against the blacklist, and the need to have direct Labour and Islington building works department is now direct. We highlighted the STEM 6 free school where trade union rights were being ignored, and strike action supported by Islington NUT and the trades council were successful in the teachers' struggle for their rights.

As usual the **King's Lynn** trades council has been at the forefront of campaign action in



left Oxford trades council's May Day march and rally joined the FBU picket line at the Oxford fire station



the town, holding monthly street stalls to raise awareness on issues within the NHS, and in defence of and support for the firefighters' action, local government and civil servants. We have held successful public meetings, working alongside community and political groups and helped to raise the profile of equality issues about access to shops and leisure events as well as the run of successful *Women for Change* talks, by women, about women, but for everyone.

We started the year as we always do, outside the railway station protesting at the skyrocketing train fares – it doesn't seem like a year ago! We explained how money on increased fares is money directly taken out of our local economy which benefits none of those who actually use the trains. There have been no major improvements, we've still to see more frequent trains running and the rolling stock remains in a dire condition. We will continue to support the work Action for Rail does and build upon it locally.

The trades council has continued its support for the NHS and in particular; the local hospital, Queen Elizabeth. We have been present at many of the Clinical Commissioning Group meetings, asking challenging questions and ensuring those decision makers know they will be held to account. We campaigned vigorously around Clause 118 (then 119), ensuring residents

knew how they could make their opposition to the hastily drafted clause known. We knew, and still know, that under a Conservative-led government, our NHS is not safe. We have supported all the recent NHS actions and arranged a march and rally to show this. As usual, it was well attended, despite the terrible weather.

We leafleted and took action for *Britain Needs a Pay Rise* on 5 April, combining this with the Euro elections. We worked with others to ensure that the local population were aware of the reasons why Britain needs a pay rise and, at the same time, strengthened the engagement of a local trade union branch.

The trades council was always a supporter of the firefighter action, attending in support on Friday 2 May and at each picket line since. We have ensured our letter writing campaign has made people aware of how the local MP has said one thing, but voted in the opposite way.

Trades council activists continued their leafleting campaign in May with *Women for Change* leaflets on one side with information about the trades council on the other. And we continued to attend the surgeries that the local MP held, ensuring he was aware his constituents were willing to hold him to account, and supported Adult Learners' week in June.

We worked hard to ensure that the County Association of Trade Union Councils was able to move forward and play a more active part in supporting the establishment of the formation of other trades councils, such as Thetford.

Redbridge trades council met monthly and guest speakers included Greg Emlin on jobs and the economy; migrant workers Alberto, Marlene and Jason; Rachel Newton on the Peoples' Assembly; Karen from Liberty Credit Union; our own David Landau and Barbara White on Hate Crime, and Musical Education; Carole Vincent on the Darlington to London NHS march and Alex Hilton of Generation Rent.

Other activities included: joining the presence at Bob Crow's funeral; a May Day rally in the pedestrian precinct; a stall at Redbridge Green Fair shared with NUT; greeting White Watch at Ilford Fire Station as they started strike action on 12 June; organising a rally outside the Town Hall for the 10 July one-day strike involving Unison, GMB and NUT; screening *Miners Shot Down* about the Marikana massacre; leafleting commuters at Ilford Station for Action For Rail; running a street stall to publicise the TUC march on 18 October (which we attended with banner); lobbying councillors for support for Charlotte Monro; attending the unveiling of Sylvia Pankhurst's refurbished

Anti-Air War Memorial and supporting the Orgreave Truth and Justice Committee's lobby of the IPPC on 14 November.

Resolutions dealt with included: support for victimised NHS worker Charlotte Monro; the SOMA appeal for victims of the Turkish mining disaster; and the International Day for the Elimination of Racism.

St Albans, Welwyn & Hatfield trades council has had another busy year in which we have been active in supporting fellow trade unionists in struggle and contributing to a wide range of campaigns.

Disputes in education in schools, colleges and universities have meant that our members have been in attendance at rallies, meetings and picket lines. We have supported fire fighters and colleagues in Unison in a range of workplaces.

Members have been active in organising resistance to both the BNP (yes, still) and the EDL who persist in trying to organise – to no good effect – in our area (*pic above*).

One of the highlights of the year was hosting the March for the NHS in early September 2014. After a town centre rally addressed by film director Ken Loach marchers were seen off on the final leg to Westminster with a social in St Albans, proclaimed by all of them as "the best night of the march"! Sore heads to go with the sore feet in the morning!

International work Inter-Regional TUC

A SERTUC delegation comprising Megan Dobney, Les Ford, Rob Hancock, Laurie Heselden, Tony Lennon, Carolyn Simpson and Brian Walter attended the triennial General Assembly of the InterRegional TUC. The highlight for us is that SERTUC took on the Presidency for the first time ever, until 2017.

We spent an interesting couple of days with colleagues from the eight French and Belgian TU confederations affiliated to the IRTUC. The focus of the work is on cross-border workers and this will be a difficult period with our five trade union Eures advisers seeking continuing European Commission finance through the challenging EaSI funding stream.

The political and industrial situation is very challenging, particularly for our Belgian colleagues, fighting back with two general strikes thus far.



The pictures *top to bottom* show:
left to right, Claude Denagtergal (ETUC), Jean-Pierre Stobiecki (CFDT, treasurer), Didier Louvet (CGT, past-president), Megan Dobney (SERTUC, president), Ghislain Dethy (CSC, Eures Adviser)

Les Ford (translator and political advisor) with Luc Decavel (ACV regional secretary)

Tony Lennon (SERTUC vice president) with Rob Hancock (SERTUC trade union education officer)

Megan Dobney (SERTUC regional secretary) with Claude Denagtergal (ETUC Eures coordinator)

Lisbon Dedalus Migrants Lombardia Qatar

SERTUC's engagement in regional and international activities has continued with: (from top to bottom) Participation in Lisbon's May Day march and rally The CGIL Lombardia-led project to strengthen collective bargaining in European Works Councils and multinational companies *left to right* Ricardo Kirchhoff CC.OO, Patrick Schreiner DGB, Megan Dobney SERTUC

Support for the signing by the national TUC of the Protocol between us and the CGTP *left to right*: Carlos Trindade CGTP, Frances O'Grady, Megan Dobney, Armenio Carlos CGTP, Mohammad Taj past-TUC president, Fernando Mauricio CGTP

SERTUC Executive Committee solidarity with the CGIL's general strike in November 2014 SERTUC Regional Council solidarity with construction workers in Qatar and the TUC's *Playfair Qatar* campaign



Executive Committee attendance 2014-2015



Delegate monitoring



Trade union section

ASLEF	Mark Steele	5
BECTU	Tony Lennon	6
CWU	Paul Moffat	4
FBU	Ian Leahair	4
GMB	Charles Harrity	3
NASUWT	Timothy Ramsden	8
Nautilus Int'l	Jonathan Havard	8
NUT	Alex Kenny	5
PCS	Richard Edwards	4
RMT	Paul Cox	6
TSSA	Steve Leggett	8
Unison	Linda Perks	6
Unison	Phil Wood*	4
Unison	Glyn Hawker*	3
Unite	Martin Gould	5
Unite	Peter Kavanagh	5
Unite	Jim Kelly	6
Treasurer (ex officio)		
Unite	Carolyn Simpson	5

Women's seats

CWU	Linda Kietz**	4
NUT	Dorothy Amos	8
Unite	Jackie McLeod	3

Young trade unionist

TSSA	Kyle Williamson	3
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Black trade unionists

PCS	Dil Joshi	7
Unison	Gloria Hanson	4
Unite	Jayesh Mistry	2

Disabled trade unionist

PCS	Mark Leopard	2
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LGBT trade unionist

Unite	Anton Johnson	7
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County Associations

Cambs CATC	Tony Carter	7
GLATC	Roger Sutton	8
Hants CATC	Alan Durrant	5
Oxon CATC	Sue Tibbles	7
Suffolk CATC	Teresa MacKay	8

Attendance at meetings of the Regional Council 2014-2015

Meeting	Union delegates	Unions	CATC delegates	Observers	Total	(2013-14)
April	83	17	27	14	110	(117)
July	48	15	17	7	65	(81)
October	55	17	22	8	77	(87)
January	54	18	16	8	70	(68)

Gender monitoring

	Total	Male	Female
Regional Council (nominated)	166	118	48 (29%)
Executive Committee (elected)	32	23	9 (28%)

Ethnic monitoring

	White	Afro Caribbean	African	Asian	Other	No response
Regional Council (nominated)	126	4	0	5	2	29
Executive Committee (elected)	26	1	0	2	2	1

Attendances are from a possible total of 9 (the April 2015 meeting is not included)

* Linda Kietz died in December 2014

** Glyn and Phil jobshare this seat

Campaign account

1 January to 31 December 2014

Receipts

Interest	44.94
<i>Campaign Fund donations</i>	
ASLEF (2013 & 2014)	350.00
BECTU	1,200.00
CWU London	1,200.00
FBU London	1,000.00
FBU South East	250.00
GMB Southern	1,000.00
NASUWT Eastern	900.00
UCATT London & South East	300.00
UCU Eastern & Home Counties	50.00
Unison Eastern	1,000.00
Unison London	1,200.00
Unison South East (2013 & 2014)	2,000.00
Unite London & Eastern (2013 & 2014)	3,200.00
Unite South East (2013 & 2014)	3,200.00
<i>Levellers Day booklet donations</i>	
ASLEF	100.00
Unison South East	50.00
Unite London & Eastern	250.00
<i>Young Workers Month donations</i>	
Bromley trades council	50.00
GMB Milton Keynes City Branch	100.00
TSSA SE Metro Branch	50.00
TSSA TfL Central Branch	50.00
<i>Truth, Lies and Migrants sales</i>	6,411.00
WRC walking tour fees	90.00

Payments

<i>Advertisements</i>	
PPPS Bob Crow	200.00
PPPS Burston	150.00
PPPS New Year	200.00
PPPS May Day	200.00
VSC	155.00
<i>Affiliations</i>	
Abortion Rights	75.00
ACTSA	40.00
Alliance for Inclusive Education	30.00
CND	75.00
Construction Safety Campaign	75.00
CPBF	50.00
Cuba Solidarity Campaign	50.00
Labour Behind the Labour	50.00
Liberation	40.00
London Hazards Centre	100.00
National Assembly of Women	45.00
National Pensioners' Convention	30.00
NPC Greater London	20.00
Nicaragua Solidarity Campaign	75.00
PSC and delegation fees	58.00
Socialist Health Association	25.00
Socialist Renewal	20.00
Stop the War Coalition	100.00
<i>Donations</i>	
BECTU Ritzy Dispute	266.17
Burston Strike School Centenary	200.00
FBU Ashley Brown	100.00
IER 25th Anniversary	25.00
Index for Inclusion	50.00
Ipswich May Day Festival	750.00
Latin America 2014	250.00
Liberty Tree theatre	50.00
London Labour Film Festival	100.00
London May Day Organising Committee	1,200.00
Ralph Miliband film	50.00
Shrewsbury Dispute theatre	50.00
Still the Enemy Within film	50.00
Sussex Women's History Festival	50.00
<i>Miscellaneous</i>	
Burston expenses Owen Jones	45.10

CND AGM delegate fees	40.00
NPC Parliament conference fees	12.00
NPC Parliament delegates' expenses	345.50
PPPS paper distribution at Regional Council	106.80
PPPS sponsorship Mark David-Grey	100.00
PSC conference delegate fee	10.00
Searchlight conference fees/donation	100.00
WRC Kate Smurthwaite fee	150.00
WRC walking tour Rachel Kolsky	185.00
Young Workers' Network media	121.18
<i>SERTUC Trades Councils Conference travel</i>	
Kings Lynn	13.65
Southend	15.50
West Surrey	13.80
Eastbourne (media prize)	100.00
<i>Truth, Lies and Migrants</i>	
Printing Upstream	12,596.00

Summary SERTUC Campaign Account

Balance in bank at 1 January 2014

Current account	1,000.00
Deposit account	21,694.44
Total 1 January 2014	22,694.44
Add Receipts	24,045.94
	46,740.38
Subtract payments	19,008.70
	27,731.68

Credit balance at 31 December 2014 £27,731.68

Sylvia Pankhurst account

Summary Sylvia Pankhurst Memorial Committee

Balance in bank at 1 January 2014

Current account	1,000.00
Reserve account	19,475.57
Total 1 January 2014	20,475.57
Add Receipts	45.11
	20,520.68
Subtract payments	0
	20,520.68

Credit balance at 31 December 2014 £20,520.68

Receipts

Interest	19.51
Refund of bank charges	0.60
Donations	25.00

Payments

0.00

SERTUC officers and staff



Mick Connolly
1941 to 2015

President	Martin Gould	
Vice Presidents	Tony Lennon	
	Linda Perks	
	Carolyn Simpson	
Treasurer		
Regional Secretary	Megan Dobney	020 7467 1291
Regional Campaigns and Policy Officer	Laurie Heselden	020 7467 1292
Administrative Secretary	Darren Lewis	020 7467 1220
Administrative Assistants	Joanne Adams	020 7467 1218
	Jaspal Ghtoray	020 7467 1248
	Alyx Jenkins	020 7467 1237
Regional Education Officers	Rob Hancock	020 7467 1369
	Phil Gowan	020 7467 1238
Senior Union Support Officer	Stuart Barber	020 7467 1398
Union Support Officers	Oreleo du Cran	020 7467 1368
	Adrian Ryan	020 7467 1339
London Unemployed Strategies	Nick Phillips	020 7467 1283

from 1 April 2015 for 12 months

Stuart Barber is on secondment to Carshalton College

Adrian Ryan is Senior Union Support Officer

Oreleo du Cran is Union Support Officer for Apprenticeships

all email addresses are first name initial followed by surname@tuc.org.uk, except for Alyx and Jo where it is alyxjenkins@ and jowilliams@

Mick Connolly was SERTUC Regional Secretary from 1993 until his retirement in 2006. He died in January 2015 and SERTUC, Unite and T&G banners attended his funeral.

After leaving school in Wapping Mick followed his father and brothers into the London docks – where he soon joined the Communist Party and was quickly elected as a T&G shop steward.

Whilst a dock worker he benefitted from the structured support for working class activists to further their education, going to the London School of Economics, and graduating in 1966 with a Politics and Economics degree. He was then a T&G full time officer, based in the union's Stratford District Office.

Mick was appointed by Ken Livingstone, leader of the Greater London Council, as Director of the Greater London Trade Union Resource Unit. The unit's work was wide ranging and cemented Mick's reputation as a leader in anti-racist campaigning work. While at GLTURU Mick also commissioned work on London's manufacturing base, questioning the over-

reliance on defence industries and the arms trade.

Mick of course lost his job when Thatcher abolished the GLC and returned to the role of lay activist. He eventually became Vice Chair of the T&G's Region 1 Committee, one of the key left regions in the union.

In 1993 Mick was appointed SERTUC Regional Secretary by the TUC. In those days the SERTUC region consisted of London and the South East – rationalisation meant that a few years later the Eastern Region was abolished as a separate region and added to the SERTUC remit.

Mick strode the SERTUC stage like a colossus. Full time permanent TUC Regional Secretaries were a new-ish phenomenon and Mick created and coalesced SERTUC as the TUC's leading progressive region – always with the breadth of working class interests at its centre – and that meant anti-racism and women's equality at its heart.

Under his leadership SERTUC was described as "the TUC's Broad Left".

Mick liked that.

