

Solidarity Bulletin

No.5 Spring 1995

free

WORKPLACE ORGANISATION: OUR ONLY DEFENCE

Join any trade union - TGWU, USDAW, UNISON, etc. and you're asked to make a direct debit, offered cheap car insurance...

If you agree with us this is an insult, when we desperately need workplace-based organisation for protection and to improve pay and working conditions. If you wonder how the unions are run, how decisions are made. If you wonder if there are any unions that aren't run by 'officials' from somewhere far-off and blissfully ignorant of the realities of our working lives?

If you know that it is you who does the work, produces the wealth, whilst the absent boss creams off the profits. It is us, ordinary working people who 'make the world go around', whilst the rich rather than see profits drop or stay still, push us into poorer working conditions and onto the dole in our thousands and millions. Then why is it that the trade unions, supposed friends of working people, have come to accept this state of affairs that we call 'wage-slavery'.

The Solidarity Federation was launched to address these needs, that the dinosaur unions have for too long ignored. If you too want to have control over your life at work, have a full and equal say in the organisation you join - then you have every reason to join the Solidarity Federation.

DON'T STAND ALONE

SOLIDARITY FEDERATION - FOR ACTION

& SUPPORT AT WORK

On page 2 are examples of how the Solidarity Federation's local branches (in Norwich, based at the Solidarity Centre), and it's industrial sections operate in contrast to the dinosaur trade unions:

Inside:

* UEA CLEANERS DISPUTE

* SUNDAY WORKING- Your rights,
The facts.

..News..Reviews..Events..and..More!..

Norwich Jobs Slaughter People or Profit?

The current slaughter of jobs in Norwich; whether at Nestle, Norwich Union, N&N Hospital, British Gas and BT, to name but a few, has nothing to do with the old justifications of recession or unprofitability.

British Gas and Telecom announced record profits this year and British Gas has given all of its executives hefty pay rises, as much as 75%, and this just days before announcing job cuts in Norwich.

Nestle's profits were £3 billion... Norwich Union, though experiencing problems, is certainly not short of a quid or two.

To these companies, whether UK based or Multinational, workers and their families are nothing more than expendable assets. Simply being in profit is no longer enough. Profits must be doubled or tripled. Money is everything and peoples livelihoods and communities are nothing.

Across Britain, Europe and much of the world, the number of full-time jobs being destroyed is growing and seems to cause little or no concern amongst the talking

Contd on page 4

SOLIDARITY FEDERATION

WORKPLACE CONTROL:

Decision-making based at lowest level - workplace branch where needs of workers and appropriate forms of action can best be determined. Whether workplace section is of 5 or 50, non-members are encouraged to participate in all mass meetings, so that maximum support and involvement of all workers is achieved. Direct democracy and control in the workplace to guarantee relevant and effective action.

SUPPORT & SOLIDARITY:

For members in workplaces and sectors where Solidarity Federation (SF) is few in numbers, the local branch and appropriate industrial network provide full and active support, be it in circumstances of management victimisation, local and/or national dispute or campaigning.

Fellow members, whether in same industry or not, provide support in building presence through pooling of resources.

No worker or workplace branch left to fight alone.

Whole organisation's facilities are for one and all.

INFORMATION & RESOURCES:

Solidarity Centre has available in-depth and understandable information on all aspects of workplace law; from health & safety to maternity rights, current pay rates in all sectors, company profits...

Also much information on the numerous and different forms of workers direct action that have been successful in defending conditions and winning improvements. Such as stopping closures through occupations, gaining shorter hours, pay increases...

Meeting space available for workplace or sector-wide meetings, or to organise tackling a specific area or problem (from a publicity campaign to resisting harassment).

Leaflets are easily produced for circulating information, putting ideas across, publicising events at work and locally.

INDUSTRIAL FEDERATION:

The SF organises not only in the workplace across the Norwich area, but to maximise the support and strength we can give each other, we organise nationally by industry. For example in transport, local government, health and education sectors.

All too often the active pressure of fellow workers elsewhere but in the same industry has been crucial in helping bosses make their minds up!

DEMOCRACY & REALITY:

The SF has no single, centralised funds.

Locals and networks are self-supporting and operate not with paid staff, administrators etc, but are run by the members themselves.

All work, decision-making, etc is shared out amongst the membership, who are best aware of the organisation's needs and the day-to-day realities we all face.

MEMBERS BEFORE MONEY:

The SF believes its members and all fellow workers are more important than any amount of money sitting in a union fund or invested somewhere.

We believe laws that give management powers of dictatorship, forcing so many to live in increasing debt and work in misery, exist only to bolster the parasite bosses and attack the majority and society itself.

Taking effective action, halting the downward spiral of worsening working conditions, means ignoring the bosses laws.

TUC UNIONS (TGWU, USDAW, UNISON...)

All decisions of importance taken by executive committee without consultation of membership. Main consideration not of members' needs but central funds and response of politicians and newspapers. Decisions/actions taken by workforces that displease executive met by threats of expulsion, etc.

Preferred form of action by executive are symbolic - bed-pushes to save NHS, balloon releases to stop closures...

Members not encouraged to be active in union affairs, never informed, rarely involved - just pay up.

Big trade unions boast of legal facilities to challenge employers in courts. Reality is all too often of chasing compensation rather than winning improvements or preventing misfortune.

Union policy weak when the boss has no obligation to reinstate sacked workers.

Reliance on the law and courts, only encourages workforce apathy and employer arrogance, rather than collective action and organisation that builds confidence and able to pressure the boss.

In disputes, union members frequently find that union is as keen as boss to restrict action to all but the least effective.

Threats from union to workers of loss of 'official support' are all too common if we choose to look for concrete support from other workplaces or to have control kept in the hands of those concerned.

Being attacked by your union at the same time as fighting the boss is never the best recipe for success.

Making use of union resources and benefits such as strike pay, sick pay, information, etc is as lengthy and difficult as with the Department of Social Security.

Union officials are happy for workplaces, even parts of the same workplace, to be isolated from one another (except through themselves), and to obstruct direct links that could upset their status as go-betweens and their monopoly on information.

Equally any possibility that workers might start sorting out their own problems themselves.

With massive centralised funds union leaders live in constant fear of being taken to court by bosses for any action that might have benefitted workers at the bosses' cost. For this reason little is ever done.

Decisions made by permanent officials who spend much of their lives climbing their way to the top, and have little idea of the reality we face at work.

For them it is the funds, not members, that pay their wages.

As they increasingly say goodbye to working for change and their roots in the workplace, they are moving to a more 'profitable' future in selling us cheap insurance and credit facilities.

The old notion that with the union, the ordinary person would get the full benefit of the wealth they create and control their lives, is now an embarrassment.

The greatest gift of trade unions is the lessons from the mistakes they made.

VISIT THE SOLIDARITY CENTRE FOR MEMBERSHIP DETAILS



**TORY CHICKENS
COME HOME TO ROOST**

A recently leaked internal Conservative Party document contained the following revelation: "...Tory voters have a feeling of powerlessness and insecurity about jobs, housing health service, business, family value, crime, etc and no vision of where we are heading". Join the club, we say.

Of course the shit hit the fan over this and the following revelation. Fellow Tories were most upset that one of them had broken the "politicians code" by revealing something near to approaching the truth: "Although in the eighties the Conservatives seemed to promise a classless society, the reality is that the rich are getting richer on the backs of the rest, who are getting poorer". No matter how much it is denied, the tories are as aware of the nature of the class war as ever - are you?

**LOW PAY? NO UNION?
HEALTH & SAFETY A JOKE?**

For Support, Resources & Contacts
NORWICH SOLIDARITY CENTRE
*Can help you organise your
workplace*
**SOLIDARITY • WORKPLACE CONTROL
ORGANISATION • ACTION**

Write to:
SOLIDARITY FEDERATION - Norwich Branch
PO Box 73, Norwich NR3 1QD

'They break our legs... and we say "thank you" when they offer us crutches!'

Maybe I'm unusual but I reckon I pay enough tax to the government as it is, especially considering that their spending priorities, and ability to manage the economy are way up the spout. So when we're being asked to voluntarily part with more money, in the shape of a lottery ticket, and when the money goes at least in part to swell government coffers, I'm amazed that anyone falls for it.

Sure, it may be a bit of fun, I've nothing against that aspect of it, and some money goes to "worthy causes" (who have said that giving money to them directly would be much more help) but in the face of increasing poverty and unemployment, the weakening of the welfare state and all the rest of it, I find it insulting that we're being offered this straw to clutch onto.

We were even being offered, in a competition on Radio 1, the chance to win a lottery ticket, giving us a chance of winning a chance at winning something. Big deal! Interestingly enough, the odds for winning the national lottery are identical to the odds bookies are offering for, wait for it... Elvis Presley crash landing a UFO onto the Loch Ness Monster!



A lot more practical, and less selfish, would be for people to put their pounds into a communal fund, which people could dip into when necessary, like a bank loan without interest. But if we're all caught up in wondering how we'd spend our millions then perhaps the idea is that we won't bother doing anything to really change our lives for the better, for ourselves and everyone else. It's ironic that someone's making money out of peoples desperation to have more money for themselves. For me, the quote at the top speaks volumes for what the national lottery is really about.

ONE THIRD OF BRITONS EARN "POVERTY PAY" - EAST ANGLIA WORST HIT

Almost a third of full-time workers in Britain now have earnings less than the decency threshold set by the Council of Europe. The new survey shows that 32.7% are paid what amounts to "poverty wages", a rise of over 25% in the last 15 years to almost five million.

The biggest rise has been here in East Anglia, where the number of low paid workers has risen by 54% since 1979.

Britain is now at the bottom of western Europe's pay league.

Contd from page 1

heads of TV and Government. Part-time jobs are supposed to fill the gap, low paid with no security and subject to the bosses every whim. What a joke! What's the point of being in line with our 'competitors' if their industry and society is as devastated as ours.

YET MORE CITY JOBS IN PERIL

Warning as hospital jobs go private
UP TO 500 jobs at risk

NORWICH was reeling from yet another round of job losses over the next three to five years. But city leaders have again pledged to step up their battle to protect jobs on the economy.

'Norfolk is becoming an economic backwater - everybody seems to think so'

Nestlé closure

BRITISH Gas has confirmed it would be closing its headquarters in Roundtree Way in just over a year with the loss of 200 city jobs.

BT, which has already shed 80 staff in the past year, will reveal its plans to shed up to 1200 jobs over the next year or so.

In the latest double-blow, British Gas confirmed it would be closing its headquarters in Roundtree Way in just over a year with the loss of 200 city jobs.

BT, which has already shed 80 staff in the past year, will reveal its plans to shed up to 1200 jobs over the next year or so.

Job security is 'lower than ever'

Job losses at Norwich Union, the sale of Colman's and the decline of traditional local industries had left a record of acute dependency, he claimed.

Mr Lyons was speaking during a fact-finding tour of the city, which was part of a series of visits to Norwich by the Labour Party's shadow Secretary of State for Industry, Mr Lyons.

He criticised Norwich Union management for the scale of job losses.

Managers and MSF union representatives criticised the scale of job losses.

NORWICH'S traditional manufacturing and service industries are collapsing, a union leader has claimed.

Mr Lyons was speaking during a fact-finding tour of the city, which was part of a series of visits to Norwich by the Labour Party's shadow Secretary of State for Industry, Mr Lyons.

So what are the Trade Unions going to do about it? They have long accepted "managements right to manage" and all that goes with it, arguing for pay rises that mean nothing in the face of inflation, accepting a "rationalisation" here and a "modernisation" there. To keep thier feet under the bosses and Governments table the unions sell us wage slavery and tell us that to expect anything better is unrealistic and idealistic. Their warped logic leads to accepting that those who produce the worlds' wealth have no control over it, accepting wage slavery, and therefore, having to accept the current round of local job losses. They have no alternative, we do.

WHAT ALTERNATIVE?

The system of working for wages whilst some parasite creams off the profits, capitalism for short, doesn't work and as we can see lurches from crisis to crisis. It's pointless moaning at the unfairness of it all. The only way forward for most of the population, the ones who actually do the useful work in society, is to relearn the methods of class struggle and constantly link the short term need to improve pay and conditions with the long term aim of replacing capitalism with a system that responds to need not profit.

It's no use asking politicians, union leaders or even pop stars to change the system for us. They're the ones that profit from this unequal society.

Only we, ourselves can stop the current job losses. Any and all action taken by the workers directly affected, deserves full support. Marches and petitions are all well and good, but when it comes down to it action, solidarity and determination can deliver results. Only occupying our workplaces, strikes and sympathetic action, can protect our jobs and help to build a better future, not waiting for the next Labour Government or obeying employment laws that are designed to keep us divided and powerless.

Full Support

What happens today in Norwich can happen tomorrow in York or Halifax. If we don't stand together and act together we fail. Industry-wide action must be taken now. The bosses are organised, determined and ruthless, so must we be.



LABOUR'S WORN OUT TORY BAGGAGE.

The election of Tony Blair has surely killed off any lingering doubts that the Labour Party can be a force to bring about even the mildest 'socialism'. It has always been argued by those on the Labour left that the way forward was to stay in the party and attempt to change it from within. Historically this was always an optimistic scenario, since every time labour got elected they quickly moved to the right, but Blair's rejection of even Keynes-style state intervention in favour of the free market must be the final nail in the coffin of any hopes of a socialist Labour Party.

Labour Party-style socialism at best could only lead to an eastern block-style socialism. It now, more than ever, must be questioned what has the Labour Party to offer ordinary people?

For working class people, it seems, the Labour Party when next in government is promising more of the same medicine we've had over the last 15 years. However this does not surprise anarcho syndicalists who have always argued that Labour will merely seek to run the capitalist system better than the Tories. Now, in their eagerness to convince the boss class, they seem to be attempting to peddle Tory ideology better.

Witness how the Labour Party clique who run Norwich City Council so efficiently administer cut after cut imposed by conservative central government. The butchering of public services were initiated by the 1974-79 Labour government, Today at City Hall every question is dealt with as if it were purely an administrative matter, any resistance to cuts from trade unions or the community is resented.

Labour compete with the Tories in asking voters which undertaker they would prefer to look after the corpse of local democracy. In the words of one of Labour's more perceptive members, "The only political choice seems to be between two managment teams, both committed to the managment of the status quo."

UEA CLEANERS' DISPUTE

Taken to the Cleaners..

The University of East Anglia put the contract for cleaning its Waveney Terrace residences out to private tender September 1993. Due to the intricacies of the agreement Waveney Terrace cleaners were left on UEA's pay role but, unlike other UEA cleaning staff, without any entitlement to holiday or sick pay. Also, those employed on this contract have a bigger workload than cleaners employed under the old contract in previous years, but have less time to do it in and consequently less money for doing it. Bed-making, for example has been added to the workload which students used to do for themselves, while hours have been cut from 9am until 1.30 to 9am until 12.

Materials for doing the job have been barely adequate. So much so that the same gear is often used for both kitchens and toilets. As a result cleaning cloths and mop heads get so disgusting that they probably spread around more dirt and bacteria than they wipe away.

The contract as ever, was implemented in the name of "efficiency", not cleaning efficiency, but cost efficiency. And as if slashing pay, wiping out holiday and sick benefits and cutting back on materials was not "efficient" enough, this summer has seen an attempt to cut hours (and therefore pay) even further by introducing a three day week. The pretext for this was that as the academic year is over and students have moved out, reducing the workload. In reality, however, the workload gets more chaotic out of term time due to annual cleaning and refurbishment work and the constant moving in and out of conferences and Open University students; something the management implicitly acknowledged when they drafted in extra workers newly signed up on the old 4 1/2 hour day, five day week (plus optional weekends) contracts, making the attempted imposition of a three day week on the original Waveney workers not only injurious but insulting.

Spontaneous Walkout

The result was a spontaneous walkout and confrontation with a somewhat bewildered management. Unfortunately eight workers, who had come to regard the job as not worth the effort defending, jacked in on the spot, thus giving the management an easy way out of the situation without appearing to back down. It was declared that the workload of the eight could be redistributed among the remaining cleaners thereby avoiding the need to cut hours further as proposed.

The contempt in which UEA holds its employees was further illustrated last month by the way it acted, or failed to act, when a worker on the Waveney Terrace contract was assaulted by a resident. The attacker was a student on what is for UEA a lucrative teacher training contract. In order to avoid any risk of losing the contract by "embarrassing" the foreign government who fi-

nances it, UEA, rather than take any positive action, chose to trivialise the incident.

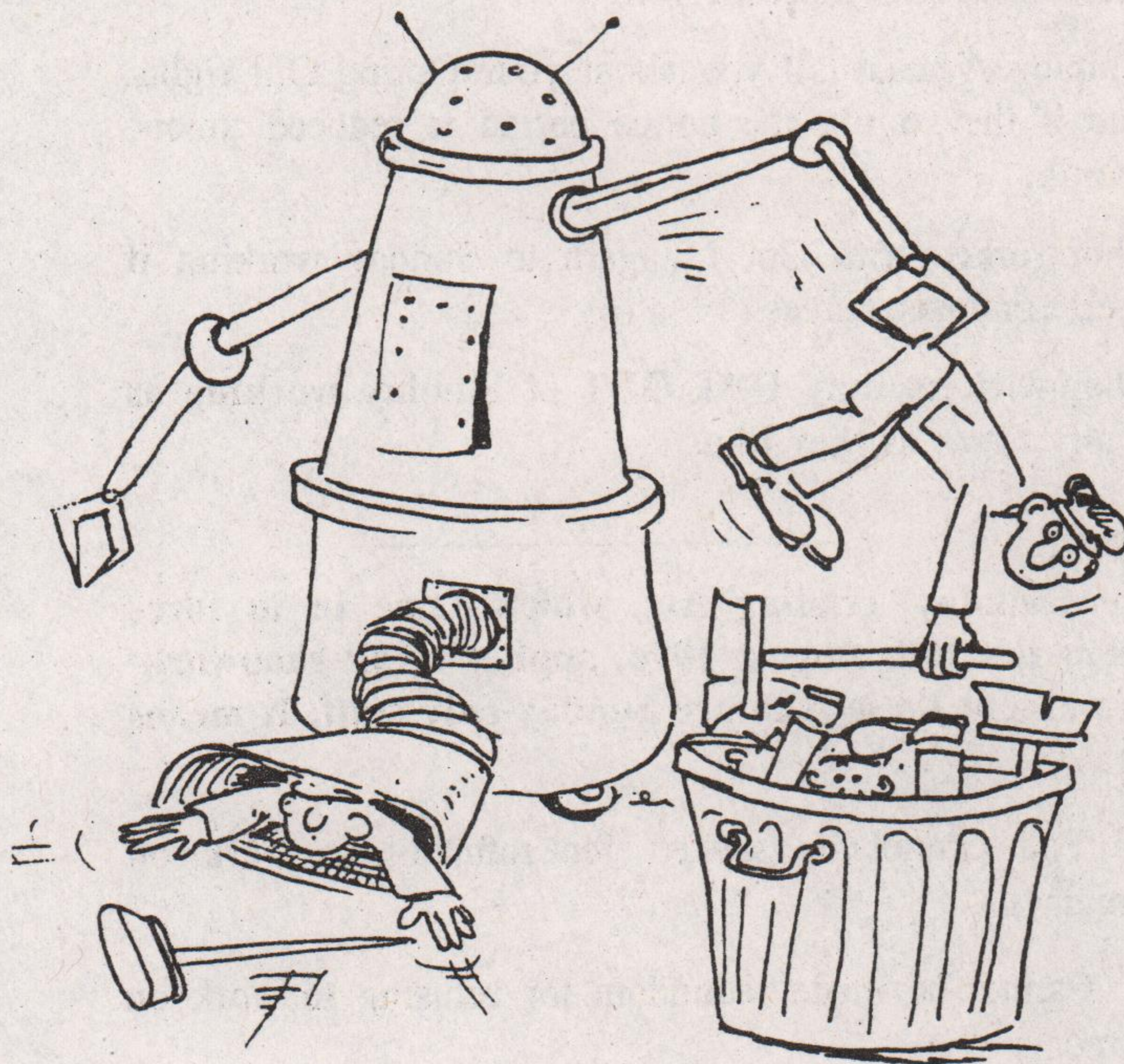
The head housekeeper is reported to have told the worker that the attacker: "must have fancied you because you've got blonde hair". While the head of what is laughingly called "security" advised: "its a pity he didn't put any marks on you, that way you might have had a case". The worker left her job soon afterwards, while the student was allowed to finish his course.

Workers Rely on Themselves

Under the employment protection (Consolidation) Act 1978 (EP(C)A), workers who leave their jobs because they feel unsafe or threatened in the workplace can claim unfair dismissal even though they have not actually been sacked. However, the 1980 Employment Act amends EP(C)A to the effect that workers on casual contracts and any worker who has been employed for less than two years by their present employer cannot make the same claim, thus further eroding conditions for casual workers, usually those who are semi- or unskilled, who can be treated like dirt and then dispensed with at a moment's notice when their labour is no longer "cost efficient". The treatment of UEA's Waveney Terrace workers is living proof of this, and indeed this whole private contract caper is almost certainly an experiment on the part of UEA to see how far it can get away with cutting into the wages and conditions of its workers in pursuit of cost saving.

What is to be done?

Workers can only rely on themselves to look after their interests, by uniting in the workplace to form political and economic unions. Only then can we defend pay and conditions and set about organising and bringing about a new social system in which hours and conditions of work are set by those who do the work and in which all goods and services are freely available to those who need them.



Sunday Working

Your Rights - The Facts

Protected shopworkers may be asked to sign a notice OPTING IN to Sunday working.

Signing this notice means losing Protected Shopworker status, so do not sign unless you are sure what it means to you and that you are happy about it.

You cannot be disciplined, dismissed or discriminated against for refusing to sign the notice.

An Opting In Notice contains two parts:

- * An agreement to do Sunday work
- * An agreement covering the pattern of Sunday working

You decide if you want to work Sundays - and you decide which Sundays you work. You could choose to work one Sunday a month, alternate Sundays or only the four Sundays before Christmas. The limits should be put in writing and a copy kept.

Remember, you can always give notice to OPT OUT of Sunday working if you change your mind.

Opt Out

All shopworkers - except Sunday-only staff - have the right to Opt Out of Sunday working.

To do this you must give three months written notice saying you do not want to work on Sundays. (Some companies have agreements that only one month notice is needed).

Once the notice period has expired you can refuse to work on Sunday and cannot be disciplined, dismissed or discriminated against for doing so.

Employers must tell you about your Opting Out rights, and if they don't, the notice period is reduced to one month.

Shopworkers can Opt In again to Sunday working if their employer agrees.

Shopworkers may OPT OUT of Sunday working as many times as they like.

The Sunday Trading Act, which came in to force from the 26th August 1994, applies to all shopworkers except those who are Sunday-only staff. It means that:

- * You cannot be sacked for refusing to work on Sundays
- * Cannot be made redundant for refusing to work on Sundays
- * Cannot be disciplined for refusing to work on Sundays

* Cannot be discriminated against for refusing Sunday work - eg denied training or overtime.

All shopworkers are covered by this law.

It does not matter what type of shop you work in or its size.

It does not matter how many hours you work a week or how many years service you have done.

It covers everyone from cashiers to stockroom staff to trolley collectors.

If you have a problem with your boss, want advice, or better and more likely still are a shopworker in the Norwich area who sees the need for workplace organisation - a union where you work, then get in touch with the Solidarity Centre, the Norwich branch of the Solidarity Federation.

“Firms can make profits in Britain, where the costs for wages and social benefits are much lower than in Germany.” - British Government press advert to German businessmen.

WAGES COUNCILS AXING BRINGS PAY CUTS

More than a third of jobs in the sectors formally covered by wages councils have suffered pay cuts in the year since they were abolished.

The councils used to give legal minimum pay rates to more than 2.5 million low paid workers.

- * A total of 36.5% of the jobs fell below the wages council rate allowing for inflation.
- * The worst hit sector for underpayment was retail workers, with 51.4% of jobs paying below the increased rate.
- * Hairdressing has 33.9% of jobs underpaying.

Contrary to ever dubious government claims at the time, the number of jobs in retail, hotel and catering have not been boosted by the abolition of wages councils.

Future Labour government has no intention of restoring the wages councils, whilst the large trade unions in their current shrinking and directionless state offer little hope for reversing this trend.

FEED YOUR HEAD

Visitors to the Solidarity Centre will know that it has Norwich's largest range of magazines, pamphlets and books of Libertarian/Anarchist and labour movement News, theory, history and fiction. A new booklist has been prepared to show off our extra stock. It is available from the centre or our PO box. We will be doing a new book order soon - so keep your eyes peeled!

BOOK REVIEWS

SMEAR - Wilson and the Secret State (Dorril & Ramsey), £7.99 reduced to £4.

This is the secret history of the years 1964 to 1979, revealing exactly how the armoury of the secret state - infiltration, disinformation harassment, surveillance and media manipulation - determined how Britain was to be run.

This is the book that unveils all that 'Spycatcher' would only hint at.

WAKE UP

WAKE UP



BRITISH INTELLIGENCE AND COVERT ACTION

HOW THE BRITISH STATE SUPPORTS INTERNATIONAL TERRORISM

No. 11

THE LEVELLERS
BLAGGERS ITA
BLESSED ETHEL
ATTILA THE
STOCKBROKER
ON TOUR
JOHNSON-COLLINGS
BAND
INDESTRUCTIBLE BEAT
ROY BAILEY

THE FBI'S SECRET
WAR AGAINST THE
AMERICAN INDIANS
THE CIA'S
MANIPULATION
OF THE LABOUR
PARTY

Poetry by:
CIE
PATIENCE AGBABI
STEVE HERRICK
DAVE EGGLETON

SHANE MCGOWAN'S
KEEP FIT WORKOUT
THE NME EXPOSED
BY STEVE LAMACQ

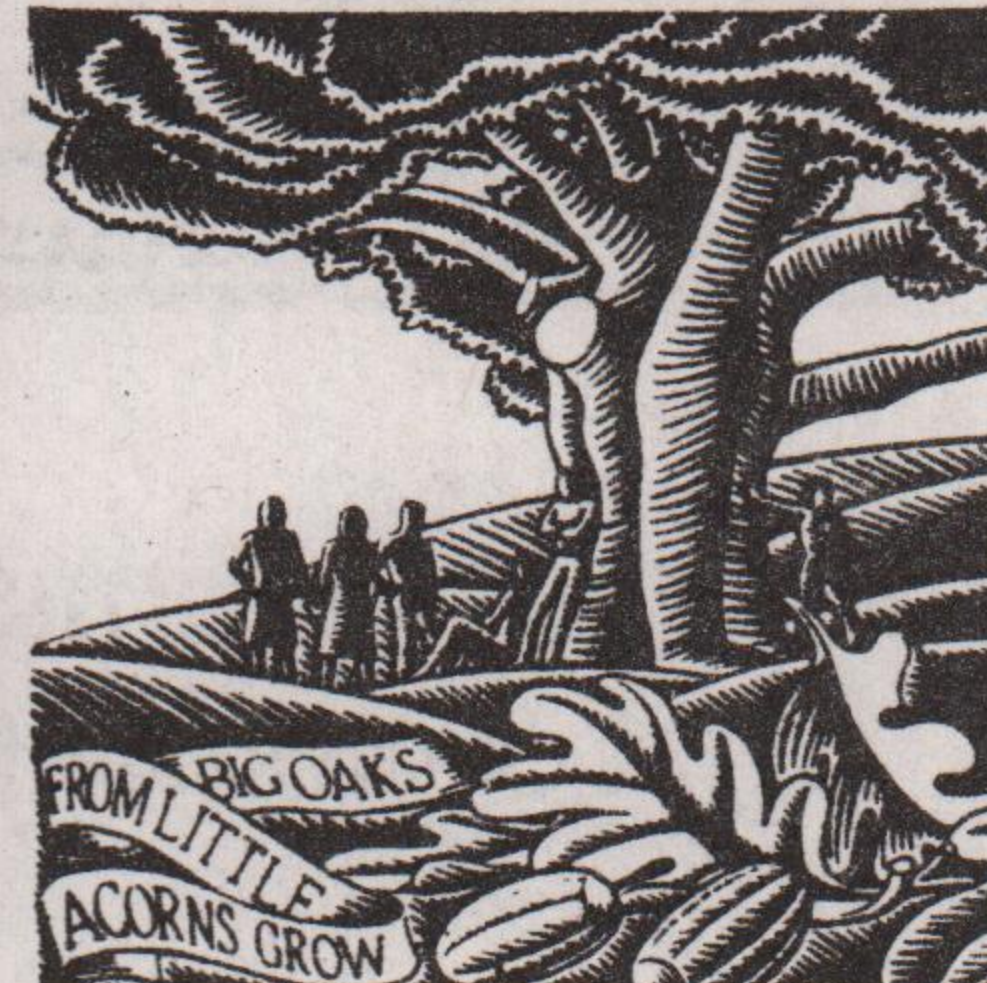
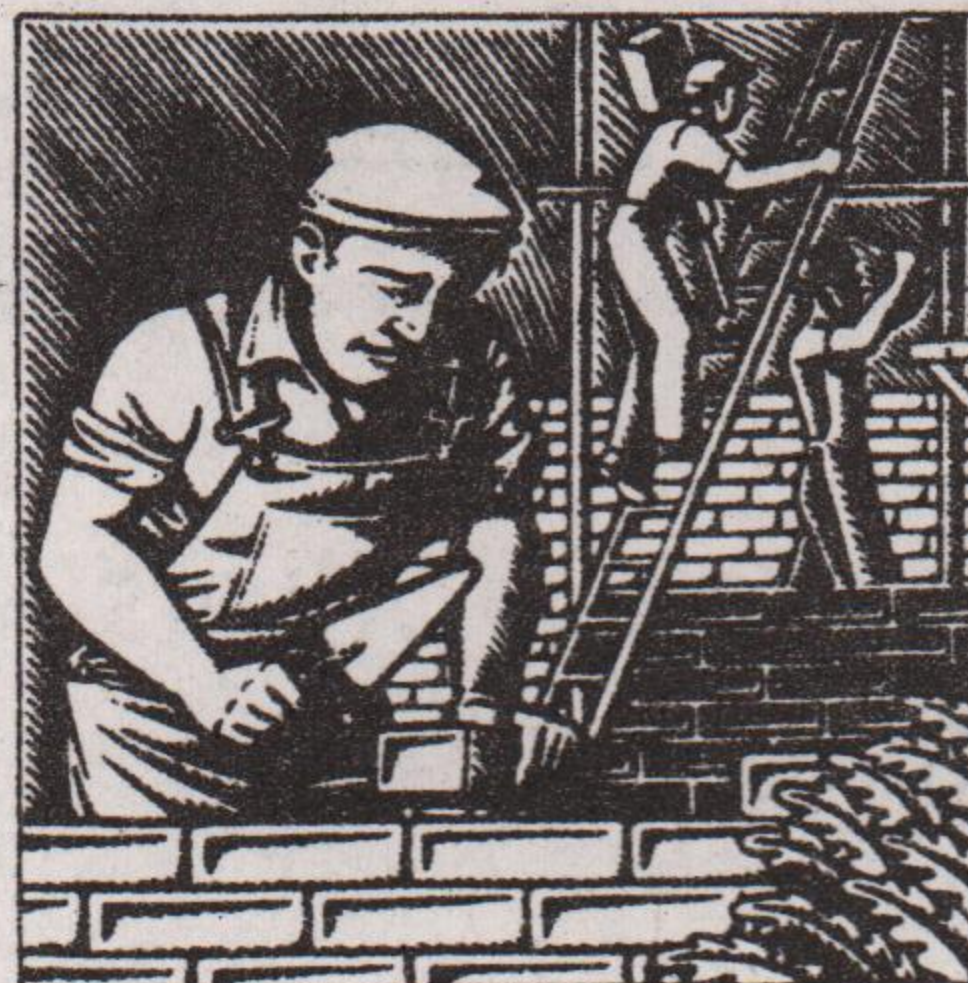
CARTOONS, REVIEWS
& MUCH MORE

£3

ALL PROCEEDS GO TO

Anti
FASCIST
ACTION

Anarchism & Environmental Survival



by Graham Purchase

ANARCHISM & ENVIRONMENTAL SURVIVAL. (G Purchase), £6.95

Graham Purchase skilfully manages to deal with virtually every important issue that concerns the Green, Socialist and Anarchist movements, without producing dry, academic essays. This book is essentially practical and will be one of the most controversial books of the 1990's.

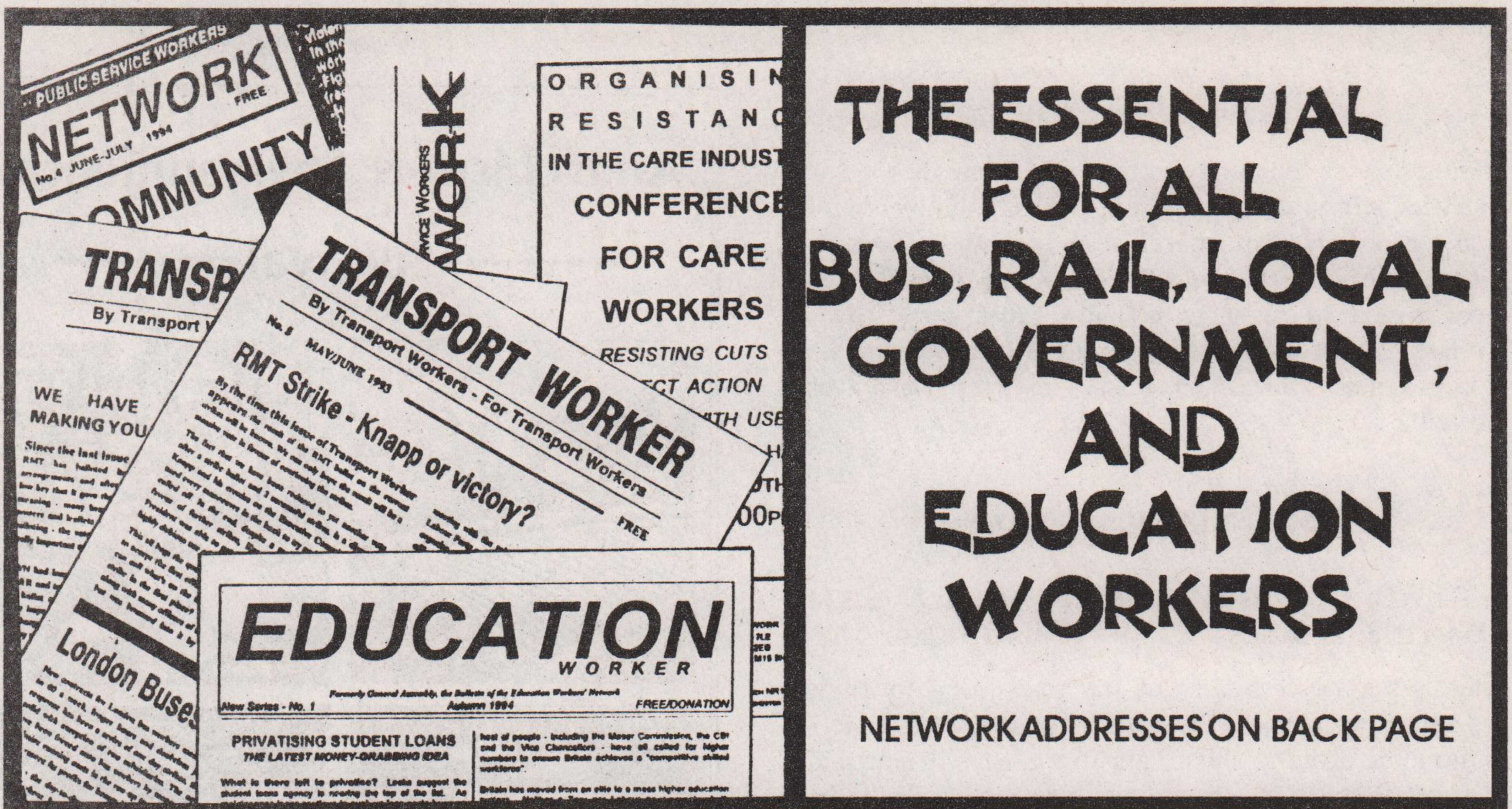
WAKE UP No.11 £3

At over 200 pages in magazine format, this is packed! Interviews, cartoons, poetry, reviews. All mind boggling stuff!

The LAW AT WORK £3.50

The essential legal handbook for the work place. A concise guide to employment law - recommended.

All books reviewed are available from the Solidarity Centre (for opening times see back page)



THE ESSENTIAL FOR ALL BUS, RAIL, LOCAL GOVERNMENT, AND EDUCATION WORKERS

NETWORK ADDRESSES ON BACK PAGE

Bosses Victimise Sick Workers as Government Stops Sick Pay

Until 1991, employers could reclaim statutory sick pay (SSP) costs. This was then cut to 80 per cent, and scrapped altogether in April 94, saving the government £700 million a year. This has led to a massive increase in harassment of sick workers by their bosses.

The May issue of the bosses' paper "The Caring Business" (surely a contradiction in terms?) carries a front page article hailing the abolition as giving employers a "greater incentive to tackle higher levels of absenteeism".

What they actually mean is that bosses are being given free reign to intimidate, harass and eventually sack any worker who dares to be sick. Increasingly sickness is being used as a reason for disciplinary action including dismissal.

Callous

Many workers are now coming up against an unashamedly callous and vindictive attitude from bosses.

Recent examples include;

Management of Hackney Independent Living Team declaring that they are stopping training in projects that have a "high" rate of sickness. Basically, if workers go off sick, they won't get training: it's one or the other.

Inland Revenue workers, who are campaigning against a "come in when you are sick and get a bonus" scheme.

A terminally ill postal worker being sent a letter by management asking why he shouldn't be sacked because of his poor sickness record.

Two weeks before Jacqueline Hurford died of cancer Haringey council sent a letter reprimanding her for prolonged sickness absence. Two days earlier she had had an operation to remove her spleen.

How to be off sick... under the new regime

Our advice to workers is, if you're sick, take as much time off as you need. Make sure you have a good supportive doctor. Don't be guilt-tripped into dragging yourself back before you're better. Stress-related sickness is on the increase - particularly in the current work situations most of us find ourselves in. Many workers report that management are the main cause of their stress at work. Stress related illness is, on paper, just as legitimate as any other illness. But make sure management don't use it against you.

If you're off sick due to the conditions they're forcing you to work under, and it's recorded by your doctor as being due to this, management, instead of recognising their responsibility, will try and argue that the individual is the problem, and "can't cope". If you're pulled in for an interview, always insist on taking a union rep or friend in with you. Sickness interviews are increasingly being used as unofficial disciplinaries.

Industrial Tribunals

Write everything down. You could need the information at a later date if you want to take them to an IT. Although IT's are notoriously biased in favour of the bosses, it's a good way of making management watch their step, if they think that you may take them to one at a later stage.

Many employers don't need encouragement to hound sick workers either back to work or out of the workforce. A CBI survey published last year reported that 83 per cent of firms were willing to use disciplinary procedures to tackle absenteeism. Now employers have an additional government condoned incentive to victimise workers.

WHAT'S ON AT THE CENTRE?

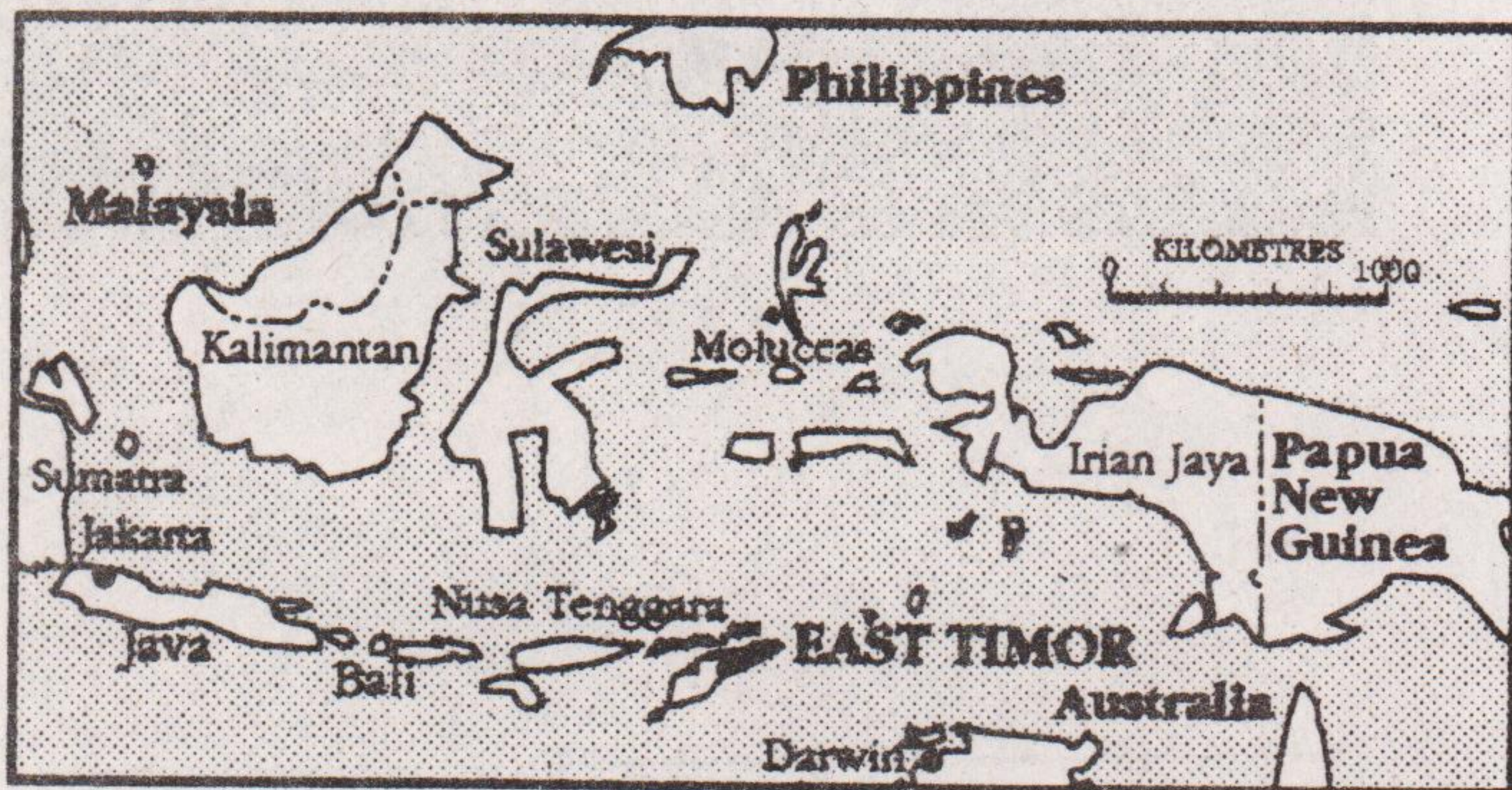
Solidarity Centre

Videos.....meetings.....

WHAT HAS THIRTY YEARS OF REPRESSION, TORTURE & MURDER TO DO WITH US?

...WE FUND IT...

1975 - Indonesia invaded neighbouring East Timor. since then one third of the East Timorese population have been killed. Why don't we hear about this? Is it because Britain, the US and Australia have a deal with Indonesia to exploit all oil in East Timorese waters?



The Indonesian army (with British training) practice imprisonment without trial, political murder, rape, torture, mass murder... Not just on the Timorese but on Indonesians as well; from trade unionists to peasants protesting eviction.

The government bans books, plays, newspapers - anything that criticises the state.



Human rights abuse is part of the system. A system supported with British government "aid" and sales of bombers specially intended for use against civilians who oppose genocide and dictatorship.

The video showing of a recent documentary made in secrecy in East Timor will be followed by discussion on possible courses of action that can be taken, both nationally and locally, to halt our government's support for state-sponsored mass murder and repression.

EAST TIMOR Video Showing on:

Tues 28th Feb, 7.30pm onwards

British Trade Unions, MI5 and the CIA

VIDEO AND DISCUSSION WITH SPEAKER

To what extent have 'secret services' influenced and manipulated trade unions since 1945?

Which union leaders have been funded and trained by the far right?...more than one for sure!...Can their current ineffectiveness and 'Boss-friendly' stance be a result of 'dark forces'?

Investigate at the Centre on...28th March...

7.30pm onwards

No Union at Work - or as Good as?

WHAT ALTERNATIVE?

A union run by and for working people - not the 'business' approach of the TUC trade unions that exclude worker involvement and deliver little improvement of any meaning or worth.

Can work-place organisation, membership control, direct action and active solidarity improve our working lives?

Office, Factory, Shop, Delivery Workers

DON'T STAND ALONE

OPEN MEETING - ALL WELCOME

7.30pm

Tues 25th April at the Solidarity Centre

NORWICH Solidarity Centre

Room 13, Muspole Workshops, Muspole Street, (off Duke Street), Norwich.

Postal address: PO Box 73, Norwich. NR3 1QD.

OPENING TIMES:

First four Tuesdays of the month 7pm - 9pm.

First Saturday of the month 12 noon - 4pm.

Other times by arrangement.

National Contacts:

Transport Workers Network, PO Box 73,
Norwich. NR3 1QD.

Public Service Workers Network,
PO Box 1681, London. N1 7LE.

Education Workers Network, PO Box 29,
South West PDO, Manchester. M15 5HW.

Solidarity Federation, PO Box 384,
Preston, Lancs. PR1 5PQ.

If you would like further copies of this and future bulletins to distribute to friends, at work etc...Please fill in the form below and return it to : Norwich Solidarity Centre, PO Box 73, Norwich NR3 1QD.

Please send a further ___ copies, each issue

Name:.....

Address:.....

I would like further information about the Solidarity Centre & details on membership. ___ (Please Tick)

NO UNION IN YOUR WORKPLACE? OR AS GOOD AS?

Norwich Solidarity Centre can help you organise your workplace.

With information on workplace law, health & safety, company profits, also meeting space, advice & support, leaflets...

Solidarity - Workplace control - Organisation - Action

NOT - credit cards, mortgages, insurance, "wait for a Labour Government", "ghost" union branches, shady deals & distant bureaucrats!

Call In -

1st & 3rd Saturdays of the month, 12 - 4pm.
2nd Tuesday of the month, 7pm - 9pm.

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(off Duke Street), Norwich.

SOLIDARITY FEDERATION (Transport Workers Network, Education Workers Network, Public Service Workers Network) - British Section of the INTERNATIONAL WORKERS ASSOCIATION

LIBERTARIAN BOOKSHOP & LIBRARY

community issues,
alternative economics,
world-wide struggles,
working-class & labour
movement history, workplace
law, organisation and
resistance, radical feminism,
anti-militarism,
anarchism...magazines
...and more

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7pm - 9pm

First and Third Saturdays of Month
12noon - 4pm

Norwich Solidarity Centre

Rooms 12/13
Muspole Studios
Muspole Street
(off Duke Street)
Norwich