

produce parts for Trident and insofar as management were concerned they didn't give a clue or a hint that this probability was in the offing.

I suspect that management were perfectly aware that the Trade Union organisation would be opposed to working on Trident parts, hence the reason for the initial attempted secrecy, presumably the management psychology was based on allowing the roots of the work to deepen and thus would result in its rejection being that much more difficult, but what they had overlooked was the initial reaction of the lads on the shop floor when they first realised that Trident Work was being promoted in the factory.

As soon as the works committee were made aware that this work had appeared on the shop floor, they took the decision to black it and then proceeded to arrange meetings firstly with the Shop Stewards with a recommendation which went as follows:—

''DESPITE THE SEVERE RUN DOWN IN OUR WORK POSITION WE HAVE NO INTENTION OF PRODUCING PARTS INTENDED FOR TRIDENT MISSILES.

WHAT WE WANT IS WORK WHICH ACCOMPLISHES SOME FORM OF SOCIAL NEED.

WE REFUSE TO WORK ON SUCH WEAPONS WHICH COULD BE USED AGAINST HUMANITY CAUSING MASS ANNIHILATION.''

The Shop Stewards passed that resolution almost unanimously, and as would be expected, when news of this decision spread, this aroused intense interest with the media who were most anxious to know when we were going to the work force.

Our main concern at that time was the basis of the media interest which we deduced sprung from their customary aspirations, we could possibly get defeated in the vote and that would be for obvious reasons disastrous. The media would have had a field day with such headlines as, 'Rolls-Royce workers support Govt. Nuclear Policy' etc. As it turned out our fears were unfounded, the workforce supported the resolution by a three to one majority. From that point on the media did not want to know us, but the retreat by the media gave new grist to the managements mill as they stepped up their reaction to our refusal to lift the blacking on the prototype work for Trident.

The first move of Management was to draw in the Trade Union officials and the Employers Federation.

The management ploy at the Conference was to change the value prospect of the work. Initially they argued it was all of little value at all. 'Why therefore couldn't we finish the prototype work and get it out of the factory'?

At the works conference the work was no longer only a prospect but a hard and fast order and the value was at least £20million. We pointed out that a multi-million pound order, real or mythical didn't impress us as opposition to Trident was on moral grounds and nothing at the conference was, or could be, said to change that. Unfortunately the officials present didn't quite see things from that standpoint and gave management some encouragement by stating that since the Twenty Million Order aspect hadn't been raised at the previous meetings held, then they considered it to be only proper that we go back to the Stewards and the workforce to acquaint them with the new evidence.

This we did and to our immense satisfaction the vote on both counts, Stewards and work force held firmly.

Resulting from our experience several points emerge.

1. Our Works Committee had maintained a constant link with our local Peace Committee, had constantly opposed nuclear weapons since the advent of Polaris and had kept a liaison, resulting from that contact, with the Works Committee and Work Force.
2. In a factory such as ours where the predominant component production is Aero-engine parts, when parts for Trident or any other type of nuclear missile parts rear their heads, you must get on to it right away. If its allowed to take root and you dither around arriving at a decision, the problem of getting them rejected will become increasingly difficult.
3. Even in a factory where the background work associated with the Peace Movement hasn't been done, it is far better to have meetings condemning the character of the work and applying yourself to protesting, than to do nothing.
4. It would help considerably if the officials of the Peace Movement gave reminders to Executive Committees of Trade Unions about resolutions that their Trade Unions are party to, and should consequently give some guidance to their members, especially on those occasions where it would be most helpful.

GEORGE McCORMACK
ROLLS-ROYCE HILLINGTON

WORKING FOR PEACE

A Guide to Workplace Campaigning

Those of us who are lucky enough to have a job are likely to spend a third of our lives at our workplace, be it a factory, office, pit, ship, or whatever.

Many of our friends or acquaintances are people we've met at work — it's a place where we can discuss what's happening around us — be it the state of the roads, the weather, the threat of the sack, our kids, the football, or the threat of nuclear war.

That is a major reason why CND, and in particular Trade Union CND, believes that activity by CND supporters in their workplaces is so important. It's an opportunity that we can't afford to miss — a group of people coming together everyday. We should use this time to spread the CND message.

Making the links between the work that we do and the threat of nuclear war is another reason to make workplace activity a high priority. Workers, in most places trade unionists, are involved in the design, production, transportation and servicing of nuclear weapons. Local Government, fire brigade and health service trade unionists, for instance, have campaigned against the Government's new civil defence regulations. Rolls-Royce workers at Hillington in Scotland have given an indication of the potential of workplace campaigning when they refused to help manufacture components of the Trident nuclear missile system.

Workplace activity can also help affect the policies of the major national unions. Twenty-eight national trade unions are affiliated to British CND. It is vital that their policies of opposition to Cruise and Trident and support for independent nuclear disarmament initiatives, are supported and understood by their members. That is another reason for raising the issues on the job.

It can also begin the process of changing the policies of those unions currently hostile to the nuclear disarmament movement.

So CND regards workplace campaigning as critical to the success to of the whole movement — but how do you go about it?

RESOURCES LIST

Trade Union CND 11 Goodwin St. London N4 3HQ Telephone: (01) 263 0977

Concord Films Council (for hire of films, videos etc.) 201 Felixstowe Rd. Ipswich, Suffolk. (0473) 715 754

Scientists Against Nuclear Arms (SANA), 112 Newport Rd. New Bradwell, Milton Keynes MK13 0AA, (0908) 321283

Medical Campaign Against Nuclear Weapons, Southbank House, Black Prince Rd. Lambeth, London SE1 (01) 582 9826

GETTING THE DEBATE GOING

There are a number of essential first steps for those who want to get workplace activity for nuclear disarmament going. Though it should always be understood that there is no great masterplan appropriate to all conditions; workplaces differ, hence your strategy and approach may differ from other activists.

Here are some general hints that you might be able to adapt. First of all, talk to your workmates about why you support nuclear disarmament — linking in with a national or local event, such as a rally or conference, or with something that was on TV or in the papers. Depending upon their reaction, ask them to sign a petition, take a CND leaflet, participate in a CND rally or a local public meeting, or to take a copy of Trade Union CND News.

It is important to think out your answers and responses to the most common criticisms and questions about CND. You might find it useful to think out the reasons why you support CND. It could be useful to consult the Trump Cards (prepared by West Region CND) or the Questions and Answers series About Cruise, Trident, Civil Defence, Non-Nuclear Defence etc, which are available from

CND Nationally or your local CND group.

In general close contact with your local CND or Peace group is essential for all workplace activists. The local group can help with literature, films, videos, speakers, assistance with printers, lay-out artists etc., and importantly, provide moral support. You can also keep in touch with local, regional and national activities.

The local group can help provide a small stock of literature — including badges, stickers, and copies of CND's monthly magazine "Sanity". It is useful to have a good range so that your workmates can show where they stand and learn more about the campaign.

A final point in this section. While there are of course workplaces where you may find it very difficult to openly display your support for the nuclear disarmament movement, where it is possible, wear a CND badge (you get one when you join CND) for you are sure to get some discussion and debate going. It's odds on that your workmates will make some comment.

It is all part of the process of making nuclear disarmament an issue discussed at your job.



TRADE UNION CND

Trade Union CND is a specialist section of British CND. Our sole role is to promote the policies and campaigns of CND in the trade union movement. We have an executive committee of 15 elected at the Annual General Meeting which is open to delegates of union organisations affiliated to British CND. Currently we have seven regional TUCNDs who attempt to develop support for CND among local and regional trade unionists.

Our main campaigns at the moment include work around the Government's new civil defence regulations, the need for the conversion of the defence industry to more socially useful production and to publicise the links between the cost of the Government's nuclear policies and the attacks on essential social services.

TUCND produces a bi-monthly newsletter, which is available for purchase from CND Publications. TUCND is staffed by a full-time organiser. TUCND offers all assistance to all union members and CND activists who wish to increase union involvement in the Campaign for Nuclear Disarmament. Don't hesitate to contact the Secretary, TUCND, 11 Goodwin St. London N4 3HQ; Telephone (01) 263 0977 for advice and assistance.

INFLUENCING YOUR UNION

Nearly 30 National Unions are affiliated to British CND. But only 500 other union organisations — such as branches, shop stewards committees, regions, divisions, areas, chapels etc. — are also affiliated. There is a grave need to both obtain more affiliations, and give the existing ones more "life" and substance. Workplace activity is a good way to take nuclear disarmament out from the conference halls into the day to day experiences of ordinary union members. Getting your local branch to discuss the question is a good first step to building up the members knowledge and understanding of the issues involved.

You should first of all: (1) Check whether your union is affiliated to CND nationally. As of April 1984 the following unions were either affiliated or formally associated with British CND:

Association for Adult and Continuing Education	NALGO
AUEW-Construction	NGA
AUEW-Foundry	NUM
AUEW-TASS	NUPE
ACTT	NUR
ASLEF	NUS (Seamen)
ASTMS	NATTKE
Bakers' Union	POEU
COHSE	SOGAT
FBU	Tobacco Workers
FTATU	TGWU
IRSF	UCATT
ISTC	UCW
Musicians' Union	USDAW

If your union is nationally affiliated; check whether your local branch, chapel, lodge or equivalent is affiliated as well. If it isn't why not go to your local branch meeting and suggest that a speaker from CND, or Trade Union CND, be invited to outline CND's policies and activities. You could then move that your branch affiliate to CND. Your resolution could be along the following lines:

"This branch deplores:

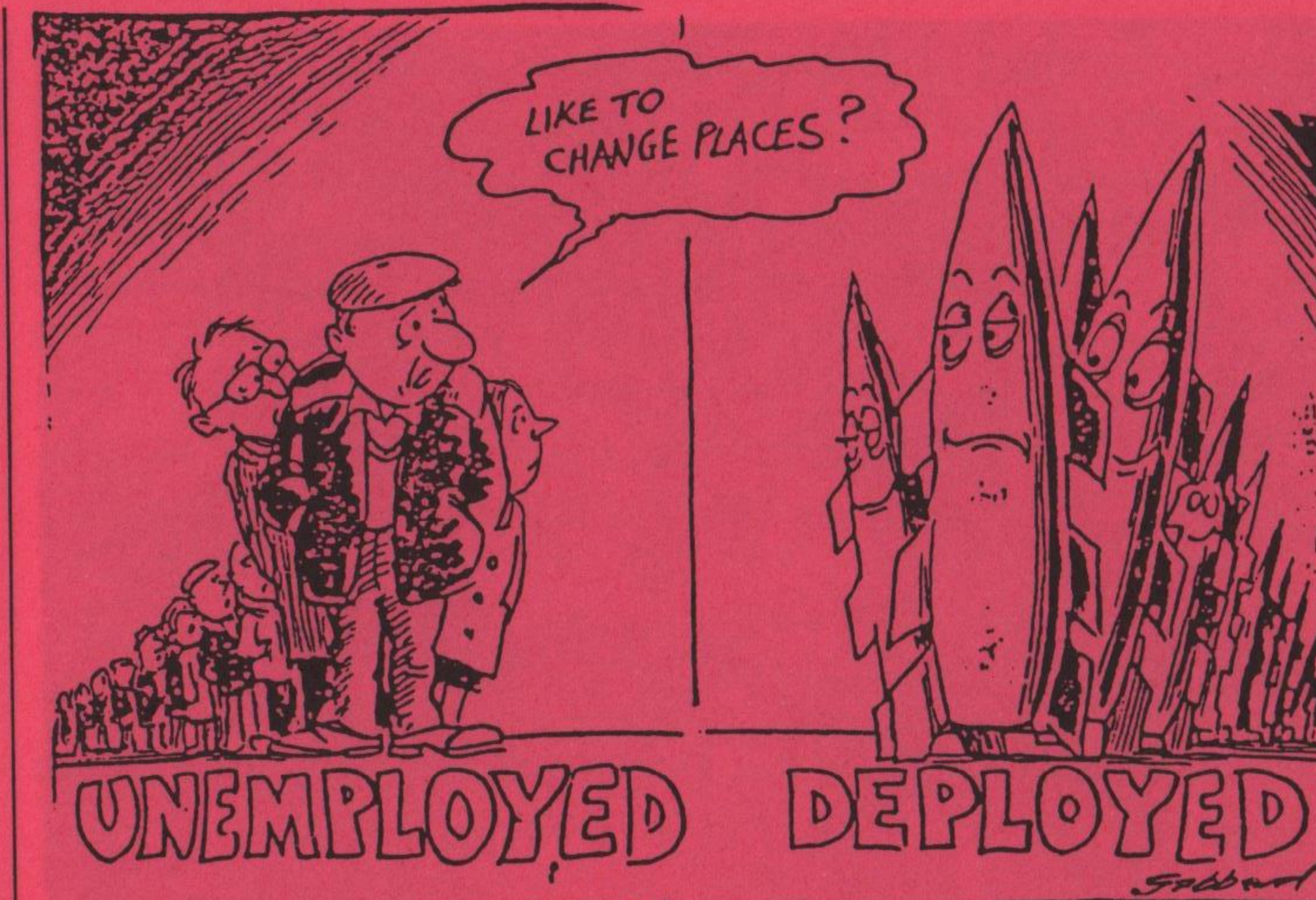
- (1) The arrival of Cruise Missiles in this country despite widespread opposition.
- (2) The massive drain on the economy caused by spending on nuclear arms, leading to cuts in the welfare state and increased unemployment.
- (3) The Government's decision to proceed with the purchase of the Trident submarine system.

This branch resolves

- (1) To support the work of Trade Union CND
- (2) To organise an activity such as leafleting or a workplace meeting on the issue of the economic consequences of the arms race.
- (3) To affiliate to CND."

British CND affiliation fees are as follows:

Branches: Over 1000 members	£20
300 to 1000 members	£15
Up to 300 members	£10



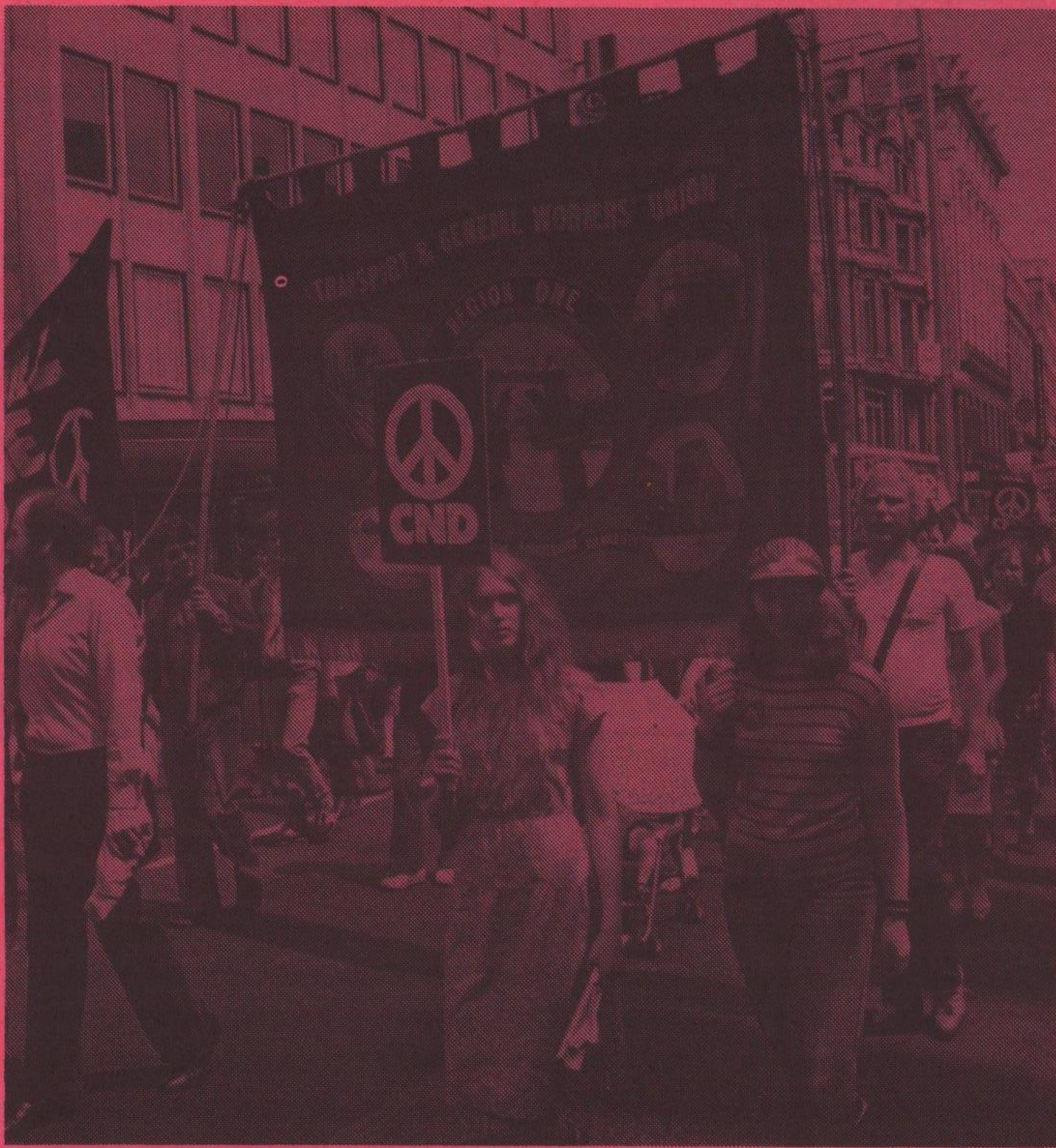
As an affiliate of British CND, your branch is entitled to representation at both CND Annual Conference and Trade Union CND Annual General Meeting. You will also receive regular mailings from both CND and Trade Union CND, including TUCND News and Campaign!, CND's monthly activists journal. Discount facilities from CND Sales are also available for all British CND affiliates. Most importantly, you will be part of the massive movement and will be directly in touch with the campaigns and events planned.

If your branch is affiliated (or after you get it affiliated) you could suggest that a definite link between CND and your branch be established, perhaps by the branch appointing a responsible liaison person. This person could inform branch members of CND activities and policies (and CND of your branch members' views). Activities such as distribution of CND literature, film and video screenings, and lunchtime meetings could be arranged by the Branch Liaison Officer.

Your branch could also consider submitting resolution to other sections of the union (e.g. district, regional, divisional, area conferences; national conferences, national executive, etc.) the local Trades Council, or if your union is affiliated, to the local Labour Party. Trade Union CND can offer assistance with details of policies, the latest information about the nuclear arms race and all aspects of the campaign.

If your union is not affiliated nationally, you could ask your branch to consider: (1) Having a speaker from CND to outline their policies and campaigns (2) Affiliating as a branch to CND; though with some unions their local branches may not be able to affiliate due to the particular union's rule book.

But despite this, activity by the branch for nuclear disarmament is not precluded. A number of branches for instance have decided to donate to CND and join with local CND groups to sponsor public meetings, rallies, conferences etc. (3) If the branch is supportive of CND it may be possible for them to campaign for a change in the union's policies. Letters for the union's journal, resolutions for the union's national conference urging affiliation to CND could all be considered,



When campaigning for nuclear disarmament, it is useful to link the issue with other campaigns that your workmates may be interested in or affected by. After all, it is a basic rule of political campaigning to start where people are — not where you would like them to be.

To give some examples:

THE CUTS AND THE BOMB

Many workers, particularly those who work for the NHS, local councils or British Rail, are involved in desperate battles in defence of essential social services and their jobs. Yet at the same time the Government is spending a massive £17,000 million on defence expenditure. There is a great potential for nuclear disarmament campaigners to show the real cost of the Government's nuclear policies. CND supporters in the areas concerned can try to ensure that our perspectives are included in the general campaigning material against the cuts. It is also a good way to build links with local CND groups.

For instance, some trade union organisations have joined with local CND groups to fund and produce joint leaflets drawing the connection between cuts in the NHS and the cost of the Trident submarine system. In the Newcastle area the local NUPE Division together with Trade Union CND produced and distributed a leaflet entitled: "Healthcare not Warfare". Joint public meetings on similar topics are another way in which you might be able to make the links.

CIVIL DEFENCE AND NUCLEAR WAR

The Government's new civil defence regulations came into force on December 1 1983. These regulations, which have major implications for industrial relations as well as being part of the Government's desire to create a war psychosis, have been opposed by all local authority, fire brigade and

health service unions. Many trade unionists are concerned at the authoritarian nature of the regulations and are a receptive audience for CND's argument that there is no defence against nuclear war.

A number of unions have produced material against the regulations, as has CND. But while the unions all have good policies, the need of the hour is to develop an extensive information and mobilising campaign.

If you are an employee in the NHS, local council or the Fire Brigade, there are a variety of ways in which you could raise the implications of the Government's Civil Defence plans.

Through your union branch, you could suggest that a screening of films or videos like "A Guide to Armageddon" or the "War Game" could be arranged. Speakers from groups like Scientists Against Nuclear Arms (SANA) or the Medical Campaign Against Nuclear Weapons (MCANW) could also be invited along to outline their views on the folly of civil defence.

Some union branches have joined with local CND groups to hold day schools on the Government's civil defence plans and the role expected of trade unionists.

ARMS CONVERSION

The argument that nuclear disarmament would cause unemployment has been effectively used against CND and the peace movement. Yet as countless academic and union studies have shown, the arms race is in fact the job killer.

Many defence industry workers are concerned at the insecurity of their employment. If you are a defence worker, you will probably agree that your fellow workers are in most cases unlikely to be CND supporters. Yet if we can show that a reduction in military expenditure would lead to more jobs, with greater security, and for that matter, with greater social use and sense of fulfillment, there is a chance that we can open up discussion on a much wider range of issues. Essentially it is propaganda work that is required. There is a need to show that arms conversion (ie. the conversion of arms production to civilian production) is both possible, feasible, practical and necessary. Once the debate and discussion get going it might be possible to move to the creation of alternative use committees (ie. committees of workers established to examine practical alternatives to existing production).

A number of unions have published popular studies on the whole question. The real need is to get the booklets distributed, read and discussed. A first step could be to try to obtain copies of the booklets from the unions concerned (the TGWU, SCPS, IPCS, CPSA and AUEW-TASS have all published studies on the implications of the massive defence expenditure).

This could then be followed up by inviting a representative of the union involved to speak either at a union branch meeting, shop stewards committee, or at a specially convened meeting.

The campaign around arms conversion is likely to be a long and difficult one — but it is essential that it occurs, particularly among the people most directly affected, the defence industry workers.

The concept of nuclear-free zones has inspired and strengthened the nuclear disarmament movement around the world. Beginning with municipalities, the concept is increasingly being applied to workplaces. West German and Australian workers have led the way.

Trade unionists in those countries have embarked upon a campaign to declare their workplaces either nuclear-free zones or peace zones. It is a way for them to publicly state their opposition to the nuclear arms race and their support for the nuclear disarmament movement.

The crucial thing about the nuclear-free workplace declaration, is not the declaration as such — but the process by which the declaration has been obtained. There's not much point if the decision to declare your workplace nuclear-free is taken by a poorly attended branch meeting or a relatively small shop stewards committee meeting. The import of the campaign is to place the issue before as many people as possible.

In West Germany, trade unionists use the Krefeld Appeal, the mass signature nuclear disarmament appeal, as their mobilising tool. Millions of West Germans have signed the Appeal. When a majority of workers at a particular workplace have signed the Appeal, the workplace is declared a nuclear-free zone. By asking people to sign the Declaration your fellow workers can be engaged in debate and discussion, and asked to make a commitment. It's an essential educational process which helps provide the basis for more advanced action.

A possible declaration which you could use or adapt is:

"We the employees at XYZ plc declare our workplace to be a nuclear-free zone. We do so to publicly declare

- (1) Our opposition to the nuclear arms race
- (2) Our support for the return of Cruise Missiles, the cancellation of the Trident nuclear missile system, and all efforts for international peace and nuclear disarmament.
- (3) Our support for and involvement with the international nuclear disarmament movement, particularly CND, in all their non-violent efforts in support of their aims.
- (4) Our support for any worker whose conscience dictates a refusal to participate in any aspect of the nuclear arms race".

Alongside the signature collecting campaign, you should use the opportunity to run a wider educational programme. Film and video screenings, leaflet distribution, speakers etc. should all be considered.

It is vital to try to obtain the sponsorship of your local union branch and/or shop stewards committee. Members of the Committee can also be helpful in developing support for the Declaration.

SO WHAT IS A NUCLEAR-FREE WORKPLACE?

A nuclear-free workplace is a public declaration by a group of workers that they are opposed to the nuclear arms race and that they support the nuclear disarmament movement.

If this campaign is pursued in the right way it can be an effective educational tool and provide the basis for more advanced action. As suggested above the process by which the Declaration is achieved is the crucial thing. Assuming that your workmates support the Nuclear-free zone declaration where to now?

Here are just a few possible actions that could be taken up:

- * Affiliate to CND
- * Subscribe to peace movement publications, like "Sanity", CND's monthly journal
- * Display a notice/poster/plaque in your cafeteria, signifying your declaration. Ask a trade union/Trade Union CND or CND representative to open the Declaration. Make sure the local press (including radio, television) are invited along. Take your own photograph and submit an article and photograph to your union journal.
- * Consider ways in which your workplace could demonstrate your policy. For instance, if you work in the building industry, why not try to fly a peace flag from the top of the top floor or the crane at your building site. In Australia, peace ships have sometimes flown a peace flag.
- * Consider the implications of the nuclear arms race for your work. For instance, if you work in the printing industry, does your firm print any material for nuclear weapons manufacturer. If you work for a Development Corporation, does it encourage companies involved in the arms industry to establish themselves in your area?
- * Sponsor activities to publicise the peace movement. For instance, the Australian Miners' Federation through their "Peace Pits" network have sponsored a hard hat sticker competition on the theme of "Miners for Peace". The winning design has been produced as a sticker by the union and also used on the union's greeting card.
- * The nuclear-free workplace could join with local CND groups to hold public meetings, rallies or other activities.

There are of course many other activities that can be undertaken. Your imagination is the key!



HOUR FOR PEACE CAMPAIGN

"Work 60 minutes for peace now — it could save you 4 minutes of panic later on". That is the logic of Trade Union CND's Hour for Peace campaign.

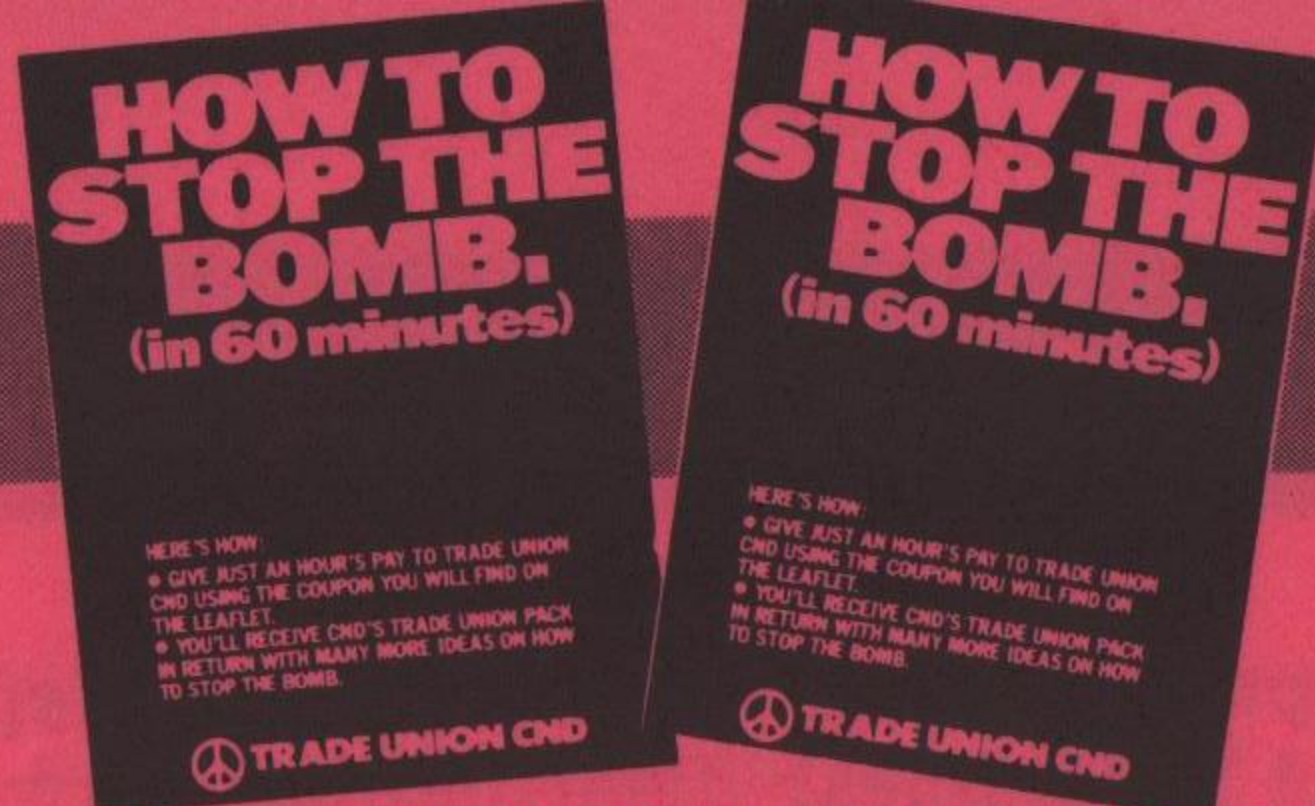
It's a mobilising and educational campaign with a fund-raising edge. Trade Unionists are asked to donate one hour's pay to CND (before or after tax; it does not matter) and in return they receive an information and resources pack specially prepared by TUCND.

Along with the information and resources pack, TUCND has prepared back-up campaigning material:

- * An individual donation form (A5 size)
- * A collection sheet with space for 13 names (A4 size)
- * A poster (A3 size)

This is the first CND campaign specifically directed towards trade unionists. It offers trade union members an opportunity to make a positive contribution to the peace movement, gives them tools for further campaigning, and most importantly, gives CND supporters a medium to discuss the disarmament issue with their workmates. How can you take up the campaign?

- * Obtain samples of the Hour for Peace material



from Trade Union CND, 11 Goodwin St. London N4 3HQ.

- * Raise the campaign at your union branch meeting or at your shop stewards committee. Move a resolution urging that your branch/shop stewards committee sponsor the campaign at your workplace.
- * Depending upon the size of your workplace, try to find someone to act as co-ordinator of the campaign for each different sector of the company/workplace.
- * Stick up the campaign posters a few days before you ask people for a donation.
- * When you collect donations, make sure you have some of the basic CND materials on hand.
- * Consider holding a semi-social gathering to launch the campaign. Perhaps hold a reception in a nearby pub or social club and invite a TUCND/CND/union speaker to come along to launch the appeal at your workplace.
- * The Hour for Peace campaign could be linked up with campaigns to declare your workplace "nuclear-free" (see previous section) or to establish a CND Workplace Group (see next section).

WORKPLACE GROUPS

The establishment of a network of workplace CND or Peace groups is essential for the future strength of CND in the union movement. They can help ensure that questions of peace and war, and of the need for independent nuclear disarmament initiatives are continually brought to the fore in the trade union movement. Over the years a number of workplace groups have been established — some have flourished, others have had a harder time. Later in this pack the experiences of one workplace group are outlined.

But it should be kept in mind that there is no one method of establishing a group no one method of keeping it alive and functioning. It all depends on the specific situation you find yourself in.

WHY WORKPLACE GROUPS?

Workplace CND or Peace groups have a number of important roles. Most importantly they can act as a continuing presence at your workplace — continually raising the nuclear disarmament campaign, informing your workmates of peace movement campaigns and activities, and bringing people up to date with recent developments. They can also ensure that local union organisations, be they union branches or shop stewards committees, have the nuclear disarmament campaign continually brought to their attention. Workplace groups can bring forward suggestions for action that the union body can consider.

Workplace groups can also act as a focus for the campaign — bringing people into contact with CND and recruiting them to the campaign.

Workplace groups should also help build links between the workplace and the community by working closely with local CND groups. If there is one must for workplace groups, it is that they should work with local CND groups, developing

mutual support and exchanging skills and resources. They can also help bring together people from different unions with different skills and ideas to promote nuclear disarmament.

HOW TO GO ABOUT IT

There is no one particular way of building any kind of CND group — people approach the problem in a variety of ways, all equally valid. Some useful ideas are contained in the booklet "What do we do after we've shown the War Game" by Dan Plesch and published by CND (cost 50p plus postage). Many of the suggestions in the previous sections of this Guide can be useful in helping to get a workplace group going. Wearing a badge, taking around a petition, using the union machinery, working an hour for peace etc., can all be adapted to the aim of forming a workplace group.

To begin with, it could be worthwhile asking your local union branch or shop stewards committee to sponsor the formation of a workplace CND group. In some cases local branches have granted £50-£100 towards the cost of such a group. It's probably best to get the group going by calling an organising meeting, inviting a TUCND activist or a member of another workplace group to outline the sorts of activities that workplace groups have engaged in.

A major priority of this first meeting is to develop a core group who can give mutual support. If you can develop such a core group there is a greater chance that people will not burn out and that the tasks involved in keeping a group going are spread out.

Establishing a CND presence at your workplace should be the first task of the new group. A social occasion could be a good start (after all who said campaigning for nuclear disarmament had to be all meetings and no fun?). Hold a social gathering, either at your workplace or at a nearby pub or social

club, and ask someone from CND, your union, Scientists Against Nuclear Arms or the Medical Campaign Against Nuclear Weapons to make a short speech outlining the aims of the campaign. Make sure you get the names of everyone who attends and try to give them a task for the next meeting (tasks could include publicising the meeting in their section of the workplace, producing a leaflet advertising the meeting, organising the speaker, booking the film or video etc.).

Workplace groups can undertake a wide variety of activities. It's important to ensure that a CND presence in every section of your workplace. If you can get a member of your group to take responsibility for publicising the group's activities in their section, the group is more likely to be successful. Video is a very effective method of decentralising your campaign. A video screening can be organised in the various sections of your workplace, rather than having a central film screening.

Groups should consider distributing CND and TUCND literature throughout the workplace. TUCND

CASE STUDIES

CAMDEN COUNCIL WORKERS' CND

We began, like many other CND groups, with a showing of 'The War Game', about three years ago. We set ourselves up with the usual paraphernalia of subscriptions and membership cards, and a list of some 150 members, drawn from the Camden Council workforce and the Council itself. Over time, however, we have tended to become a less formal organisation and more of a pressure group within the union system.

Our relations with all the Camden Council unions are good, though our active supporters are all NALGO members; the other main unions, NUPE and UCATT, though sympathetic, tend to have other priorities or other ways of supporting the peace movement.

One of our first successes was to change Camden NALGO policy at a Branch meeting in the face of a reactionary executive committee which had been reluctant to affiliate to CND. Since then, with a more supportive executive, we now receive a yearly subsidy from the union, together with publicity and distribution facilities. We have continued to extend Branch policy and Camden NALGO now gives financial support to the Greenham women, supports CND Days of Action, supports the Council's Nuclear Free Zone policy and is formulating a programme of action against Civil Defence.

From the start, we have tried to identify specifically trade union tasks for ourselves. Our primary job, we think, is to keep our own workforce as informed as possible, through discussions, video and publicity, of the trade union implications of the struggle for peace. We also look outside Camden Council itself; we have held meetings with Fleet Street CND and with the local ASLEF branch (over the question of waste transport), we have talked to groups like health workers or local Labour parties, and have helped get other Council workplace groups started.

An important part of our job has been to help keep the nuclear issue alive for Camden Council itself; early meetings with councillors have resulted in the setting up of a Council steering committee to co-

ordinate the efforts of all the local peace groups, and the appointed by Camden of a full-time Nuclear Free Zone co-ordinator.

At all times we try to see the peace issue as part of the working-class struggle; our group banner, with its slogan 'Jobs not Bombs', goes not only to National CND rallies and to Trade Union CND demonstrations like those at Greenham Common or Thorn-Brimar, but also to 'ordinary' trade union demos in support of groups like the water workers or the health workers.

One of our main problems has been that of organisation. We are a 'workplace' group, but Camden Council has more than 120 workplaces and a workforce of over 7,000, which disperses in the evenings to homes all over London and the southern counties. Meetings can be held only during the working day, and keeping in touch with each other can be very difficult, though operating through the union's own network makes it rather easier for us.

There are drawbacks to working through the union system; it remains a problem trying to get disarmament to the top of the agenda in competition with service cuts, rate-capping, abolition and other immediate issues. We have our own agenda: how to develop a boycott of firms in the borough involved in the arms trade; how to encourage trade union action against the nuclear trains which run through the borough; how to reverse NALGO's current national policy of support for nuclear power. On the Civil Defence issue, NALGO's objectives and ours come closely together, and we hope to make some progress here by getting a branch-level boycott of Civil Defence preparations officially recognised at national level.

BILL RISEBERO
Camden Council Workers' CND

News could be one of the publications distributed. Some workplace groups have undertaken small scale actions to publicise their activities. Islington Workers CND Group, for instance, organised a "Die-In" on the steps of the Town Hall.

Focusing on your company's connections with the nuclear arms race is a "must" for workplace groups. The section in this Guide on "Making the Links" gives some hints.

Once the groups gets going, it will be necessary to establish a membership system.

Once you've got the group moving, you should consider affiliating to CND. For a workplace group to be registered with British CND, they need to accept the policies of CND, pay a £25.00 affiliation fee, have a minimum of 10 supporters, and the Chair Person and Secretary must both be British CND members.

Affiliated groups are entitled to representation at CND National Conference and the TUCND Annual General Meeting, they receive all TUCND and CND mailings, and can purchase materials from CND at a discount. It's also an effective way to keep in touch with the national movement.

BILL RISEBERO
Camden Council Workers' CND

ROLLS-ROYCE HILLINGTON TRIDENT WORK

The Rolls-Royce experience of Hillington was somewhat unique in the sense that we had little reason to suspect that we would be earmarked to