

Published by Notts County Association of Trades Union Councils

Ken Saro-Wiwa, an internationally renowned writer and environmental activist faces the death penalty in Nigeria on trumped up murder charges. His crime, if you can call it that, was to organise a peaceful protest against Shell's destruction of his peoples land. Ken Saro-Wiwa and the Ogoni people have demanded reparations from the Shell Oil company for the damage it has done to Ogoni land. The company has taken over \$30 billion out of Ogoni and has left a trail of human misery. Because of these peaceful demonstrations, Shell invited the Nigerian military dictatorship to intervene. They did, with devastating consequences. Thousands of unarmed Ogoni people have been murdered, hundreds of thousands more have been driven into the bush. Many villages have been flattened. While Ken Saro-Wiwa awaits death after trial by a kangaroo military tribunal - whose unfairness and injustice has been condemned by Article 19, the Law Society and the Bar Human Rights Committee of England and Wales. Shell continue to trample over Human Rights. Their more recent example in Britain was the derecognition of TGWU members at the Shell Haven Refinery in Essex. An extension of the increasing derecognition over the last 2 years.

**WE SAY NO MORE!
BOYCOTT SHELL**

BITS 'N' PIECES Child Support Agency

The CSA continues to lurch from one problem to another. CSA leaders are suprised at the level of *non-cooperation* not only from absent fathers and mothers, but also from fathers and mothers resenting the reopening of court settlements. Even more telling figures are that of the maintenance collected from fathers, 41% are in receipt of social security benefit, 31% on Income Support and 2% in receipt of family credit or disability working allowance. Average income of *absent* parents was just under £196 a week. So those with the least are now asked to subsidise the *Treasury!*

PUBLIC MEETING: TUESDAY 10TH OCTOBER 7.30PM, INTERNATIONAL COMMUNITY CENTRE, Mansfield Road, Nottingham.

Discuss the issues arising from Labour Party Conference: Minimum wage, Education, Welfare State, Employment, Equality... and many more...
What is the future for Socialism?
SPEAKERS: Alan Simpson M.P. (confirmed)
John Heppell M.P.
Graham Allen M.P.
And Nottingham delegates (invited).

Organised by: NOTTINGHAM SOCIALIST CAMPAIGN GROUP.

CONTACTS LIST

- Notts CATUC ----- Jon O'Neill, 12 Petersfield Close, Mansfield, Notts. NG19 6UA.
- Mansfield & District TU----- As Notts CATUC
- Newark TUC ----- Dave Bryunt, 27 Nicholson Street, Newark, Notts. NG24 1RD.
- Nottingham TUC ----- Wendy Lawrence, 26 Belmoral Road, Colwick, Notts. NG4 2GD.
- Retford & District TUC ----- Tommy Hirst, 20 Northfield Way, Retford, Notts DN22 7LJ.
- Stapleford, Beeston & District TUC ----- R. Collins, 18 Darkey Lane, Stapleford, Notts NG9 7SH.
- Worksop & District TUC ----- Dave Pressley, 15 Thievesdale Lane, Worksop, Notts. S81 0NG.

Suprise, Suprise !!?

The British National Party (BNP) recently held an officers and activists meeting at Lockington near Castle Donington. John Tyndall pushed on his Nazi sympathies by BNP members present, he told them *"People say I have sold out, while the packaging may have changed to suit the times, the product stays the same."* There you are then!

TUC demo against racism.
The TUC are stepping up it's "unite against Racism" campaign with a march and rally in Manchester on the 28th of October. For further details and leaflets contact the TUC Equal Rights Department on : 0171-636 4030.

Callous
Over 30,000 miners have claimed compensation for coal dust related lung disease's. Of which 9 out of 10 have been rejected. The TUC have called for a relaxation of the rules governing compensation claims. TUC general secretary John Monks said "Mining is still the most dangerous job in Britain and miners deserve fair treatment. Instead they are being treated in a callous and unjust manner."

Derecognition at FINA
As of the 30th September, oil company Fina is withdrawing recognition of the TGWU. This came too late for inclusion in our front page article, but now you know!

Lyngs reward
One of our newer quangos, the Coal Authority is based in Mansfield. Among the five part-time members of the board (all earning £21,280 per year) is UDM founder Roy Lyngk. Lyngk who told a 1991 Conservative fringe meeting that his attitude to coal privatisation was *"If you're going to get raped you may as well lie back and enjoy it."* Just the kind of attitude we would expect from a *scab*, correction, a well rewarded and looked after *scab*.

Monday sickness
Nothing to do with that Monday morning feeling. Monday sickness is another term for humidifier fever. This and more are all covered in the LRD guide to 'Office Health and Safety', available from LRD for £2.65 plus postage from LRD, 78 Blackfriars Road, London. SE1 8HF. A greater proportion of the workforce than ever before works in offices and contrary to popular preceptions, these can be hazadous environments.

Keep Housing Public
Join the demo outside Johnson Fry in Sheffield on September 29th. Coaches from Nottingham @9.30 Ashfield/Mansfield @10.00.
Details from:
Ashfield Unison,
Tel: (01623) 755755.

BOYCOTT, NOT OUT.

How times have changed, 10 years ago at the first sign of union derecognition the picket lines would have been set up and a long protracted dispute would be fought out in the full glare of the massed ranks of the media. Pepsi Co "No More Mr Nice Guy" have derecognised the GMB at the Walkers Crisps factory in Peterlee as well as imposing new contracts including compulsory overtime. The GMB are calling on Trade Unionists to support their members at Peterlee by boycotting Pepsi Co products such as Pepsi-Cola, KFC, Pizza Hut and Walkers Crisps. GMB aim to force the employers back to the negotiating table by boycotting their products.

"NON"

The French government announced on June 14th that they intended to carry out 8 underground nuclear tests between September 1995 and May 1996 on Morouou atoll in the South Pacific. This has been met with rightful indignation throughout the world. In many countries this also involves a boycott of French products. CND are asking that you support the boycott of all French products and increase the growing economic pressure on Chirac.



800,000 people have tried the Pepsi challenge, 60% of whom preferred the taste of Pepsi. (Recent Pepsi-Cola advert).
We suggest:
6,900,000 Trade Unionists don't drink Pepsi

Boycott list:

- Pepsi-Cola
- KFC
- Pizza Hut
- Walkers Crisps
- Planters
- Anything French
- Shell
- Esso
- P&O
- Mc Donalds
- Trent F.M.

If you can add something to this list, please let us know together with the reason why!

Contact CND, 162 Holloway Road, London N7 8DQ - Tel: 0171 700 2393.

Remember this.

It is two years since Shell and Esso withdrew union recognition from their tanker drivers who were members of TGWU. We just thought we would mention it, in case you had forgotten. Shell were the losers in a successful boycott earlier this year organised by Greenpeace over plans to dump the Brent Spar platform in the North Atlantic. The size of the boycott across Europe hurt Shell finacially and it was this pressure which forced Shell to back down.

KEEP HOUSING PUBLIC

Under the Government's C.C.T. legislation, from April 1996 all the Council's housing - over 9,000 homes - could be run by private companies.
C.C.T. - What is it?
C.C.T. Stands for Compulsory Competitive Tendering. It is legislation which forces local authorities to seek the lowest pricer for the provision of Council services, with quality of services as a secondary consideration. From April 1996 Ashfield will operate two contracts for the management of it's housing stock. The Council will have to submit a price for the work in competition with private firms. Although it is not yet known which companies will price against the Council, firms expressing an interest in housing management contracts elsewhere include Johnson Fry - a large finance and property company.



Ashfield Council, Unison, the Council workers Trade Union, and Ashfield Federation of Tenants and Residents Associations do not want housing privatisation. Many tenants may feel that the housing service could be better.

The Council is committed to providing a quality service, unlike private companies who put profit before peoples needs, but government cutbacks restrict the amount of money the Council can spend on housing without raising rents.

Privatised local authority services lead to worse services to make profits for private companies at the expense of the local people.

Even if, as we hope, the Council wins the contract, rent payers will have to stump up thousands of pounds to pay for the costs of obtaining tenders and

Contents.

2. Update on the McLabel 2. Editorial. Guide to HRM part1.
3. RSI
4. Contacts list.. Ken Saro-Wiwa. Bits 'N' Pieces. Notices.

the increased costs of running the contract administration. C.C.T. has increased the cost of Council services, not reduced them as the government claimed it would.

C.C.T. is a disaster!

Ashfield Unison and the Federation of Tenants and Residents Association are launching a campaign in the district against it.

Johnson Fry have expressed an interest in bidding in Ashfield, Mansfield and Nottingham City. For details of the campaign contact Ashfield Unison (01623) 755755.

For details of the demo see p4.

Please see the Ken Saro-Wiwa story on P4.

Support the McLibel 2

This trial is of particular importance to trade unionists and the labour movement. So far about thirty Trades Councils and union branches have pledged their support. Forty ex-McDonald's workers will be testifying at the trial about the poor pay and conditions. Trade unionists from around the world will be giving evidence about their experiences of McDonalds hostility to trade unions. McDonald's would not be able to file such a case in the United States. Helen Steel has said "McDonald's has taken advantage of harsh UK libel laws... they know the case would not last 2 minutes in an American court." In the States, such a case is known as a "SLAPP" - Strategic Lawsuit Against Public Participation. SLAPPs are well known as intimidation lawsuits filed by businesses or wealthy individuals against activists with the intention of depriving the activists of their right to free speech if they are critical of a business or a wealthy individual's actions or interests.

The employment section of this trial began on April 26 and will be the largest section. Paul Preston, McDonald's UK President, said he did not consider the current starting wage of £3.10 an hour for crew members to be low pay. However, when asked he refused to reveal his own salary. When asked why the company could not pay higher wages to crew members out of the 1 billion dollar profits it made last year, he claimed that "people are paid a wage for the job they do", even though he had earlier agreed that crew members worked hard and their job was more physically demanding than his own. When asked if the company could use if 1 billion dollar advertising budget to pay higher wages he stated that without advertising the company would have "no business".

A taster of the abundant evidence to come on McDonald's attitude to trade unions was provided by Robert Beavers Senior Vice-President of the corporation in the USA. He agreed that in the early 70s at a time when trade unions were trying to organise in McDonald's in the US the company set up a "flying squad" of experienced managers who were despatched to a restaurant in the same day that word came in of an attempt by workers to unionise it. Unions made no headway in the company. High staff turnover also makes it very difficult to organise.

Paul Preston said that if employees wanted to then they should join a trade union. However, in two incidents in London in the 1980s when staff had expressed an interest in joining trade unions managers had called McDonald's UK Head of Human Resources to the stores to "talk" to the discontented staff.

The Trial

The "McLibel Two" are Dave Morris, a 41 year old, former Post Office workers, and Helen Steel a 29 year old, former gardener. Both are unwaged and without mortgage or careers. They are accused of distributing a leaflet allegedly libelling McDonald's.

The trial began in June 1994 and may last until December 1995. The employment section of the trial began on April 26 and is expected to last until October. The case is being heard by Mr Justice Bell. They were denied a jury as McDonald's successfully moved that the case was "too complex" to be assessed by a jury. McDonald's expenses are estimated at £5,000 a day and may amount to £2million in total. Legal aid is not available in libel cases. Defence costs are being met entirely by public donations. The McLibel Two are defending themselves in court.

Contacts:

McLibel Support Campaign, c/o 5 Caledonian Road, London. N1 9DX tel/Fax:(0171) 713 1269.
McDonald's Workers Support Group, c/o Hackney Trade Union Support Unit, 56 Clarence Road, Hackney, London. Tel: (0171) 249 8086.

EDITORIAL

Me and my big gob!! It was a simple suggestion, do you think it would be a good idea for Notts CATUC to do a newsletter for Trade Union activists? As you can see, the answer was yes.

We aim to be bi-monthly, carrying articles and information of use to trade unionists across Nottinghamshire, written by trade unionists in Notts.

If you want to order more copies of Issue 1, or subsequent Issues, could you consider making a donation. We don't have access to a bottomless pit of money - so any donations would be gratefully received. Cheques payable to Notts CATUC.

Any articles, suggestions, comments or letters please to the Notts CATUC address on page 4, or telephone: (01623) 424720(w) or 662123(H).

Thanks to the contributors, to Ian Juniper (MSF) for chasing up articles and to Ivan Braddow (MSF) for the design and layout.

Jon O'Neill (GMB)
on behalf of Notts TU News
Deadline for Issue 2 is Monday October 23rd.

GUIDE TO HRM/TQM Part 1.

Over the last few years trade unionists have had to put up with many changes in the workplace, and there are even more to come.

Many of these are connected in with New Management Techniques - or under the better known titles of Human Resource Management (HRM), and Total Quality Management(TQM).

Mansfield and District TUC were concerned enough about these new techniques, and the lack of available and practical information available at the shopfloor level.

So HRM and TQM were designated as a priority area of work for 1995-96, with the eventual aim of been able to provide practical information to trade union activists confronted with HRM/TQM.

Dr J. MacFarlane, an American expert on TQM, described new models of employee involvement to be: 'A way of increasing productivity, making workers more likely to accept lower pay awards or redundancies and linking them closer to the company than to their unions.'

At the end of last year, shop stewards at the confectionary manufacturer Cadbury obtained a copy of a confidential management document entitled 'Manufacturing human resource strategy.' It said, 'The role of the trade unions needs to be marginalised by greater focus on direct consultation, but without an overt statement to this effect'.

The document then laid out various "human resource action points" which they expected would lead to "employee support for the trade unions should therefore decrease over time."

We have every right therefore to be suspicious of HRM/TQM, but appear to be powerless to stop it.

So through the course of these articles we will provide information on successful techniques used to counter the "hidden agenda" behind HRM/TQM.

If you have any information/documentation on HRM/TQM etc Mansfield and District TUC are gathering material and would welcome adding it to the library at Mansfield Unemployed Workers Centre.

The best short guide on HRM is by LRD entitled 'Human Resource Management - a trade unionists guide' this is available for £2.65 plus postage from LRD, 78 Blackfriars Road, London



RSI - WHAT IS IT?

Repetitive Strain Injury (RSI) is an "Umbrella" term used to describe a number of medical conditions which occur due to over use of the limbs, and poor position of the neck and shoulders. Also used are the terms work related upper limb disorders (WRULD)s) and occupational over use syndrome.

Each sufferer will experience a variety of the following symptoms, not everyone is affected in exactly the same way. Even the pain threshold can vary with the individual:

- Pain and tingling in fingers, wrists, forearms, elbows, upper arm, neck and shoulders.
- Pins and needles.
- Swelling.
- Cramps.
- Weakness and grip loss.
- Cracking sound in the joint.
- Small lumps of fatty tissue forming (ganglions).
- Loss of movement in the joints.

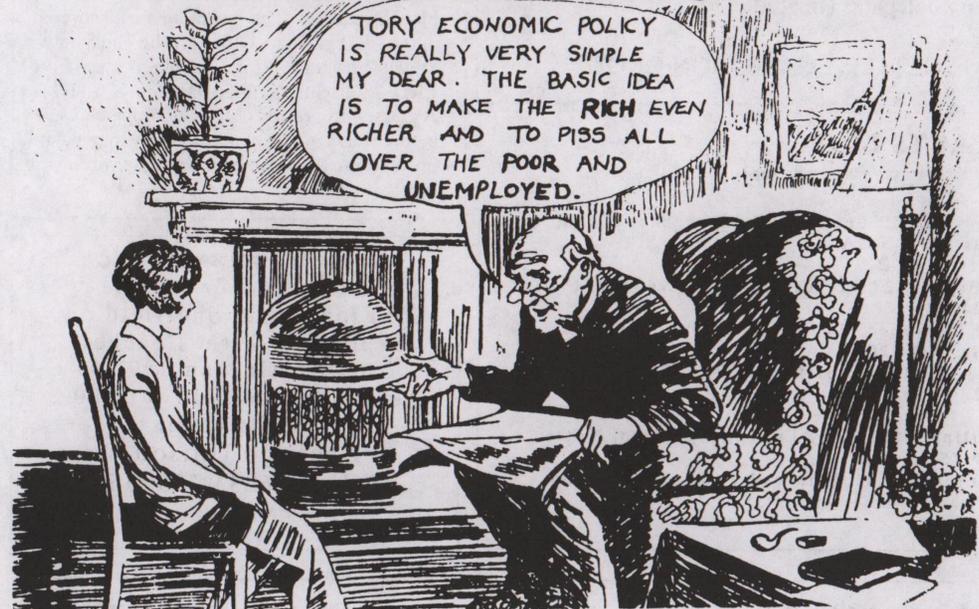
THREE STAGES OF RSI

Mild: This can be a sharp pain, a dull ache, numbness or just fatigue. At this stage RSI may be reversed with care via a change in tasks, physiotherapy and rest.

Moderate: This can be recognised by recurring symptoms ie. early in the working day, or late at night. Loss of sleep and swelling are also signs. It can take months of rest and treatment to recover.

Chronic: At this stage there will be constant pain, whether moving or not. The sufferer will be unable to carry out any activity without pain. There will also be a loss of ability to grip. At this stage it is usually irreversible due to nerve damage linked to the neurological system.

GRANPA EXPLAINS:



NOTTINGHAM RSI SUPPORT GROUP

Affiliation to the Group: £10 Organisations
 £3 Individuals

Information Pack: £2.50

Set of "STOP" Leaflets 0.50p Per set

Lecture Fee £25

Contact: Wendy Lawrence, 26 Balmoral Road, Colwick, Nottingham NG4 2GD Tel: (0115) 987 0247

IF YOU THINK YOU HAVE RSI

Enter the injury in your company accident book, and contact your Trade Union Health and Safety Representative. Contact the Nottingham RSI Group who will be able to provide you with support, sympathy and advice.

If you are not in a Union, then consider joining one which is appropriate to your trade or profession. For help contact the Regional TUC, or the local TUCs on Page 4.

Notify the Benefit Agency that you are suffering pain due to suspected RSI, even if you are not off sick. Ask for leaflet N2 - Industrial Injuries/Accidents.

If you are off sick, quote from the Doctor's sick note the reason for absence. It is worth noting that the sick note will most probably say, Tenosynovitis, hand pain, tennis elbow, Epicondylitis, etc rather than RSI.

The important point is to get advice, contact Nottingham RSI Support Group, your Trade Union, TUC Unemployed Workers' Centres or the Citizens Advice Bureau (CAB). You will not be wasting their time, but may save yourself a lot of problems later.

STOPPING RSI

RSI is caused by rapid and repetitive work and movements. Even working for long periods in awkward positions can increase the strain on the tendons and joints.

RSI can be prevented, simple things such as varying tasks, rest breaks, proper time management of the work load with rest and exercise breaks built in to relieve the muscle tension and circulation.

Most of the improvements are just common sense, in fact preventing RSI need not be that expensive.

An Ergonomist would be able to assess the design of the workplace and job and suggest improvements which would prevent RSI.

For further advice and information contact Nottingham RSI Support Group.

Wendy Lawrence (GMB/APEX).