



Welcome to the latest edition of my department's e-bulletin.

Everyone should be fully refreshed from the nice break we had over the festive period. The period

leading up to now has again been fairly busy and I have been busy getting out and about visiting our regional women's committees, assisting the regional equality committees, and most notably our efforts in Northern Ireland, which has resulted in getting their women's regional committee up and running for the first time in a few years.

The two remaining equality conferences are also on the horizon, namely our Black Workers and Women's Equality Conferences. I hope that branches will be represented in healthy numbers at both conferences. If you have not yet registered your delegates it should not be a problem doing so, if you act quickly enough.

You will be hearing more and more about our DEBUT project over the next few months. The project coordinator, Charlotte Moriba is making excellent progress on working towards the first draft of the toolkit and we are very confident that when completed this will prove to be an invaluable tool for our equality officers (and any other CWU person with an interest in equality). I hope you enjoy this edition.



**Linda Roy**  
Assistant Secretary Equal Opportunities

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## ACCESS TO WORK – ARE YOU ENTITLED TO HELP UNDER THIS SCHEME?

National Equality Officer Linda Roy explains the government's Access to Work scheme which provides financial assistance and practical support to disabled workers.

In December's Equality E- Bulletin we flagged up the introduction of the means tested Employment Support Allowance (ESA) as the successor to Incapacity Benefit. This resulted in a number of enquiries about the range of state benefits which may be available to disabled workers. One of these is the government's Access to Work (AtW) scheme which has enabled many disabled workers to find or stay in paid employment.

### What is it?

The Access to Work (ATW) scheme is designed to provide help and support to disabled workers to enable them to overcome barriers that they may experience getting work, travelling to work and in the workplace. If you qualify for ATW government will pay for, or make a contribution in the form of a grant towards, the support you need because of a disability.

### Who qualifies for Access To Work?

If you are a disabled person as defined by the DDA and your health or disability affects the way you do your job and you are:

- Unemployed and starting a new job.
- Self employed.
- Working for an employer.

### What support is available?

If you satisfy the qualifying criteria ATW will contribute all or a proportion of the costs of:

- Adaptations to premises and equipment.
- Special aids to employment.
- Support workers.
- Travel to Work costs.
- Communication support at job interviews.

### How do you get ATW assistance?

In the first instance discuss the matter with your employer. Your CWU rep can help you with this. Then contact the Disablement Employment Advisers who are

part of the government's Placement Assessment and Counselling teams based in the local job centre. You will then have to complete an application form stating details of your employment and what type of support you require.

### What happens next?

From all accounts the Access To Work process is a relatively short one. When your application has been approved the Disablement Employment Adviser will contact you and the employer and may visit your workplace to appraise your needs. When a solution has been identified, costed and agreed the applicant and the employer will receive an action plan from the DEA. It is the employer's responsibility – or yours if you are self employed – to arrange the agreed support and/or purchase the required aids or adaptations. The approved costs can then be reclaimed from ATW.

### Want to find out more?

This is an overview of what appears to be a positive government policy to encourage and support disabled workers. The CWU welcomes and supports this initiative. If you want to learn more specific details you can contact the agency responsible for the scheme's administration at:

Access to Work  
Operational Support Unit  
1st Floor Alexandra House  
377 Cowbridge Road East  
Canton  
Cardiff  
CF5 1WU

**Tel:** 02920 423291

You can also contact the CWU Equal Opportunities Department if you have any questions or queries on this or any other matter.

# Maternity & other family-friendly updates

The department has recently been updating its library of information on areas concerning statutory rights on maternity and other areas relating to family-friendly processes. Please see the examples of the factsheets that have been published.

We are working on preparing various fact-sheets for different employers so if you would like one, please advise my department accordingly. Where the terms and conditions are enhanced in relation to maternity etc your first port of call should be the officer responsible for those negotiations.



## FLEXIBLE WORKING

Flexible working provides a means for employees to balance their work commitments with their home/life commitments. By accommodating requests wherever possible, there are benefits to be gained by both parties.

The government decided to promote flexible working with legislation being introduced in April 2003. The legislation establishes a procedure where certain eligible employees have the right to request flexible working arrangements. This applies to both female and male employees.

The flexible working provides parents with children aged under 6 and parents of disabled children aged under 18 with the right to apply to work flexible hours.

### WHO CAN APPLY

Under the new legislation you the applicant must meet the requirements set out below. You must be able to say yes to all the following questions:

- Be an employee
- Have worked continuously for at least 26 weeks when you apply for flexible working
- You are not an agency worker
- Have a child under 6 years old, or under 18 years if the child has a disability
- Be the mother, father, adopter, guardian or foster parent of the child
- The person who is either married to or the partner of the mother's child, father, adopter, guardian or foster parent;
- Who has, or expects to have responsibility for the upbringing of the child;
- Have not made an application for flexible working under these statutory rights during the past 12 months;

If you do not meet the above criteria there should be other policies in place that are available to all employees e.g. Job-shares, part-time working, location working and career breaks. Any employee can apply through existing internal procedures. Requests for these should follow their respective internal procedures.



## MATERNITY RIGHTS

**FOREWARD:**  
This fact sheet was compiled as a result of a motion passed at the 2008 CWU Women's conference. The EO department would like to thank Ann-marie McCat, Pat Cloudek, Jackie Galloway, Kath Kelly and Pauline Granton for all their work in helping to put this together, who were all part of the WAC Working Party 1 Group.

**Length of Maternity Leave:**  
For women whose child is expected to be born on or after 1st April 2007 the qualifying conditions have altered so that all women irrespective of the length of service with any employer have the same statutory rights. Pregnant employees are entitled to 26 weeks ordinary Maternity Leave and 26 weeks Additional Maternity Leave (AML) regardless of length of service.

The length of ordinary Maternity Leave has increased and pregnant women are entitled to 26 weeks ordinary maternity leave, regardless of how long they have worked for their employer. Women who have completed 26 weeks continuous service with their employer by the beginning of the 15th week before their EWC can take additional maternity leave. Additional Maternity Leave starts immediately after ordinary Maternity Leave and continues for a further 26 weeks. Additional Maternity Leave is usually unpaid although a woman may have contractual rights to pay during her period of additional Maternity Leave. There is no change to how early a woman is able to start her maternity leave; the earliest date continues to be the beginning of the 11th week before her baby is due. You can find out more information from: [www.lrd.org.uk](http://www.lrd.org.uk)

**Statutory Maternity Pay (SMP) and Maternity Allowance (MA):**  
Changes to Statutory Maternity Pay (SMP) and Maternity Allowance (MA). They increase the length of time covered by SMP or MA and increase the amount paid. From 6 April 2005, the standard rates of SMP and MA are increasing from the current £75 a week to £100 a week for 90% of the woman's average weekly earnings if this is less than £100 a week. There is no change to the current earnings related rate of SMP (90% of average weekly earnings), which applies for the first six weeks of the pay period. When the changes are fully in place, women will get: Statutory Maternity Pay (SMP) for their employer worth 90% of their earnings for 6 weeks, followed by 20 weeks at £100 (or 90% of earnings for the full 26 weeks if this is less than £100 a week). Or MA from their local Jobcentre Plus/local authority office worth £105 a week for 26 weeks at 90% of their earnings for 18 weeks if this is less than £105 a week. You can find out more information from: [www.lrd.org.uk](http://www.lrd.org.uk)

**Starting Maternity Leave/Notice of intention to take Maternity Leave:**  
A pregnant employee will be required to notify her employer of her intention to take maternity leave by the 15th week before her EWC, unless this is not reasonably practicable. She will need to tell her employer:

- that she is pregnant
- the week her baby is expected to be born
- when she wants her maternity leave to start.



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## MATERNITY RIGHTS FACT SHEET

FOR WOMEN WHO WORK IN ROYAL MAIL

All individuals must take a minimum of 2 weeks Compulsory Maternity Leave, which commences on the day that childbirth occurs.

For Royal Mail Letter/Facsimile and District Functions with including 100 Services & Postal Operations (LNU) employees, pregnant women who have at least 1 year's continuous service and who qualify for Statutory Maternity Pay (SMP) will qualify for full pay for the first 6 weeks and assigned with payments for the last 20 weeks including 5 weeks compulsory Maternity Leave. They will then receive 21 weeks Statutory Maternity Pay (SMP).

For Post Office and so forth Business Units, Customer Services, pregnant colleagues who have at least 1 year's continuous service and who qualify for Statutory Maternity Pay will qualify for full pay for assigned (paid) payments for the last 26 weeks (including 5 weeks compulsory Maternity Leave). They will then be entitled to Statutory Maternity Pay for the following 21 weeks.

Individuals who do not qualify for Employee Maternity Pay may be entitled to Statutory Maternity Pay for 26 weeks provided they have 26 weeks continuous service at the end of the qualifying week 11 weeks before the scheduled week of childbirth and their average earnings in the 52 weeks up to and including the qualifying week have been at least equal to the lower earnings limit for national insurance contributions.

Individuals with less than 26 weeks continuous service at the qualifying week 11 weeks before the scheduled week of childbirth may be entitled to Maternity Allowance £117.68 a week for 26 weeks or 90% of their earnings for 26 weeks if this is not less than £117.68 a week.

You should notify your employer with a copy of your MAT B1 Form. This is your maternity certificate which states your expected week of childbirth which your GP or midwife will have given you when you are about 28 weeks pregnant. You should be supplied with 8 Statutory Maternity Pay 1 form from Human Resources. The individual should apply to the Department of Plans and Personnel for Maternity Allowance.

Applications for Maternity Leave should be given to the line manager.

You should submit your application 15 weeks before the expected week of childbirth and must include a signed Mat B1 and the

## THE FIGHT AGAINST HUMAN TRAFFICKING CONTINUES

### Government Fight Against Human Trafficking boosted by Ratification of European Convention

On the 17th December a major milestone in the fight against human trafficking was reached when the Government ratified the Council of Europe Convention Against Human Trafficking.

The ratification of the convention means the UK will formally become part of a Europe-wide agreement about setting minimum standards for protecting and supporting trafficking victims.

It also strengthens the UK's ability to catch the criminals that exploit victims of trafficking and underlines the Government's long-term commitment to tackling this horrific crime.

“ I strongly believe the trafficking of human beings is one of the vilest crimes to threaten our society. Those responsible for it are profiting from human misery and suffering.

*I am determined that the UK will play its part in putting a stop to this horrendous crime by joining forces with other European member states to support victims and bring the perpetrators to justice.*

*Ratifying this convention helps us build on the existing measures in place in the UK aimed at turning the tables on traffickers and providing victims with protection, support and a voice in the criminal justice system.*

*The ratification is a major milestone in our long term strategy to combat trafficking, as outlined in the UK Trafficking Action Plan. This includes our plans to double funding for the UK Human Trafficking Centre next year to £1.7m.*

**QUOTE FROM JACQUI SMITH,  
HOME SECRETARY**

#### KEY BENEFITS OF RATIFYING THE CONVENTION INCLUDE:

- A new National Referral Mechanism, providing a nationally agreed process to help frontline staff identify victims of trafficking and offer them support
- Strengthened arrangements for looking after victims, including a 45 day reflection and recovery period and the possibility of a one-year residence permit for victims
- Better support for victims in giving information to police, which will help authorities bring those who exploit them to justice

The National Policing Improvement Agency (NPIA) will undertake training of new police officers, and the UK Border Agency will begin a programme of awareness-raising for staff to prepare for the start of the new measures next year.

The ratification follows several police-led operations in which the new procedures were tested. Operation Pentameter 2 recovered 167 victims from 833 premises and made 522 arrests. Over £500,000 was seized and in excess of £3m assets held under restraint.

Recent operations Tolerance and Ruby, targeted at trafficking for labour exploitation, have helped to improve understanding of this previously less known form of trafficking and to strengthen skills for front line staff.

To date there have been 92 convictions for trafficking for the purpose of sexual exploitation under the Sexual Offences Act and four convictions for trafficking for labour exploitation.

**Source: Home Office**

## LEGAL UPDATES

The courts have been busy interpreting laws that will be applied within an employment context. We would recommend to branches that you check out Equal Opportunities Review which always provides a detailed case digest on a monthly basis, outlining those cases worth being notified about. Below is a brief summary of some decisions, which have been flagged to us by law firm Russell Jones & Walker.

### RELIGION AND BELIEF REGULATIONS

#### **Saini v All Saints Haque Centre**

**EAT 24 October 2008**

The EAT decided that Regulation 5(1)(b) of the Employment Equality (Religion or Belief) Regulations 2003 will be breached not only where an employee is harassed on the grounds of his or her own religious beliefs but also where the treatment is because of the religious beliefs of another person.

**COMMENT:** *This is consistent with the Race Relations Act and the ECJ decision on disability discrimination in Coleman v Attridge Law*

### AGE DISCRIMINATION (1)

#### **Chief Constable West Yorkshire v Homer**

**EAT 27 October 2008**

A requirement that an employee had to have a law degree to be entitled to a higher pay grade was found not to be indirectly discriminatory on the grounds of age. In principle it was no more difficult for an older person to obtain the qualification than it was for a younger person to do so. Any disadvantage to the claimant (who did not have time to get such a degree before retirement) was not due to age discrimination.

### AGE DISCRIMINATION (2)

#### **– PRACTICAL GUIDANCE**

#### **Live Nations v Hussain EAT 22 October 2008**

This interesting case contains some guidance as to what the EAT considers might amount to age discrimination. It commented that “an unjustified or unreasoned belief that the claimant himself has ageist tendencies may render a dismissal unfair, but it does not begin to justify an inference that he has been dismissed by reason of his age.” However, reference to an employee being ‘too old to change’ could, in an appropriate case, provide some basis for inferring age discrimination.

### BIAS IN ET HEARING

#### **City and County of Swansea v Honey**

**EAT 7 November 2008**

The EAT overturned a decision of the Employment Tribunal in favour of the Claimant where it was discovered after the hearing that the union wing member had been involved in a campaign against the employer and held a “thoroughly negative” view of them. He should have declared this interest even though he knew nothing of the individuals involved in the claim.

### INCREASE IN COMPENSATION LIMITS

From 1 February 2009 the limits will go up. The maximum compensatory award in ordinary cases will be £66,200 and a ‘week’s pay’ will be capped at £350.

Full details on cases referred to can be found at the excellent ET reference website [www.bailii.org.uk](http://www.bailii.org.uk)

# Northern Ireland Regional Women's Committee (NI RWC)

As mentioned in my opening comments I am really pleased to be able to confirm that after intense energy and commitment the NI RWC is finally up and running again. Below is a press release issued by the Northern Ireland regional secretary on this issue.

"The Northern Ireland Regional Women's Committee recently held their Annual General Meeting in Belfast. Pauline Buchanan, (Equality & Social Affairs Officer, Northern Ireland Committee of ICTU) was guest speaker and the meeting was chaired by Linda Roy, (CWU Equality Officer).

The meeting was well attended and a number of WAC members also travelled to Belfast to offer support.

Linda Roy said "After a lot of hard work by many people including Laurence Huston, Pauline Buchanan Pat Clouder Chair of the the WAC the WAC committee Jean Sharrocks North East Women's Regional Secretary Trish Vollans North East Women's Chair CWU women in Northern Ireland now have their own Regional Committee. This is an important development for them and the union as it



**Linda Roy, fourth left with special guest Pauline Buchanan (ICTU) and Lawrence Huston, NI regional committee).**

means that all regions now have women's committees. It also demonstrates the CWU's commitment to give women throughout the UK a voice in our affairs. I am really pleased."

## Trip to Northampton

On Monday the 19th January I visited Northampton, I attended a meeting of all sections and the Central Committee explaining what I had been doing since taking up the position of Equal Opportunities Officer. In the late afternoon I then went into the National Distribution Centre where I talked to the newly formed women's committee. I gave the women's committee a brief outline of what my department deals with. Congratulations to Northampton Amal especially to Kate Hudson on achieving this excellent initiative I wish the committee every success I know they will be successful because of the enthusiasm of the women. I hope other work places will follow the lead from Northampton and push to set up more women's committees in support of women in the workplace and dealing with issues.



**Linda Roy with some of the Women CWU reps from the Daventry Distribution Centre**

# CWU NORTH WEST WOMEN'S FORUM 2008

Here is a comprehensive report of the Women's Forum, which is now becoming a regular annual feature up in the North West. Congratulations go to both Karen Bosson and Carl Webb for running an excellent event and for encouraging a forum that will encourage more women to become involved in the CWU.

This year's Forum was another great success & feedback from those attending was extremely positive.

The event started at 1pm with a buffet lunch giving time for everyone to chat to each other & look at the stalls, which, this year, covered Education, Equality & Legal along with the Birmingham Hospital Saturday Fund (BHSF), MPH solicitors & the CWU Humanitarian Aid (CWUHA).

Jane Loftus (CWU Vice President) chaired the event & opened the proceedings by giving some personal history of her involvement within the CWU over the years.

Sarah Clements of the UK Resource Centre (UKRC) for Women in Science, Engineering & Technology (SET) explained that their organisation had been set up in 2004 & is government funded.

The UKRC mission "...is to improve significantly the participation & position of women in SET occupations in industry, research, academia & the public service, to benefit the future productivity of the UK & the lifetime earnings and career aspirations of women."

The UKRC work with over 700 companies across the UK & provide information, support & advice to employers who seek to improve the recruitment, retention & promotion of women in SET as well as working with individual SET women. Since 2004, they have supported over 1700 women to return or progress in their SET careers. The type of things they help individuals with are mentoring, media training, GetSET database, blogs & case studies, conferences & events. For businesses & organisations they offer advice & support, Culture Analysis Tool (CAT), Focus Groups, Gender Equality Training, CEO Charter, Quality Mark & a SWAN Charter for Universities.

Sarah's talk centred around one aspect of this, the CAT. Organisational culture has been identified as a key factor



in why women do not participate & progress in SET. The CAT is a survey questionnaire designed to assist an organisation in understanding the culture of its workplace with respect to gender equality & acts as a catalyst to get people talking & start the change process. Various things are assessed such as strategy & policy, recruitment & promotion, the environment, management commitment, staff relationships & working styles.

This was a very interesting presentation & as part of it, Sarah asked everyone to have a quick chat with the person sat next to them about the sort of issues faced in their own workplaces. This led to a good group discussion & questions & it was felt that there was scope for the CWU to work further with the UKRC in the future.

Grace Mitchell was next & gave a very interesting insight into the sort of work she does & has done within the CWU & how & why she initially got involved. Grace felt that she was drifting & wanted to change things so she

got involved with the Trade Union. She found she was good at it & even though there were & are times that are extremely frustrating, there are also many times that are rewarding. Grace explained how the Scottish & Welsh parliaments work normal hours, unlike the English Parliament where many debates take place during unsociable hours. The difference in the Scottish & Welsh is primarily due to women making their views known in the Labour Party & Trade Unions & therefore making a difference. Grace explained the breakdown of women in senior roles within the CWU & acknowledged that even though there were around 20% in most areas, we could still be doing better. Grace recounted a few anecdotes about experiences she'd had over the years, some of which were quite amusing.

Questions led to discussions about how women who have families can find this a barrier to taking senior positions as working at Head Office in London involves a lot of travel & being away from home, how we organise branches & how much effort is put in by branches to support women & about more men taking on childcare responsibilities.

After a short break for tea & coffee, Joan Humble, MP for Blackpool & ..... spoke about Women & Pensions with a focus on what the Government has done so far to address problems surrounding pensions. Joan is a member of the Work & Pensions Select Committee at Westminster. Joan explained how many people put the issue to one side thinking that it's not important. This is especially prevalent with younger women. The poorest people in Britain tend to be the oldest & the oldest people tend to be women, many of whom do not receive a full state pension due to advice given & decisions made in their past. The Pensions Act 2007 reduced the number of years people need to work to qualify for their state pension to 30 years so that now, 75% of women, reaching state pension age, in 2010, will be entitled to a full, basic state pension. Credits have also been given for when women took time off to have children.

Joan explained what was being debated currently around the 2008 Pension Bill especially regarding the new Personal Account, a simple, low cost pension saving scheme that every individual earning more the £5000 will automatically be part of if the company or organisation they work for does not have an occupational pen-

sion. Both employer & employee will contribute & it is estimated that 3.5-4 million women will be enrolled into a workplace pension, many of them for the first time. The Work & Pensions Committee that Joan is a member of has made various recommendations to improve the Personal Account in areas such as flexibility for those who are carers, consolidation of small pension 'pots' that people may have & those people who have multiple jobs.

The pensions issue is a very complicated one & as such, the NWRWC feel that this is a subject that should remain on the Agenda for future Forum's too.

The afternoon finished with everyone laughing along with the stand up routine given by Sarah Morgan of the Funnywomen organisation. Sarah was ably assisted by Ray Atkinson on the tambourine & Alan Hague on the maracas during a comedy song on her accordion about reading the eye chart! Sarah used her experiences as an Optometrist to deliver a view of her world that was extremely amusing to us all & put a smile on all our faces.

Jane Loftus reviewed & closed the Forum thanking everyone for attending.

## LGBT History Month

Branches should note that February sees the start of LGBT History Month. This symbolic event is taking on much more prominence in the recent years and there will be many commemorative occasions specially prepared around the country to celebrate this.

For more information please go to:

[www.lgbthistorymonth.org.uk](http://www.lgbthistorymonth.org.uk)

## **BT Announces Cuts to Vital Type Talk service**



The CWU today has called on BT to halt plans to cut the funding of the text relay service for the deaf and hearing impaired provided by Typetalk.

The cuts initiated by BT will lead to the closure of the marketing unit that is designed to promote the service to deaf people and

hearing-impaired community and provide individual assistance to users. The cuts will lead to redundancies.

Andy Kerr, CWU deputy general secretary, said:

“The cuts will reduce the level of service provided to this vulnerable section of society. BT should immediately halt the cuts to allow a proper debate with Ofcom about the marketing of the Typetalk service.

“BT has reinterpreted its licence so it will provide the service but it will no longer fund the marketing of the service. Having a text relay service but no mechanism to market it makes a mockery of the Universal Service Obligation.”

CWU national official Nigel Cotgrove added: “There are no clear commitments from either BT or other operators to market the service in future. We have no confidence that the Typetalk service will be marketed at all. BT’s cuts not only threaten the jobs of dedicated staff at Typetalk in the next few weeks, but also put the long-term success of the Typetalk operation at risk.

“These cuts are not consistent with BT’s public support for corporate social responsibility issues and work with the voluntary sector. We are dismayed that an organisation that has won Company of the Year in the Business in the Community Awards for Excellence could act in this way.”

## **EQUALITY OFFICERS SEMINAR**

We are pleased to confirm that the next Equality Officers Seminar is all confirmed and due to take place on Tuesday 24th March 2009, at CWU headquarters.

I have lined up what I hope will be an innovative line up in terms of content and the onus will be on interacting with you all in a much more meaningful manner, in comparison to previous seminars of this nature.

Special guests will include Sally Brett from the TUC, and Ged Grebby and Leroy Rosenior from Show Racism the Red Card.

Clearly the day is designed for our equality officers, but branches are reminded that finance permitting, they are entitled to send as many delegates as they wish (preference being given to equality officers, if just one delegate is sent).

## **VERA BIDS FAREWELL**



Vera Kelsey celebrated her retirement recently in style and there were plenty of the CWU hierarchy there to wish her well into her new status as a retired member. Billy Hayes, General Secretary was amongst the guests who paid tribute to Vera’s contribution to furthering the women’s agenda. Vera is not quite ready to hang up her gloves just yet as she will be taking over the role of women’s officer in her branch. Our department wishes Vera a happy and long retirement.

## Meet the Equality Team...

I am very keen to hear what you have to say and to offer as much help and support to everyone. You all do a brilliant job in the branches and it is up to us at CWU HQ to service your enquiries as professionally and as speedily as possible. Just so you know who you are likely to speak to when you phone our department, we thought we would offer you an insight into all of the team...



### **Dionne Gittens-Noel**

Dionne has been in the department since 1998 and offers excellent support on a daily basis to the whole team. She is the events organising guru and is the person responsible for negotiating the excellent deals we get at our Equality conferences



### **Julie Rodrigues**

Julie is the second of the two PAs and again offers very good support to both myself and Fevzi. She has been in the department previously working to Al Crisp and it will be either hers or Dionne's voice you hear when you call us.



### **Fevzi Hussein**

Fevzi has been the Policy Assistant in the department for three years and his knowledge and support is vital to helping me deal with all aspects of work undertaken in the department.

## Events for your diary...

**LGBT History Month**

February 2009

**CWU Women's Conference**

28th February 2009, Britannia Hotel, Manchester

I hope you have found the February edition of our e-bulletin as informative and useful as the previous ones.

My department is committed to ensuring that CWU branches are well briefed on any equality issues. We are here to help you and my team of Dionne, Fevzi and Julie will be on hand to do our best with helping you in any equality-related enquiry.

- \* Don't forget CWU Women's Conference taking place on 28th February 2009.
- \* Also don't forget the Equality Reps Seminar taking place on 24th March 2009 at CWU HQ.

Just in case you forgot, the main contact details for my department are as follows:

**Linda:** 020 8971 7238  
**Fevzi:** 020 8971 7388  
**Julie:** 020 8971 7309  
**Dionne:** 020 8971 7356

**Linda Roy**

Assistant Secretary

**[www.cwu.org](http://www.cwu.org)**

**Billy Hayes** General Secretary  
[www.billyhayes.co.uk](http://www.billyhayes.co.uk)

  
**The communications union**