



Showing Racism the Red card - p4



Financial crisis must bring fairer society and investment in public services - Jane Carolan p2



revitalising our **public services**

scottish council activists bulletin

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Vote on pay: 'Don't just reject, be ready to step up action'

by Chris Bartter
Communications Officer

Following the highly successful second one-day strike on September 24, CoSLA has made a new offer to local government staff, amounting to 5.5% over two years.

The final offer was 3% for 2008 and 2.5% for 2009.

The offer was conditional on the unions agreeing to consult members and call off the selective action that was to start on 6 October.

Dougie Black, lead negotiator said, "Whilst your negotiators considered this new offer disappointing, they agreed that all local government members in Scotland should be asked to vote on whether they want to accept or reject the offer, and suspended the action to allow this to happen. Ballot papers will be issued from 22 October."

Rejection recommended

UNISON, along with our colleagues in GMB and Unite, have agreed to recommend members reject the offer because -

1. Inflation continues to be around 5% and is thought it will stay high well into next year. CoSLA is asking members to take a pay cut.

2. We want a one year deal



Thousands rally in Edinburgh on 24 September strike day - See Page 3 for more.



if they reject this offer, members will need to significantly increase the pressure on councils through political campaigning and further strike action.

Stephanie Herd

because of the uncertainty of future years. CoSLA want to tie us into a very poor second year.

3. The offer includes no adjustments, weightings or anything else to give the low paid members a boost.

Increased Strike Action

Stephanie Herd, Chair of UNISON's Local Government Group said, "Members' action has already delivered a new offer, but

people need to be clear that if they reject this offer, members will need to significantly increase the pressure on councils through political campaigning and further strike action.

"This means re-instating the selective action but on a bigger and wider scale. This means some members being prepared to come out for longer than a week at a time. This means

further days of all-out strikes."

UNISON is saying to members 'Don't just reject the new offer, clearly commit to escalate strike action.'

Other campaigning

The union will be writing to every councillor again. Members are also being urged to contact their councillors by writing, emailing or visiting their surgery. Branches should organise lobbies of Council meetings and encourage all members to support these.

We will write to all MSPs and members should do the same.

We will seek to put our case in the press and members can support this by writing letters and phoning in.

Timetable set to 'Re-open' Health Pay

The UK Health Group is calling for NHS pay rates to be 're-opened', triggering reconsideration of the second stage of the three-year pay settlement (2.4% for next year) agreed last year.



Between now and Christmas is a vital stage for branches to develop this campaign

Tom Waterson

The Group is in the process of submitting evidence to the Pay Review Body. The timetable is as follows:

- 29 October - Last day for the submission of written evidence
- 18 November Last date for responses to evidence
- 2 December - Staff Side gives Oral evidence
- 9 December - Health Departments and Employers give oral evidence
- Week Commencing 15 December Review Body write to all parties indicating whether they wish to seek a remit to review rates.
- 12 January 2009 Last date for Secretary of State to reply to NHSPRB if remit requested
- 28 January Last date for further written evidence to the NHSPRB

Turn to Page 2

Pay imposition leads to strike ballot in Scottish Water

by Chris Bartter
Communications Officer

A decision by Scottish Water management, backed by the Scottish Government to unilaterally impose a pay rise of 3% over 15 months (about 2.4% per year), has led to a strike ballot of UNISON members.

Scottish Water breached the partnership agreement - in place since the body was created - to impose the pay cut claiming that the Scottish Government's pay policy meant they were unable to offer more. The branch has now written to the company formally withdrawing from the

agreement. But members want more!

Steve Scott, Scottish Water Branch Secretary, said, "After consulting members, it became very clear they were angered by Scottish Water's rejection of a fair pay deal, and so we started a formal ballot for industrial action."

Ballot papers start to go out on 21 October. The ballot closes on 10 November.

"Taking Industrial Action is never an easy decision. We would all prefer that Scottish Water make a reasonable pay offer and we continue working to serve our communities



across Scotland.

"The branch leadership team has done everything in our power to negotiate with Scottish Water to avoid a dispute, including meeting with Stewart Stevenson MSP, Minister for Transport, Infrastructure and Climate Change.

"These negotiations have

failed to convince either Scottish Water or the Government to improve the pay offer which has been unilaterally imposed", added Steve.

"It is now in members' hands to decide. If members are to succeed in the campaign, it will take every effort from all of us to ensure that Scottish Water and the Government are aware of the demand for a fair pay settlement. Members will be asked to fully participate in a campaign of activities."

Campaign updates will be posted on the UNISON Scotland website.

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Timetable set to 'Re-open' Health Pay

From Page 1

17 February - Last date to responses to RB

Tom Waterson, Chair of the Scottish Health Group said, "Prices in the shops and at the pumps have soared and more and more NHS workers are finding it hard to make ends meet. Colleagues in Scottish Local Government are continuing their industrial action campaign to improve an offer of 3.0% (2008), 2.5% (2009)."

"At the 2008 UK Health Conference earlier this year, Scotland committed to build a campaign beyond the first year.

Between now and Christmas is a vital stage for our

branches to develop this campaign."

An excellent leaflet and poster has been produced by HQ to support the campaign and sent direct to branches.

Scottish branches and members must do all they can to support the campaign:

(a) Distribute the poster and leaflet as widely as possible. The leaflet contains an application form - use this campaign for local recruitment.

(b) Campaign among the membership. Regional staff are available to assist with meetings and other initiatives.

(c) Get pay on the APF and other agendas. Put pressure on Boards to make sure Employers are aware of the economic pressures and the workload pressures of covering vacancies experienced by our members.

Ask to see any responses your Health Board is submitting to the Scottish Health Department

(d) Organise mass letter-writing campaigns to MSPs and MPs to seek their support for re-opening the 2009 pay settlement.



Financial crisis: UNISON demands... Two hours later Gordon answers

On 8 October, UNISON's National Executive Council (NEC) debated the union's response to the financial crisis and less than two hours later Gordon Brown had given in to our demands, at least partly!

But the situation in which we as workers find ourselves is no joke, as the economy crumbles.

UNISON is the public sector union and we need to demonstrate to our members that in the midst of the current financial turbulence we are representing their interests.

Newspaper headlines have concentrated on the meltdown in the banking sector. While it is difficult to feel any sympathy for the bankers in braces with their inflated and ill deserved bonuses, the outcome of a failing banking system affects every ordinary working person.

Their greed and irresponsibility threatens our living standards and future security. Jobs, savings, pensions, homes and employment are now at risk.

Bubble burst

For thirty years we have suffered by deregulation, privatisation, tax cutting, and tax evasion. That era, of "Neo Liberal" economics, has seen widening inequality and a greater concentration of wealth in the hand of the few. That bubble has burst.

Public services and those who deliver them are especially vulnerable. Public services, as a statement of the obvious, rely on public sector investment.

The response to the financial crisis must bring a fairer society and invest in the vital role of public services, says National Executive member JANE CAROLAN

An economic slow down reduces the resources available for necessary investment, and the reliance on PFI schemes is called into question, when the private providers have been bought up by private equity and laden with debt, leading to the abandonment of investment.

Equally crucially however is the role of the public sector as the main engine sustaining demand in the economy. It is clear from history that when markets fail that the public sector is left to pick up the pieces.

Public services are therefore fundamental to resolving any crisis, and the role of the state absolutely crucial, something that David Cameron has so far failed to recognise. When financial systems wobble it has always been the public sector that has led the way.

NEC demands

In terms of immediate steps the NEC called for

- Windfall tax on energy sector profits with price controls
- Measures to prevent homelessness and evictions, giving local authorities new powers



• An increase in public spending to meet social need and counteract the private sector downturn, with a return to direct and accountable public sector investment.

• A cut in interest rates and a change to the mandate of the Bank of England monetary policy. (This is the one Gordon delivered on right away)

In addition, we believe that any bail out in the banking sector should entitle the public to share in the benefits of any recovery.

It is clear to everyone that there needs to be an expansion of effective regulation based on accountability and responsibility, not the current, city driven toothless watchdog type and an end to the irresponsible destructive bonus culture.

We all have bank accounts and we all have worries over the future of our finances. But any bail out of the banking sector must not just bail out shareholders and city gents, while leaving the rest of us at the mercy of another Great Depression.

Gordon Brown spoke at the Labour Party conference a few weeks ago about the need for a

fairer society. He now has the chance to match his words by his deeds

Within the public sector, there are particular problems in those pensions' funds that are invested in the stock market, where the value of the asset base is threatened by the down turn.

Given that those funds represent the savings of public sector workers, it is clear that protective measures need to be adopted to cope with the current crisis.

Vital role

Our members, in common with other working people face pay cuts, recruitment freezes and redundancies over the next few months, as well as rising food prices, fuel prices and housing costs.

Public services have a vital role to play in protecting individuals' families pensioners and communities from the worst effects of the down turn in the months ahead.

Now more than ever we need public services to carry the economy through the difficult times and to ensure greater social justice in the years ahead.

It is only UNISON that is drawing attention to the need to ensure that the public sector is central to rebuilding the economy, and making sure there is a counterbalance to those who want public money but who want to see the system continue with business as usual.

We will continue to do so.

(See the full NEC statement on the UK website at www.unison.co.uk.)

Organising backup for Scottish Further Education members

by Kevin O'Neil
Area Organiser

Working in Scotland's FE colleges, you've already seen big changes in your work, your conditions and perhaps even the security of your job.

You probably know that UNISON is the main union for support staff working in further education colleges. With the highest number of reps and regional full-time organisers of any union, UNISON can deliver the support you need when negotiating with management.

Now, to support our members in FE, an team has been established to develop an organising approach. The team consists of:

- Nancy Kelly Regional Organiser (Lead Officer) n.kelly@unison.co.uk
- Kevin O'Neil Area Organiser k.oneil@unison.co.uk
- Jane Fielding Local Organiser j.fielding@unison.co.uk

Over the coming months, we'll be in direct contact with stewards and

There is still time to register for **FE delegate meeting on Wednesday 5th November 2008.**

This is at UNISON House, 14 West Campbell Street Glasgow G2 6RX at 11:00am. Contact Sandie Thomas: s.thomas2@unison.co.uk.

activists to offer support and assistance to help with recruitment events at colleges across Scotland.

We also want to set up local networking groups. We are hoping that these networking groups will be able to provide a forum for UNISON FE members - including learning support staff, librarians, IT specialists, technicians, professional staff, administrative, business support and estate management staff, cleaners, and canteen staff - to get together to discuss key issues, share ideas on recruitment and organisation and how to get across the message that UNISON is the union for FE staff in Scotland.

March for Just Solutions on climate change

by Fiona Montgomery
Information Development Officer

Demonstrations will be held around the world on 6 December demanding urgent action on climate change.

The aim of the Global Day of Action is to put pressure on world leaders at the United Nations Climate Change talks in Poznan, Poland.

The Scottish Climate Change Campaign is urging UNISON members to support a march in Glasgow on the theme: **Act on climate change: Just Solutions now!**

Branches are invited to bring along placards with their own messages on that theme demanding politicians prioritise tackling global warming.

Last year actions were held on every continent during the Bali UN Climate Change Talks.

Matthew Crighton, of City of Edinburgh UNISON, is helping organise the event.

**Sat 6 December
Assemble 12.30pm at the Amphitheatre, Clyde Street. Rally 2pm at Glasgow Caledonian University.**

Matthew said: "The call to action is that we demand that world leaders take the urgent and resolute action that is needed to prevent the catastrophic destabilisation of global climate, so that the entire world can move as rapidly as possible to a stronger emissions reductions treaty which is both equitable and effective in minimising dangerous climate change."

"We demand that the long-industrialised countries that have emitted most greenhouse gases take responsibility by immediately reducing their own emissions as well as investing in a clean energy revolution in the developing world.

"Developed countries must

take their fair share of the responsibility to pay for the adaptive measures that have to be taken, especially by low-emitting countries with limited economic resources.

"Climate change will hit the poorest first and hardest. All who have the economic means to act, must therefore urgently and decisively do so."

Messages of support and enquiries can be sent to taliesin@gmail.com

**Remember to email your MSP for a strong Scottish Climate Change Bill. Go to: www.unison-scotland.org.uk/greenworkplace/respondmsp.html

Full details of the march and information about rally speakers will be posted on the Stop Climate Chaos Scotland website news page once plans are finalised. www.stopclimatechaos.scotland.org or www.globalclimatecampaign.org

Scottish Government programme threatens members' jobs

by Dave Watson
Scottish Organiser

The Scottish Government has launched its legislative programme for the coming year with 15 Bills planned in addition to those already in progress.

Probably the biggest individual threat to UNISON members comes from the **Council Tax Abolition Bill**.

This directly threatens the jobs of some 5,000 UNISON members in Scottish local government and will also leave a huge hole in council finances of at least £750m because the Scottish Government's so called 'Local' Income Tax, is planned to be set at a level that fails to raise anything like current Council Tax revenue.

This will inevitably lead to further pressure on local government jobs. For other members the new tax will shift the burden of taxation from property owners to workers and in particular working families.

Climate change remains one of the most serious threats facing Scotland and the world. A

Climate Change Bill will seek to cut emissions in Scotland. The debate will be over how radical Scotland should be.

Two Health Bills will focus on welcome measures to control tobacco and introduce a measure of democracy into NHS Scotland through direct elections to health boards.

Education Bills include new measures for young people with additional support needs, consultation on rural school closures and the reform of the Children's Hearing system. Plans for early years remain rather vague and the funding of free school meals will remain contentious.

As always the **Budget Bill** will be crucial for all of Scotland's public services and we will be looking particularly closely at the funding of core budgets compared with the budgets ministers reserve for their own announcements. A **Public Service Reform Bill** will also have implications for members working in NDPBs.

For more details on the programme see P&I Briefing 188 on the website.

We deserve a living wage

by John Stevenson
SiU editor

Up to 5,000 UNISON local government members, joined by GMB and Unite colleagues, marched through Edinburgh on 24 September to demand fair pay.

There were also major events in Aberdeen, Dumfries, Dundee and Inverness.

"2.5% is not enough. It was not enough in August and it is certainly not enough now", Angela Nicoll told the rally in the capital's Princes Street Gardens.

Angela, a young member and West Dunbartonshire branch secretary, was joined on the platform by UNISON's Matt Smith, Glynn Hawker and Jane Carolan.

In a rousing speech Jane Carolan said that no-one wanted to be on strike but "we cannot afford not



Edinburgh rally closes streets - as if the tram works weren't enough

to be on strike.

"When you go to Asda and think, can I really afford to put that in the basket, you know why you're on strike."

"And when the mortgage demand comes in, you really know why you're on strike".

Demanding that the Scottish Government face up to its responsibility, Jane added, "If there is a problem with Scottish Government finance, then I expect a Scottish Government to get in there and fix it, and fix it now".

As on the last strike day, we updated the website and strike blog constantly through the day. Check it all out on the website.



Above: Angela Nicoll, Edinburgh rally. Below: Rally in Aberdeen. Hear the speeches, and see reports, photos and videos of the strike days at www.unison-scotland.org.uk



Voluntary Sector unites to demand fair funding

A broad coalition of voluntary organisations and unions have launched a petition calling for fair funding where Scottish public service contracts are undertaken by the voluntary sector.

The petition - jointly submitted by the STUC, Scottish Council for Voluntary Organisations (SCVO), Unite, UNISON and Community Care Providers Scotland urges the Scottish Government to demonstrate commitment to the third sector by agreeing a National Framework for Public Service Contracts between the government, purchasers and providers.

This is the first time voluntary sector employers and trade unions have joined together to campaign, demonstrating the danger posed by current funding challenges.

Simon Macfarlane, UNISON's Lead Officer for the Community & Voluntary Sector said; "We



Members deserve to be valued, not caught up in a spiral to the bottom with the services they provide being shunted from one provider to the next based on who can provide the service cheapest.

Simon Macfarlane

hope there will be a massive response to this petition as our members in the sector are really suffering as a consequence of skewed tendering processes and real term funding cuts.

"Pay and conditions in the voluntary sector were already well below the public sector, but the latest funding crisis means there is increased downward pressure on pay.

"Our members look after the most vulnerable with compassion, dignity and respect. They deserve to be valued not caught up in a spiral to the bottom with the

services they provide being shunted from one provider to the next based on who can provide the service cheapest."

Some voluntary organisations are being contracted to perform public services for less than those services cost to deliver.

Stephen Maxwell, Associate Director of SCVO said, "The voluntary sector's front line workers are crucial to the sector's capacity to provide high quality personalised services to Scotland's 'at risk' citizens.

"Their contribution to essential public services deserves to be

rewarded at the same level as their front-line colleagues in the public sector."

Jackson Cullinane Deputy Scottish Secretary for UNITE said, "We are committed to exposing the shameful funding cuts being carried out by local authorities where low paid workers, who are contracted to deliver key public services, are being expected to literally subsidise the state by sustaining cuts to their pay and conditions."

The petition urges the Scottish Government to agree a National Framework for Public Service Contracts, based on a 2007 pact between the submitting organisations. It covers:

- * A commitment by public sector purchasers to fund wages and conditions for front line workers in third sector providers at the same level as the public sector

- * Five year contracts to replace current short term funding.

- * Agreement on the appropriate

use of competitive tendering to minimise disruption to the users of services, reduce transaction costs and increase the stability of jobs and services

- * A government initiative to improve the standard of public sector commissioning to achieve the government's aim of high quality personalised services

- * Fresh Best Value Guidance to strengthen the importance of quality and effectiveness proportionate to cost; defining quality, how to measure it, and the role of service users, families, unions and the wider community in monitoring and assessment.

The voluntary sector in Scotland is worth just under £3.9bn and research by SCVO has found that the sector employs an estimated 129,000 professional paid staff, more than employment in Financial Services, and the Electricity, Gas & Water Supply industries.

Pensions Governance - members need greater say

Negotiations on the next stage of the agreed new Local Government Pension Scheme (LGPS) are starting.

Task groups looking at how the new scheme is to be governed and how any future increase in the costs of benefits are to be shared will start work early next month.

Progress has already been made on scheme governance at national level with the establishment of a new national

tripartite advisory group. The focus now is on strengthening scheme governance at local level.

Mike Kirby (Scottish Convenor) said, "UNISON has always campaigned for a much greater say for LGPS members in the running of the scheme in Scotland. These discussions will allow us to put forward these proposals."

On cost sharing the new scheme has been fully costed and is affordable, funded by the new contribution rates agreed

for scheme members and employers.

The assumptions built into the funding model are not expected to increase greatly in the short term.

However, in the longer term we agreed to look at mechanisms that would trigger a review if there were significant changes that impact on scheme affordability.

The task group will look at how this might work in practice and aims to report by March 2010.

Futures Trust just another PPP

by Dave Watson
Scottish Organiser

The Scottish Government has published some further details of its claimed replacement for PPP/PFI.

What started out pre-election as a proposal to raise conventional finance has, post election, turned into another form of PPP.

The Cabinet Secretary himself concedes that it will be part of 'the PPP family'.

Whilst details remain sparse, a particular concern is the planned

Hub initiative. This looks very like the English LIFT PFI scheme that has been privatising local health and community care facilities south of the border.

The Parliament's Finance Committee has been investigating the widely criticised SFT and UNISON has given written and oral evidence. The whole front organisation is to be run by prominent Scottish business moguls - on five-figure salaries.

For further details see P&I Briefing 190 and the UNISON Scotland website.

UNISON success at STUC Black Workers Conference

by Sofi Taylor
NEC

UNISON's 12 strong delegation to the STUC's Twelfth Annual Black Workers' conference in Perth was successful in getting motions on Defending and promoting multiculturalism and Supporting Show Racism the Red Card carried.

Hamid Rasheed, Chair of the Scottish Black members said:

"Many of the delegation were first timers; many spoke for the first time and moved the conference with their personal experiences. We were very proud of our delegation, their

commitment to UNISON and the conference."

The theme of this year's Conference was "Diverse and United" and the STUC Workers' Committee hosted a panel session with representatives of different faith groups. The session was designed to facilitate initial engagement between trade unionists and faith and belief groups.

Participating were, Action of Churches Together in Scotland (ACTS incorporates nine denominations of the main Christian faiths), Glasgow Buddhist Centre, Humanist Society of Scotland, Baha'i



Front: Bev Miller Chair NBMC, Ismail Donmez, Sofi Taylor, Shireen Bonnar, Rajinder Aggarwal, Tamara Mhura, Nahid Aslam Rear: Kishana Kishana, Bruce Graham.

Council for Scotland and the Scottish Islamic Foundation

There were also a number of speakers - Depute Provost Willie Wilson of Perth and Kinross Council, MSPs,

Stewart Maxwell (Minister for Communities) and Marlyn Glen (Equal Opportunities Committee), Professor Kay Hampton and Grahame Smith, General Secretary, STUC.

Challenging the BNP: Recognition for Show Racism the Red Card in South Ayrshire

In early 2003 UNISON South Ayrshire Branch started a local campaign to highlight racist incidents aimed at sportsmen and women.

Its campaign steadily gained momentum over the years to the point they are now being recognised at a national and international level.

"With the help of generous funding from the General Political Fund we commissioned a hoarding at Rugby Park Kilmarnock giving us worldwide TV coverage", said Campbell peden, South Ayrshire Branch Publicity Officer.

"A further hoarding was commissioned at Beechwood Park Auchinleck, home of probably the most successful junior football team in Scotland, giving our campaign prominence in an area of BNP activity", added Campbell.



At Rugby Park, South Ayrshire's John Kerr, Education Officer, and Campbell Peden, Publicity Officer.

● **Across the country in Edinburgh**, UNISON is set to mount an anti-racism campaign if, as expected, the BNP field a candidate in a council bye-election.

"It will be a very sad day when the politics of hatred are brought into Edinburgh", said Edinburgh Branch President John Stevenson.

"There are so many important issues we're facing and we need sensible politics, not the diversion that this will bring."

Glasgay! association is in Vogue

Continuing UNISON Scotland's association with the work that Glasgay! puts on to connect with the LGBT community, our support this year has been put behind their VOGUE BALL.

This is the first time that Glasgay! has organised a drag ball. Hosted by alpha bitch Lady Munter, HOUSE OF VALLEY is inviting you to join them for a catwalk competition like no

other. Watch or join in - you are invited to dress up walk in your chosen category and each House can vogue off against the members of the other Houses. Put your name forward at on www.myspace.com/lady_munter.

SAT 25 October, 8pm - Sloans Ballroom, Argyle Arcade, 108 Argyle St. details from www.glasgay.com

OBITUARY: Douglas Hay - Councillor and Trade Unionist

Dougie Hay had a varied and colourful career. Born in Springburn, he served his apprenticeship as a joiner with Wylie and Lochhead, then worked in the shipyards for nearly 30 years, first at John Browns and then at Upper Clyde Shipbuilders.

Elected a shop steward for UCATT, he was involved in the famous UCS "Work In" in the early 70's. He was a full time official of NUPE from 1978-1994 when he took early retirement following the mergers which created UNISON.

He was Glasgow organiser of the Labour Party in 1975. He served as a councillor for Baillieston from 1978 - 1999 when he stood down. He was elected again last year.

This potted history belies the depth of his strengths. He was a master craftsman, always in demand for 'homers'. His large collection of working tools which he exhibited included both modern and valuable antiques. He built

prize winning floats for May Day processions and the Miners Gala. It was a matter of great pride to him that both his son Gavin and grandson Martin followed him into his trade.

As a trade union official he was diligent and compassionate. He dealt with members' individual problems thoroughly and with patience, knowing how important it was to them. He was always available day or night to help out in a crisis. These attributes he also practiced as a councillor.

Despite his busy work and public office duties, he had an active social life: hill walker, skier, an interest in books and good music, and always fond of a good argument. Supporter of umpteen good causes, he



Dougie Hay
4/5/32 - 25/9/08

initiated the Annual John Smith Walk in memory of the former Labour Leader.

Underpinning all he did was his happy family life, his love and commitment to his wife Janet, his daughters Kirsty and Shona, his son Gavin, their partners and seven grandchildren.

He remained active till shortly before his death. A stalwart supporter of our NHS, he was closely involved in this year's celebrations of its 60th Anniversary. His great hero was Aneurin Bevan, who helped found the NHS and he initiated the former Strathclyde Region Headquarters being renamed Nye Bevan House.

As a shop steward and union official, Dougie fought for safe conditions in the workplace. It is ironic and very sad that he died of mesothelioma from asbestos exposure, most likely from working in the shipyards more than 40 years ago. The same disease killed John McDonald MP, another ex ship

worker, just a few months ago.

I get extremely angry when I hear politicians glibly talking about cutting red tape for business. We need better health and safety regulations, stiffer penalties and more adequate compensation if we are to assist victims and families and prevent more tragedies in the future.

It was a privilege and pleasure to be a colleague and friend of Dougie for more than 30 years. He had a life long anger against injustice and a passionate commitment to the interests of working people and their families.

The Labour and Trade Union Movement have lost a loyal and steadfast comrade, his constituents an honest and hardworking representative, his friends a good and true pal, and his family a loving husband, father, father in law and grandfather.

Bob Thomson, Former Associate Scottish Secretary, UNISON Past Chairman/ Treasurer, Scottish Labour Party.

Choosing Life - a new initiative

As part of our new GPF-funded involvement with the Scottish Mental Health Arts and Film Festival, UNISON Scotland is gearing up for two events as we go to press.

The two afternoon music and workshop events are taking place in Hamilton Council Buildings and Glasgow's Mitchell Library on the 16/17 October.

The programme consists of a musical exploration of mental health discrimination and social justice using political song with Research Collections @ GCU and featuring Andy Smith.

This is followed by a talk on suicide awareness with Choose Life.- the national strategy and action plan to reduce suicides.

Scott Donohoe, UNISON Scotland's Health and Safety Chair said, "This is very much a trial organisational initiative that we hope will both raise the issue of mental health in the workplace and give the first steps in helping members and activists identify people who may be at risk of suicide and know where to turn."

In addition UNISON wants to sit down with the Festival when it finishes and discuss a potential mental health learning festival in the spring.

**SCOTTISH
MENTAL
HEALTH
ARTS & FILM
FESTIVAL**

New on www.unison-scotland.org.uk

As well as the usual regular news and updates, the **Social Work** pages have been revamped at www.unison-scotland.org.uk/socialwork Look out also for the new **Further Education** pages at www.unison-scotland.org.uk/fe



STUC St Andrew's Day Anti Racism March and Rally Saturday 29 November 2008

- March assembles 10.30am St Andrew's in the Square (off Saltmarket), Glasgow. March off 11.00am
- Rally 12 noon Glasgow Film Theatre, Rose Street,
- Speakers include: Grahame Smith (STUC General Secretary), Gurjit Singh (President, NUS Scotland), representatives of Glasgow Anti Racist Alliance and Scottish Asian Action Committee. **Chair:** Nazerin Wardrop (STUC Black Workers' Cttee)

We want to hear your news

SiU is your paper, we want to hear your stories. Contact:- John Stevenson (Editor) 0131 220 5655, Chris Bartter 0870 7777 006, FAX PRESS RELEASES to 0141 331 1203
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