



Scotland sets key policies at National Conference - p4



Health and Herald Awards Get nominations in Page 2



Quarriers threat to sack 2000 Stephen Brown - p3

revitalising our public services

scottish council activists bulletin

Scotland in UNISON

Sept 2009 No. 80

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a million voices for change

I've added mine!

..add yours

by Chris Bartter
Communications Officer

A million pound campaign has been launched at UNISON's Annual Conference to promote the arguments for public services and the jobs our members do.

A Million Voices for Change aims to counter the misinformation and attacks on public services and public service workers put about by some politicians, some media and representatives of private sector business like the CBI, Institute of Directors and their 'think tanks' like the so-called 'Taxpayers Alliance.'

In Scotland we want to play a full part and have started to look at how we need to adapt the campaign to be relevant here (see article below).

The main aims - common across the UK are

- social justice
- good jobs
- quality public services



I would love for someone to stand up and actually promote the good work that social services do rather than us always being the scapegoat... I would love to see a good quality, equal service to all

East Ayrshire's Vera Murchie who has worked in public services for 34 years

UNISON's general secretary, Dave Prentis, said at the first meeting of the new National Executive, "Public service workers should not bear the brunt of bailing out the bankers, who now seem to be back to looking after themselves very well. We need to keep the agenda for strong regulation of the finance sector going. "If any sector of our society will get us through this recession it is public services."

Turn to Page 2

UNISON welcomes Brandon Muir reports

UNISON, representing Scotland's social work staff, has welcomed the two reports into the Brandon Muir case in Dundee.

Rory Malone, Dundee UNISON Branch Secretary said;

"At a time when some press and politicians appear to queue up to blame social work staff each time a family tragedy like this occurs, we welcome the findings of these independent and authoritative reports that no blame falls on members in Social Work.

"Dundee's social care staff work very hard, often in difficult circumstances, to try and protect our children and all feel tragedies like this deeply.

"It is simply not possible to eradicate all risks, but UNISON has gone on record to identify a range of steps that can be taken to improve the position of social work staff and reduce that risk."

UNISON has already started work with Dundee City Council to address some of the issues in social work and will continue to discuss ways to implement recommendations in the report.

UNISON and BASW Social Work manifesto launched - p3

Draft Childrens Hearing Bill: UNISON response - p4



Without local services our community would be completely devastated

Ann Ruthven, call centre worker, Fife



My job gives children access to a rightful but challenging education and also a voice that would sometimes be lost

Jackie Gilchrist, learning assistant with children with autism, Midlothian

www.unison.org.uk/million



Without public services there would be no-one to look after the old, the poor and the needy to help them survive in their daily life

Shirley Buchanan, admin assistant, Glasgow

Public Works: Scotland backs up a Million Voices

In Scotland, UNISON has been busy designing our part in the Million Voices campaign.

We are identifying campaign aims and objectives that ensure the separate position of Scotland and the different political situation here is taken into account in the UK campaign and renewing the 'Revitalise' campaign that has been running for some time.

Matt Smith, UNISON's Scottish Secretary says,

"It is clear that, while the basic aims of defending public services from the attacks of politicians and the private sector hold good across the UK, we need to be clear that the different political positions and timetable in Scotland

PUBLIC WORKS:

needs to be addressed if a Million Voices are to resonate here.

"That is why we are starting our 'Public Works:' campaign. Promoting public services is the best way out of recession, and campaigning to ensure that the jobs and conditions of those delivering those services are fair and protected."

"Public Works' will produce material along the lines of the Million Voices campaign to reflect different agendas in Scotland - for example

addressing health inequalities here rather than concentrating as much on attacking the privatisation agenda which is clearly of more concern in England.

In addition, while the next UK General Election will be a key target both north and south of the border, in Scotland the campaign will need to continue beyond that date (whenever it is) to aim at the Scottish Election in 2011.

Again the immediate target of the campaign is to sign up members to the Million Voices, but we will also be lobbying get key messages into political party manifestos.

Specific campaigns addressing concerns impacting on members in the workplace will run under the Public Works: banner where appropriate.

Some of these highlighted so far are:

- the key role of education support staffs;
- demand a more democratic structure for Scottish Water and resist privatisation calls;
- implement the social work manifesto,
- institute effective workplace level initiatives to deliver the climate change agenda;
- building a new housing strategy rooted in new accountable council housing
- expanding the role of police staffs.

A million voices for change

From page 1

“Public service workers are on the frontline of dealing with this recession - helping people in financial difficulties, guiding people back into work, creating new opportunities through education and training, dealing with increased rates of homelessness, family breakdown, and mental health problems.

“We want to make sure our members get the support and the resources they need to help people through hard times and lay the foundations of our economic recovery.”

The first phase of this campaign is to get members and activists to sign up for this campaign. You and your members should click on www.unison.org.uk/million and become one in a million!

Fortnight of action - Show racism the Red Card in your community

The dates for the annual Show Racism the Red Card (SRTRC) Fortnight of Action - sponsored by UNISON Scotland) are 16 - 31 October 2009.

Once again, all of the Scotland's 42 professional football teams will be involved in anti-racist events at fixtures, and SRTRC are hoping for an increase on the 300 community based anti-racist events that took place last October.

SRTRC will again be offering grants of up to £1,000 for local community-based initiatives that can demonstrate the following criteria:

- Projects must take place within the Fortnight of Action.
- Projects to be of educational value.
- Projects to involve/ be led by BME participants.
- Projects to demonstrate local partnership working.

Log on to, www.theredcardscotland.org/ for further details on the Fortnight of Action.

Should branches require further details on how to get involved with the Fortnight of Action, then contact Kevin O'Neil Area Organiser, k.oneil@unison.co.uk

One previous participant in this activity

has been South Ayrshire branch. Their participation has developed much further - as Campbell Peden points out. “UNISON South Ayrshire have been given further funding from UNISON's General Political Fund (GPF) to keep their anti racist campaign with local record winning junior football team Auchinleck Talbot going in the community.

“In fact it will help us take our campaign to the next level - engaging young people in our local secondary schools.

“We plan to work in conjunction with the Religious & Moral



Pictured with eight times winners of the Citylink Scottish Junior Cup, Campbell Peden Branch Communications Officer, Bryan Slaven Auchinleck Talbot Captain, John Kerr Branch Education /International Officer.

Education Departments & Campus Police Officer to promote our anti racist campaign, delivering workshops, as well as involving young people

(male & female) in training sessions at Bolton Wanderers training academy then taking in a Premiership football match.

Scottish Awards Health and Society?

Two major awards for the public sector sponsored by UNISON Scotland, are looking for nominations.



UNISON is proud to be an associate sponsor of the Scottish Health Awards – run by the Daily Record.

In particular we sponsor the Support Worker Award and the Mental Health Care award. We try and highlight people who might be in jobs that normally don't have a high profile and who generally should be recognised for their commitment to the NHS and their loyalty and devotion to their patients.

For full information about the awards and to access the on-line nomination form visit the SHA 2009 website www.scottishhealthawards.com. The deadline for nominations is Monday 7th September 2008, so get nominations in quick!



The Herald's Society Awards are also sponsored by UNISON. In particular we are backing the outstanding Public Service Team of the Year award. Teams, departments or partnerships that have made a difference in improving the lives of people in Scotland.

The nomination date for these awards is even earlier at 4 September. Get further details including entry forms from www.theherald.co.uk/societyawards09

Union books for South Lanark's libraries

by Stephen Smellie
South Lanarkshire Branch

Citizens of South Lanarkshire will now have access to a wide range of trade union books from their local library thanks to an initiative from the South Lanarkshire Branch and its library stewards.

The branch agreed to set up a UNISON Book Collection in partnership with the local library service.

This involved a sum of £250 for the purchase of books identified by the branch which will cover trade union history and current issues.

These will be housed in Hamilton Central Library and made available through the Council's local libraries so that they are accessible to all library users.

Launching the



UNISON Scottish Secretary Matt Smith hands over the check for union books

Collection in Hamilton Matt Smith, Scottish Secretary, praised the initiative and commented on the value of public libraries and the services they provide to the community.

Following the launch the branch wrote to all the major trade unions and asked for donations of books to add to the collection.

Branch Secretary Stephen Smellie commented, “We have been overwhelmed by the response. Books have arrived from the NUM, NUJ, GMB, Unite, POA, Ucat, NAS/UWT and the PFA.

“We now have a great collection of trade union books available for members and the public to borrow.”

As the cuts impact across Councils the library services have had their budgets for buying books cut.

This has meant that books of an interest to the trade union movement are less likely to be purchased. This project means that in South Lanarkshire there will be a significant collection of trade union books.

More dates for Johnnie Walker campaign

UNISON members turned out in force on 26 July to support the demo to keep Johnnie Walker in Kilmarnock. Here are more dates in the campaign.

2 September - Scottish Parliament debate on Diageo at Holyrood Edinburgh. Debate to be preceded by an internal and external lobby at 1pm.

5 September - leaflet distribution from 2pm onwards prior to the Scotland v Macedonia match at Hampden Park.

9 September - leaflet distribution from 7pm onwards prior to the Scotland v Holland match at Hampden Park.

16 September - fringe meeting at the TUC Congress in Liverpool at 12.30pm BT Convention Centre Liverpool.

Check out www.unitetheunion.com/savediageojobs for more details and events.

Walk rounds meet the organising challenge in Lothian Health

by Mary Scott, Area Organiser
and Jane Fielding, Local Organiser

An organising project involving organisers working with stewards in Lothian Health Branch has led to an increase of 9.5% in recruitment.

By the end of July the branch had recruited 735 new members, compared to 493 at the same time last year

Branch Secretary Mick McGahey said, “I think the initiative is excellent. The main positive elements are the opportunity and encouragement being given to stewards to develop and the increase in the visible profile of UNISON to our members and potential members.”

Following a meeting with Mick, a draft workplan and six month timetable were prepared, using issues raised by stewards in their personal development plans and the outcomes of the branch assessment. This was backed by the branch committee.

Arrangements were then made to start a series of workplace walk-rounds with local stewards to raise UNISON's profile and speak to members and non members.

This proved particularly successful in the Royal Infirmary and the Western General hospitals and gained a substantial increase in new members.

Walk rounds are often undertaken along with

recruitment stalls in staff areas over a lunch period.

A monthly activity report is discussed by the branch committee, enabling stewards to view their successes and have an input into future initiatives and events.

Scottish Secretary, Matt Smith said, “It is just this sort of success that Meeting the Organising Challenge was set up to deliver.

“I'd like to see branches in other areas and service groups looking at similar initiatives to address the serious issue of recruitment.”

One example of such an initiative was an Open Day organised by stewards at the Royal Victoria Hospital at the beginning of July.

All staff were invited to look round stalls including UNISON service providers, Capital Credit Union and the Centre of Health and Wellbeing who were on hand to offer free blood pressure/ blood sugar tests, head massage etc.

The Branch provided refreshments and a prize draw for all members.

Future initiatives planned include: Student nurse/young members social; Launch of migrant workers' network; Health and safety surgeries; Registered nurse recruitment campaign; Recruitment in GP practices and health centre staff in West Lothian; Roadshows on the options offered by the NHS Pensions Choice.

UNISON welcomes decision to drop 'community nurse' merger

by Chris Bartter
Communications Officer

UNISON has welcomed the government's decision in July not to proceed with the project to develop a new post of 'Community Health Nurse' and absorb the jobs of District Nurse, Health Visitor, Public Health Nurse, Family Health Nurse and School Nurse

After prolonged and sustained opposition by

UNISON to the threatened generic community nurse over the last three years, Cabinet Secretary, Nicola Sturgeon confirmed in a letter to the unions, that she wishes to retain and reinforce the contribution made by existing community-based nurses in the future.

Bridget Hunter, UNISON Scotland's Lead Officer for Nursing, said: "This is a major

triumph for our members in community nursing. After almost three years of resistance our concerns have been eventually accepted as valid.

"Generic community nursing was, from day one, deeply unpopular with staff who genuinely believed that it diluted specialist jobs and reduced the service the community was likely to receive.

"It was seen as aiming

low to avoid disappointment, rather than aiming high in our endeavour to achieve excellence, and enhance skills."

The changes to the community based roles were heralded in the Review of Nursing in the Community at the end of 2006 by the then Chief Nurse for Scotland and have been being trialled in development projects in NHS Borders, Tayside,

Lothian and Highland Health Board Areas until 2008.

From April 2008 the changes began to be implemented but were then reduced back to pilot projects in the original four areas.

UNISON will now continue discussions with the government and the NHS to modernise community nursing services within a team setting.

Unions into Schools course

A programme involving training union reps to visit schools and colleges and talk to students about the trade union movement and world of work, is being provided by dedicated TUC tutors at Stow College.

They use the course to provide representatives with the skills and confidence to lead a discussion with students.

Topics for pupils have included health and safety, issues for young workers, the global economy and workers of the world, employment rights, the law at work, the minimum wage, the living wage campaign, trade union representation, the role of the trade union and negotiation.

Once trained, reps will be asked to take part in a minimum of one school visit, but can assist in more if available.

For more information see www.stuc.org.uk/unionswork/education.

Interested?

The course is usually run day release over five weeks, but after negotiations with the STUC and Stow college, UNISON's Learning & Organising committee are piloting a dedicated UNISON into Schools training course on either a Monday to Friday block or two block basis i.e. three days one week and two days the next at the end of August or early September in Glasgow.

Please complete a UNISON course application form stating your preference and return to Sandie Thomas at Belford road. We'll be in touch as soon as dates are confirmed.

Black Members Training

The Black Members Training Weekend is formulated and delivered by members of the Scottish Black Members Committee.

Patricia Agu, SBMC Vice-Chair said "The Black members training in UNISON Scotland is unique. We ask the Scottish branches for their support in sending their Black members to the training, which is specifically designed to match both Scottish new and seasoned Black members training needs".

For further information, please contact your Branch Education Officer or call 0141 342 2833 and ask for a member of the Learning & Organising Unit.

The next training weekend is on 25-27 September in Edinburgh.

Social care workers come together to issue ten-point plan for social work

UNISON joined with the British Association of Social Workers (BASW) last month to publish a joint manifesto with ten demands to be addressed to resolve key problems affecting social work in Scotland.

UNISON and BASW issued the manifesto - Helping People Change their Lives - after a series of surveys indicating that severe staffing shortages continue in the sector.

At the launch in Glasgow, Stephen Smellie, chair of UNISON Scotland's Social Work Issues Group (SWIG), said:

"As UNISON's survey of staffing revealed last week, the problems of social work stem from an increase in demand across the whole range of services; and increase that is not matched by any corresponding increase in resources.

"This is leading to increasing stress and burnout in dedicated and enthusiastic staff. If this is not addressed we could be seeing more tragic stories like Brandon Muir and Baby P."

The union survey was backed up by government staffing statistics, which also revealed overall vacancy levels running at around 7% in Scotland.

This is similar to UNISON's findings, but the union also points to councils that have much higher numbers of vacancies.



Hilton Dawson, Ruth Stark and Stephen Smellie at the launch

In Scottish Borders, almost a quarter (24.06%) of social work posts are vacant. This is followed by Inverclyde (20.8%), West Dunbartonshire (19.6%), Falkirk (15%), Highland (13.1%) and West Lothian (12%).

Hilton Dawson, Chief Executive of BASW, also backed the demands in the manifesto:

"No government or local authority which seriously purports to serve people well can do so without the aid of well qualified, skilled and experienced social workers."

He said, "It is now time that politicians of all parties and policy makers across all agencies recognise the value of our work."

"It is now time for Social Workers to stand up for Social Work and campaign for nothing

less than the fundamental transformation of the standing and status of our profession."

Both organisations will now be raising the ten points with



UNISON's John Stevenson promoted the manifesto on Newsnight Scotland on 14 July

employers and politicians, demanding that they each be addressed so that staff can maintain and surpass the high standards they set themselves.

UNISON condemns Quarriers threat to sack 2,000

UNISON has publicly condemned Scottish charity Quarriers' threat to dismiss all their 2,000 staff unless the union agrees to cuts in wages and conditions.



Stephen Brown

Quarriers' - one of Scotland's biggest charitable organisations providing services for vulnerable children, homeless young people and adults with disabilities - has issued redundancy notices to all its 2000 staff in an attempt to pressurise UNISON.

The charity's management proposed in May to cut staff night shift payments, and payments for public holidays and most drastically, to cut sick pay by a quarter for any worker with less than five years service.

Stephen Brown, Branch Secretary, of UNISON Quarriers' Branch said, "I was horrified by this move by Quarriers'. UNISON recognises Quarriers' is feeling the financial pinch and have been prepared to negotiate seriously. I was very disappointed that Quarriers' decided to fall back on gun boat diplomacy by threatening our members with the sack."

He added, "Our members work very hard for the charity and provide an excellent service to some of the most vulnerable in society. Quarriers' continually say that they value their staff but this threat shows how much they really value us."

Meetings and negotiations are continuing (every two weeks) as both sides try to beat the 17 October deadline. Regular newsletters, members meetings and using the virtual branch website

www.quarriersunison.org.uk to consult and also for discussion.

90% vote backs Dumfries & Galloway single status deal

UNISON members in Dumfries & Galloway have voted overwhelmingly to accept a negotiated Single Status deal.

They delivered a majority of 89.6% in favour of the package of proposals with 10.4% of members rejecting. The turnout was 75%.

Speaking shortly after the votes were independently counted Marion Stewart, Dumfries & Galloway UNISON branch secretary said, "I am pleased that our members have voted to accept this deal. The joint trade unions believed it was the best available through negotiation."



Marion Stewart

This is believed to be only the second negotiated settlement to be achieved between unions and their employers in Scotland's 32 local authorities. The Single Status agreement affects 6500 Council employees and seeks to eradicate current inequalities that exist in local government pay and conditions.

Marion said "It has been a

long, often very difficult process, which started back in 1999. Recently, trades unions and the council formed an effective joint project board, led by retired Chief Executive, Phil Jones.

"This is a prime example of what can be achieved by good joint working and we are pleased the council has recognised and invested in our equality demands. The package has been subjected to three external independent checks and has resulted in fairer pay for many previously undervalued and under paid female groups."

Marion Stewart continued, "The focus of our work now will be to help colleagues who want to

appeal their grading, to work to improve the position of those groups of staff who are subject to pay protection and to continue UNISON's ongoing support for members who have lodged equal pay claims."

As part of the Single Status agreement those groups of staff who are Pay Protected will be included in an exercise between the Joint Trade Unions and the Council to seek to establish 'job redesign or job enlargement' which could potentially remove detriment.

UNITE & GMB members also voted to accept the offer in a high turnout with majorities of, for Unite of 94% and GMB 93%.

G20 demonstration on the beach at St Andrews

by Fiona Montgomery
Information Development Officer

Do the world's key finance ministers, including UK Chancellor Alistair Darling, need a reminder to Put People First?

A broad coalition of organisations in Scotland, including UNISON, certainly think so.

Thousands marched in London at the Put People First demonstration for the G20 world leaders summit in March. Now the G20 Finance



Ministers are meeting in St Andrews in November and we hope hundreds will take part in a visually arresting stunt on the beach on Saturday 7 November.

The aim is to highlight the need for action on Jobs, Justice and Climate, the key demands made at the London march, at which General Secretary Dave Prentis spoke.

See www.unison.org.uk and

click on UNISON TV.

'Alternative' G20 conferences are also being organised in St Andrews and London on 7 November.

Some of the Put People First demands include: ensuring democratic governance of the economy, including fundamental governance reform of the World Bank and IMF; decent jobs and public services

for all; an end to global poverty and inequality and building a green economy.

The aim is to tell the politicians who could change things that business as usual will not do.

A workshop to prepare for St Andrews will be held on Saturday September 26 in Edinburgh as part of the Take One Action film festival. www.takeoneaction.org.uk

Further details, once finalised, will be online at www.g20standrews.org

Scotland key to setting UNISON national policies

by John Stevenson
SiU editor

Scotland was well to the fore at this year's UNISON National Conference with the Region and Branches instrumental in setting the key policies with speakers in at least 20 debates.

The Conference in June set detailed and practical strategies to defend and invest in public services to lift us out of the recession.

An inspiring call to take the movement forward from American trade unionist Tom Woodruff enthused Conference as we launched a programme for action around 'a million voices for change' (see page 1).

Conference also set up new structures to give a greater voice to bargaining groups.

General Secretary Dave Prentis pulled a rabbit out of the hat with his call for the Labour Link to suspend constituency development payments to the Labour Party.

An inevitable response to Labour's latest plans to extend privatisation to a new level in the National Health Service south of the border.

The nuts and bolts of Pensions, mileage rates and the



Aberdeenshire first-time delegate Susan Kennedy moves the Mileage Rates amendment at this year's National Conference

effects of privatisation and equalities were also well to the fore from Scottish branches.

Debate after debate confirmed Conference's adamant view that there is no place for racism and fascism in our union and that means no place for the BNP.

The challenge is to try to rebuild the credibility of the Labour party in particular so that voters do not stay away, do not 'protest' and do not vote BNP again.

The Domestic Violence/Abuse debate reiterated zero tolerance but also started discussion about what we do about perpetrators who are also our members.

A major debate on climate change saw delegates backing a

plan to work with employers to achieve a low carbon economy.

And on the international front, Conference backed a

boycott of Israeli goods from the illegally occupied territories as well as reviewing links with Histadrut.

We remembered the imprisoned Aung San Suu Kyi on her 64th birthday.

Celebrating 50 years of the Cuban revolution brought a passionate and at times moving debate after delegates heard from Cuban trade unionists and the enormous achievements made by the Cuban people in medical care and education.

It is time for Obama to deliver on lifting the blockade.

See full reports and photos on the website - just click on Conference 2009.

Time to influence the politicians



Delegates to the Scottish International Seminar (above) highlighted the challenges ahead for UNISON Scotland's International work, with a clear message: "It's time to influence the politicians, to ensure steady progress on the work which has been done so far with sister trade unions overseas". See full report on the website, click on International.

UNISON makes voice heard on new Children's Hearings Bill

UNISON is to have detailed talks with Scottish Government officials to address concerns the union has raised about the Draft Children's Hearings (Scotland) Bill.

The talks were set up as we went to press at a meeting with Adam Ingram, Minister for Children and Early Years, and members of UNISON Scotland's Social Work Issues Group (SWIG) and the Scottish Children's Reporter Administration (SCRA) Branch after they had submitted detailed comments on the draft Bill.

Already the Minister has signalled that some of

UNISON's main concerns - mainly about protection for children and maintaining the welfare ethos of the system - will be addressed.

He also said he shared UNISON's strong defence of Scotland's Children's Hearing System as child-centred and welfare-based.

Kate Ramsden, from UNISON's SWIG, said, "We were seriously concerned that the Bill actually removed current protections from children who could be at risk in an abusive household, and also that children would only be referred for voluntary advice and assistance if they have already been subject to compulsory

See the responses at www.unison-scotland.org.uk/socialwork

supervision.

"We welcome the Minister's promise to address these areas."

However, serious concerns remain, mainly about the proposed new dual structure.

The establishment of a new quango is likely to lead to a dual administration, meaning increased potential for confusion and increased bureaucracy.

Yvonne Stewart, UNISON SCRA branch secretary said, "The creation of a Scottish Children's Hearing Tribunal (SCHT) and the split in the administration of

the children's hearing system can only lead to increased bureaucracy and a greater possibility of confusion and error.

"This will lead to a more complex system for children, families and other professionals to engage with, and increased cost while also increasing the risk to children."

John Stevenson, from UNISON's SWIG agreed. "The double bureaucracy is likely to add to, rather than reduce, the amount of paperwork social workers have to fill in. This is despite all the evidence that shows the level of form-filling is a

major factor reducing the time social workers can spend with children."

UNISON is also concerned about a shift of powers towards the courts.

John said, "The ability of a court to completely rehear a case decided by a Children's Hearing and other changes would have meant that cases were more likely to be decided in an adversarial atmosphere of a court of law, rather than the hearing setting of all parties discussing the best option

for a child.

"We were glad to hear the Minister also say that this issue would be addressed.

"UNISON believes the welfare principle of Scotland's world-leading Children's Hearing system is worth defending."

The vast majority of cases Children's Hearings deal with are about the care and protection of children - 40,000 out of 50,000 referrals last year - rather than offences.

The Wave - Come together to stop climate chaos

by Fiona Montgomery
Information Development Officer

Branches are being urged to give maximum support to the biggest climate change march Scotland has ever seen.

On Saturday 5 December marchers in Glasgow will send a clear message to political leaders that they want a strong and fair global deal on climate change at the UN summit in December.

As the UN talks start in Copenhagen, big marches in Glasgow and London will demand vital international action on global warming to succeed the Kyoto Protocol, which runs out in 2012.

Organisers Stop Climate Chaos Scotland are thanking everyone who helped successfully lobby MSPs to deliver the world-leading Climate Change (Scotland) Act 2009.

Many of the major SCCS and UNISON 'asks' are included in the Act, including a statutory climate change duty on public bodies. Now we want the EU and other rich countries to agree greenhouse gas emissions cuts of at least 40% by 2020, in line with Scotland's target of at least 42%.

Scottish Organiser Dave Watson said, "UNISON Scotland has a strong track record of campaigning on this and for a sustainable future. I urge all branches to support the march.

"We need world leaders in Copenhagen to deliver a fair deal that keeps global warming under two degrees C and protects the poorest and most vulnerable people."

Full details nearer the time on www.stopclimatechaos.org/scotland and the UNISON Scotland Green Workplace minisite at www.unison-scotland.org.uk/greenworkplace



UNISON Members Day Out at New Lanark

Sunday 13 September 2009

A fun day out for members, their colleagues and families at the World Heritage Site at New Lanark. Lots of activities and attractions.

Members get 25% discount on the price of entry. Special UNISON events for all the family and a UNISON reception. Bus arranged by South Lanarkshire Branch.

See the website for details

We want to hear your news

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