

## **TUDA News JUNE 2010**

### **TUDA Annual Conference and AGM**

A **Big Thank You** to all of you who attended and made this an active and engaging event. Read the report page 8.

#### **In this issue:**

#### **NEWS in Brief**

**PROTEST - NO CUTS TO PUBLIC SERVICES**

Trade Union success: No compulsory redundancies.

TUC Guidance: Preparing for the new 'Fit Notes'

Petition against vilification of disabled people

**Conference Reports:** TUC

Disability Conference, 19<sup>th</sup> – 20<sup>th</sup> May 2010 A

parliamentary reception for new MPs, 17<sup>th</sup>

June

TUDA Conference, 24<sup>th</sup> April 2010

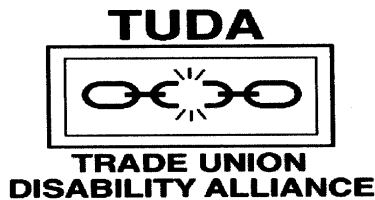
#### **TUDA articles:**

Our TUDA membership: LARM

TUDA Training: Website development

A TUDA Discussion Point:

“When is a Worker NOT a Worker? ”



## **About TUDA News**

How to Join TUDA

Our website is [www.tuda.org.uk](http://www.tuda.org.uk)

**\*\*\*\* STOP PRESS \*\*\*\***

**Our TUDA Web site is changing.  
Look out for improvements in the coming  
months.**

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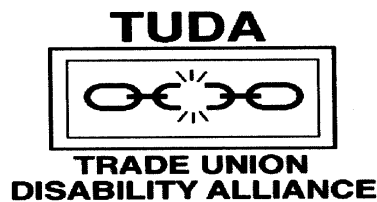
## **NEWS in Brief**

### **PROTEST - NO CUTS TO PUBLIC SERVICES**

5-6pm Thurs 24 June European Commission Office, Dublin Rd, Belfast. Trade unionists spoke out against the Budget cuts to public services at a press conference in Belfast.

**Gayle Matthews, speaking on behalf of the Public and Commercial Services Regional Committee, stated**

"We are deeply concerned that the government is trying to rail road the public into believing a short-term attack on the public sector, when there is a real risk it could



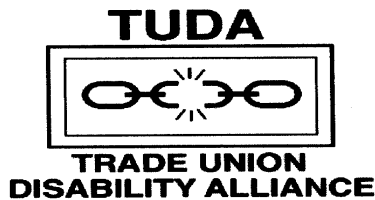
further hurt the economy and our communities. Forcing down the living standards of low paid workers, whether in the private or public sector, and hurting the poorest in society will undoubtedly make matters worse.

"We are committed to working with other trade unions and community groups to campaign against the Governments programme of cuts."

### **Trade Union success: no compulsory redundancies.**

The mass lobby of a meeting of the Glasgow University Court by trade unions and students was victorious. The vuvuzela-playing demonstrators argued that as the university is running at a surplus and had already found considerable savings, there was no need for further job losses.

"It was a great day in Glasgow yesterday – over 100 in the lecture theatre beforehand for the rally with speeches, then even more at the flagpole overlooking the city as the

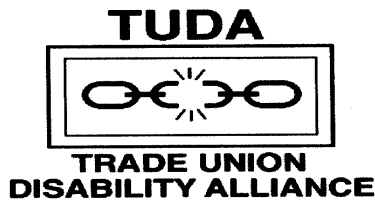


Court members entered the Uni building with the sun shining. We managed to get hold of some vuvuzelas and they were definitely a noise that you couldn't ignore! I saw UCU and UNISON and UNITE banners and others attending, including EIS and the local students – **a great day for solidarity.**"

Dr Lesley C McIntosh

## **TUC Guidance: Preparing for the new 'Fit Notes'**

Guidance for Union Reps. GPs are now able to suggest the kinds of changes that would enable a person to return to work rather than staying off sick until fully recovered. Do GPs have the skills to decide on workplace adaptations? Many Trade Unions have already negotiated good return to work and sickness absence policies. UNISON argues that annual leave should not be used for recovery, and that GPs don't know enough about our workplaces or about the DDA. Click [HERE](#) for full TUC guidance in pdf format.



## **Petition against vilification of disabled people**

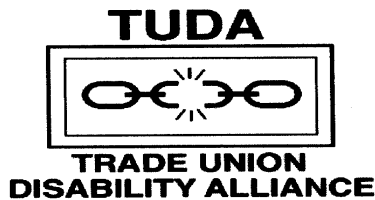
**To: Government Minister for Health, UK Parliament**

“For those of us who are genuinely sick and disabled the new government reforms will make us an easy target to save the country thousands of pounds. We believe that the constant vilification of sick and disabled claimants as work shy scroungers by the press has a great deal to do with increasing levels of harassment. We also believe that the DWP and successive government ministers and MPs have knowingly or recklessly fed stories and quotes to the press about claimants, which have drastically increased the levels of press hostility in recent years.

Amongst the example of what constitutes harassment, the EHRC include:

- derogatory, demeaning or humiliating remarks
- offensive or patronising language
- insults
- threats and intimidation

We need all sick and disabled claimants and their carers to sign this petition and help us to place the blame for the increasing hatred and



harassment of disabled people where much of it belongs – at the doors of the DWP and its ministers.”

Sorry, this petition can be signed [online only](#).  
Click [HERE](#).

**June 2010** "There is no way of dealing with an 11% budget deficit just by hitting either the rich or the welfare scrounger." David Cameron

### **TUC DISABILITY CONFERENCE 2010**

Sound bites from DAY 1 - 19<sup>th</sup> May 2010

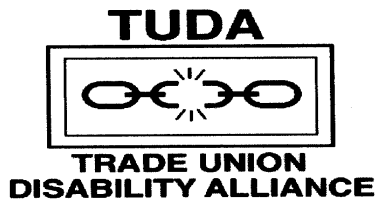
Collated by Marion Reichart and Richard Cooke

**Pauline McArdle:** Opened the day and welcomed everyone to the 2010 TUC Disability Conference. “I am a member of the disability committee. There are 4 women on the committee but hopefully this will improve and there will be more of us in future.”

**Kay Carberry, Assistant General**

**Secretary of the TUC** warned that disabled people are more likely to be employed in the public sector and there will be big cuts there.

**Doug Rooney TUC Chair** thought that the private sector in this country does not do enough to make work life an opportunity for disabled people. Unions have not been



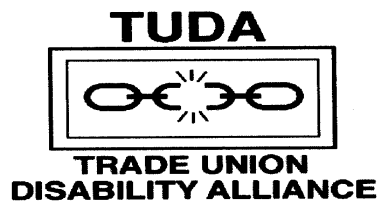
effective enough in changing that. We have to double our effects to break down discrimination and give everyone the opportunity to contribute.

### **Tim Cooper ODI Office for Disability Issues:**

“We are very committed to making sure that disabled people can get into employment and most importantly stay there. Access to Work is a critical part of that. It is a strong tool which offers critical support to disabled people day in and day out. We are planning the largest gathering of disabled people in the world in the next few months, which should really break through. It will be covered by Channel 4.”

### **Roadmap: Equality 2025**

Before Christmas the ODI worked with disabled people and published a ‘road map’ for disability equality in 2025. There are 14 themes in this map. It sets out the goals to achieve before 2025 to get to disability equality. It also sets out how the ODI will get feedback from disabled people about how they are doing. This feedback has been very

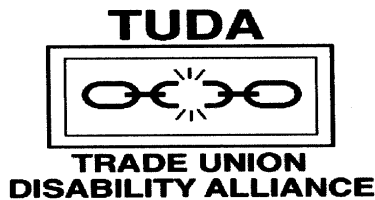


helpful in the last few months. The delegates on the whole were sceptical about achievements towards this roadmap for disability equality.

Discussion points and concerns from the floor:

- Instead of achieving equality in 2025, we will be worse off!
- A lot of disabled people have been put in a worse situation when moving from benefits
- For people with mental health issues, visual issues or learning disabilities, the biggest attitude problems, we know, exist with the employers
- A disproportionate number of young people are not in education or training. If you don't get a good start in employment, it is hard to be successful in life.
- How much do you think the current government is committed to equality in 2025?
- My union has expressed concerns about the representativeness of Equality 2025. Are there active trade unionists on the panel for that? Is there an agreement with the unions?





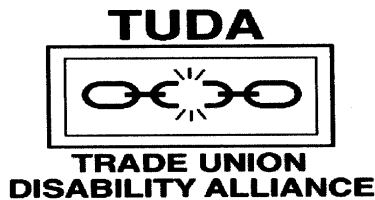
Throughout the two days, the words 'big cuts' and 'getting worse' were heard again and again. We must fight in solidarity, together.

### **Mark Fysh, Chair of the TUC Disability Committee**

Last year I said to you we might be facing a challenge. This year I say "brace yourselves." The TUC and the unions will have to work hard to assert our rights and positions. On our website, we list a number of ways to support disabled members.

### **Michael Smith – Equality and Human Rights Commission**

"We have a new government and we have difficult economic times. There are going to be big cuts. They may affect disabled people in particular. This is a big concern to me. The commission has been involved in 3000 cases. We have got the courts to intervene and issue injunctions for people to make reasonable adjustments. This was a landmark case that will affect lots of other areas. We have challenged local authorities in our formal Inquiry."

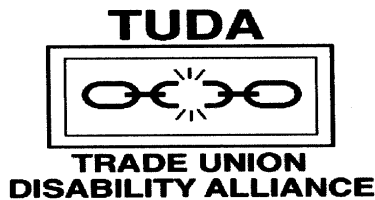


Michael Smith informed Conference that the Equality and Human Rights Commission inquiry will **not** focus on **harassment in the workplace**.

“I know that you will be disappointed in that, but we will try to do other things instead. There are already clear laws about harassment in the workplace. They work well. We are not saying it doesn’t matter. But we have limited resources and we want to deliver something. We are focussing on public authorities and their reactions to harassment. It’s not practical to extend that to employers. It would double the work.”

Discussion points and concerns from the floor:

- You talked about leaving harassment in the workplace out of the enquiry. That is a big mistake. A trade union audience realises that the workplace is seen as a small issue for disabled people because disabled people don’t have full access to the workplace. Harassment might be a big reason for that.
- From UCU’s perspective, we think it is wrong not to focus on harassment in the workplace. I think that’s what a lot of trade



unions think. That is what everyone thought at the consultation meeting in London that we went to.

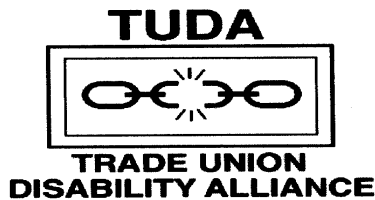
- Work makes us happy. It is a good thing. But work also makes us sick. Many people have mental health issues caused by work practices.

**Editor:** For more information about this formal Inquiry into the actions of public authorities to eliminate disability-related harassment and its causes go to EHRC website, or click [HERE](#).

### **Motion 9: Supporting workers with mental health conditions**

“Stress and professional burnout among many professions have contributed to an exodus, especially in the teaching profession. Teacher morale is an issue. 2 of 3 teachers have experienced work-related stress.”

“I am a member of USDAW and work for Next. I am speaking on behalf of the amendment. I work with a man with a mental health condition. He couldn’t drive to work because of his medication. His medication was changed. Next decided they wouldn’t pay him his bonuses. That caused him even more



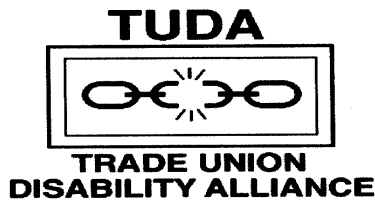
distress. The company set up a regular counselling session, but they wouldn't admit that he came under the DDA. We will see them in a tribunal court."

"Do we have to wait for people to have strokes to realise they have been suffering from stress and bullying? Do we have to have abuse from students in the media to realise there is a problem?"

"Sometimes simple things can make a difference: letting workers decide their own rotas, improving lighting, letting a team store an extra printer cartridge. Even more serious problems can be tackled, if the will is there. If not, people can become seriously ill with stress. Work related stress is only one example of how campaigning on mental health issues can make a difference to our members."

### **What Trade Union members may do about stress:**

- Ask employers for their well-being policies. If they have one, how are they implemented?
- Ask for their risk assessments to prevent mental health issues in the workplace.

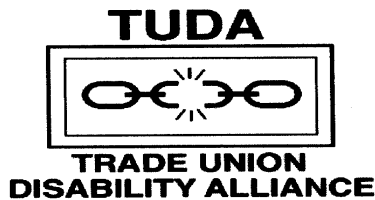


- Ask them what they are doing to monitor workplace stress, bullying and so on.
- Employers have a legal duty to care for the health, safety and welfare of their employees. It is not good enough to refer employees to a counsellor or occupational health.

### **Deaf People's rights: Emergency motion**

The Centre for Deaf Studies (Bristol) has an international reputation for excellence. We learned with shock last Tuesday that the university and the vice chancellor wish to close down the centre. It is only one of 3 places in the UK where people can take courses in Deaf Studies.

It is an amazing resource for the Deaf community and anyone who wants to work with Deaf people. If the centre closes down, the already severe shortage in interpreters, for example, will be even worse. Bristol does not have to put at risk the jobs of 21 experienced people working in that centre. It chooses to do that because it wants to hold onto reserves at the expense of unions, Deaf people's rights.

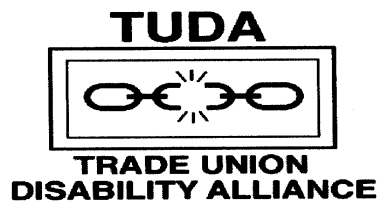


“Conference, cuts to universities are widespread and it makes nobody happy. This one affects Deaf people's lives. There are only 2, 500 qualified interpreters, serving 75,000 Deaf people in the UK. This affects all aspects of Deaf people's lives. I need an interpreter to go to a job interview, or to access health services etc. It also affects hearing professionals. If I have to go to hospital, I need an interpreter. Please support the motion.”

### **A parliamentary reception for new MPs**

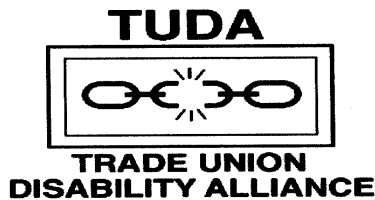
organised by RADAR on 17<sup>th</sup> June 2010. Nicolas Russell (Guide Dogs for the Blind, TUDA, co-chair) and Marion Reichart (UCU, TUDA Training) attended this first opportunity to lobby new MPs and to raise Trade Union and Disability issues.

MPs and Peers, including Lord Freud, the Minister for Welfare Reform, and Lynne Featherstone, Minister for Equalities, and over 80 disabled people and representatives of disability groups gathered at this lively event. Lord Freud stated that cuts should not impact disproportionately on disabled people.



Baroness Campbell (cross-bench) and Anne McGuire MP (former Labour Minister for Disabled People) elected as Co-chairs of the All Party Parliamentary Group on Disability, with Chris Skidmore (Conservative) as Secretary and Baroness Wilkins (Labour) and Peter Bottomley (Conservative) as Vice Chairs.

**Editor:** Trade Unionists need to monitor government initiatives and be vigilant about impact on disabled people. Send your stories or observations to TUDA news.



## **TUDA Conference report**

Saturday 24<sup>th</sup> April, and was held at the NCVO's national offices on Regents Wharf. It was attended by disabled people from a wide range of Unions, including CWU, TSSA, UCU, UNISON, UNITE. We hope to attract an even bigger audience in 2011.

Report by Marion Reichart

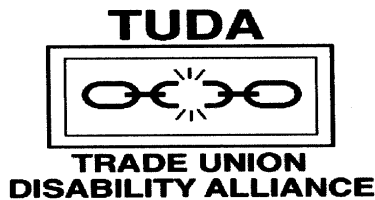
### **Conference speakers, followed by Q&A:**

Diane Holland (UNITE) on the Equality Bill, Adrian Smith (In Control) on personalisation, and Marije Davidson (RADAR).

### **Diane Holland, UNITE, on the Equality Bill**

Diane Holland is the National Equalities Officer for UNITE. The Equality Act 2010 was passed on 8 April. Key provisions include the central concept of "protected characteristics", protection against indirect discrimination for disabled people, and protection from association with someone who is disabled. Under the Equality Act positive action can be taken by employers to increase employment for people with 'protected characteristics' such as age, disability, sexual orientation, religion, belief, marriage or maternity. There was some



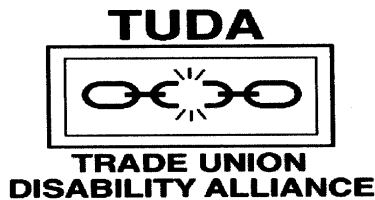


discussion about last minute amendments to the Act – the most important being that it is now possible to mount a challenge based on two characteristics and not just one.

**Discussion:** In response to questions, TUDA members clarified that positive discrimination is lawful for disabled people and that positive action is already in place for disabled people. In addition, one impairment-group can now be specifically targeted e.g. mentoring or training for people with learning difficulties.

There was strong feeling in the room that employers should be required to do more than just register numbers of employees, but collect meaningful data that is broken down into several equalities dimensions (e.g. Asian disabled men in middle management) and go into things like numbers of disabled people at different grades.

Delegates were reminded that Union reps have powers to ask employers for specific information and referred to the ACAS guides and Code of Practice 2 called “Disclosure of information to trade unions for collective bargaining purposes.” To download a copy go to ACAS website, or click [HERE](#).



One delegate raised the concern about the absence of hate crime from the Bill, as these are seen as criminal justice matters to be dealt with separately. It was felt that disabled people should continue to stay involved and influence the shape of the Act with its Codes of Practices. Diane noted that disabled people have been involved in both the EHRC and its predecessor, the DRC, but that involvement in general is weak.

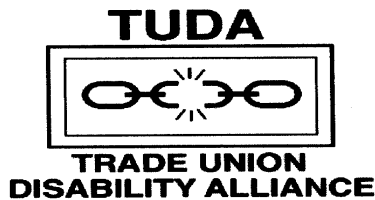
### **Adrian Smith, In Control, on the personalisation agenda**

In Control arose a number of years ago out of various disability rights campaigners wanting to move away from the old way of managing services for disabled people, where individuals were just slotted into existing services. Experts in charge would offer an assessment of their needs, but now individual disabled people are in of type and style of the services. Disabled people want to follow independent lives and aspirations.

The government is moving towards personalisation. The “Putting People First” white paper, ‘person-centred planning’ and Adrian argued this agenda was a broad one

involving a shift in thinking of the relationship between citizen and state. He then went into the implications of the new direction, listing many “threats” and some “opportunities”.  
Threats: the possibility of the social services workforce undergoing cutbacks, employees having their own rights undermined by being no longer directly employed by social services but by clients – or within the growing number of third sector providers. Questions about training, how job descriptions and work profiles will change for staff, and also worries over weak management who may not be committed to the changes and operate in a half-hearted way that fulfils neither staff nor client interests.  
Opportunities: create new more fulfilling ways of working with stronger relationships between clients and staff.

**Discussion:** Concerns were raised over resources, with one delegate comparing personalisation to care in the community - a great idea in theory but in practice was so under-resourced that it was no help at all. This was a particular problem as the new system will be more expensive due to loss of economies of scale –Adrian assured delegates that personalisation will be cheaper, as



disabled individuals have shown in the pilots they can use resources better and also have better outcomes.

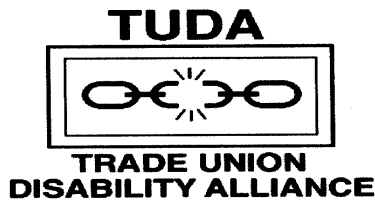
Conference agreed that there was a real concern about the rhetoric of personalisation being used to cut services.

Furthermore, Trade Union membership might be undermined, as staff are transferred outside direct public sector employment, and concerns that the new system may make it easier for people to fall through the cracks.

### **Marije Davidson from RADAR: on campaigning**

RADAR is an independent pan-disability organisation of disabled people and a network of individual disabled people and over 400 disability organisations. Through the governance of the Trustees, as elected by RADAR members, disabled people control RADAR's work. Currently 80% of RADAR's Trustees are disabled people.

Marije is RADAR's new Parliamentary Officer. She reported of RADAR's lobbying and campaigning work by, with and for disabled people across different impairment categories and health conditions. This can be arduous

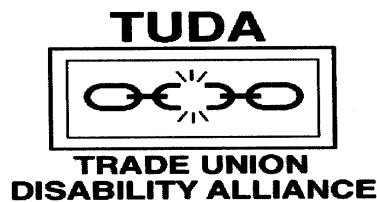


work, with set-backs and frustration, but very rewarding, with wins and successes towards social justice.

The original draft of the Equality Bill in 2007 was rejected by RADAR, mainly because there was no Disability Equality Duty (DED) at all. The DED is very important and has proven a useful tool for disabled people, as it ensures that public bodies had to have **due regard** to disabled people's specific requirements. Public bodies had to **involve** disabled people and provide evidence of such involvement and inclusion. The danger is that the new Equality Act has lost much of that positive duty.

RADAR mounted a campaign over a number of issues – kicking this off by jointly writing a paper with the RNID outlining their concerns and then getting Disabled People's Organisations (DPOs) to send in evidence on the importance of the DED to them.

Partly as a result of this campaigning, the final Bill does have Equality Duties. However there are still concerns and the duty is weakened. Public bodies are not involving DPOs in decisions regarding the new duties, and are going down the route of 'light touch' approaches when implementing the duties.

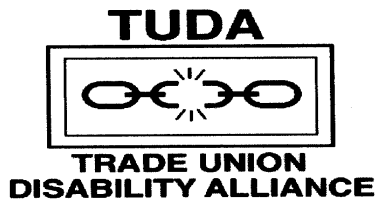


Marije repeated the concerns expressed earlier in the day that the requirement for monitoring employment levels only takes accounts of numbers employed, not such things as grades or individual employees' career paths.

RADAR provides organising support for the All Party Parliamentary Group on Disability. The APPGD lobbies politicians and brings interested people together. It is one of the largest and most active of the hundreds of All-Party Groups that exist at Westminster.

APPGD strives to make 'future-proofing equality' a major feature of policy-making so that disabled people can participate widely in all aspects of social, public and family life. Last year co-chaired by Baroness Jane Campbell and Dr Roger Berry MP.

RADAR have produced a manifesto of steps that the next government should take in the first 100 days and is trying to get candidates for parliament to support it. Those who do will be chased up afterwards by RADAR. The manifesto includes a number of proposals and is available on RADAR's website. One of them is to scrap Section 14 of the Mental Health Act which states MPs can lose their seat if they

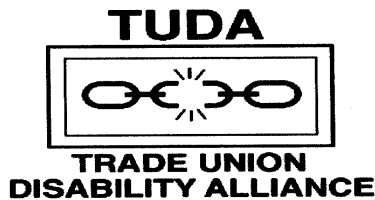


have mental health problems. This arose out of the 2 March meeting.

Delegates were given copies of a model letter that RADAR has produced to be sent to candidates, to send to their respective candidates.

**Discussion:** Mental health is an important issue. It is often overlooked when people speak about disability equality. In the employment context health questionnaires put up particular barriers. There is wide-spread under-disclosure. This is more pronounced in certain sectors e.g. professional staff, nursing, education or academic. Marion (UCU) reminded delegates of two relevant reports, one produced by the DRC in 2007 and the other a discussion paper on pre-employment health checks.

**DRC (2007) “Disclosing Disability:** Disabled students and practitioners in social work, nursing and teaching - A Research Study to Inform the Disability Rights Commission’s Formal Investigation into Fitness Standards” Nicky Stanley, Julie Ridley, Jill Manthorpe, Jessica Harris and Alan Hurst



**RADAR (2010)** Think Piece “What is the point in pre-employment health checks?” Liz Sayce  
Date: January 2010

Contact: Joanne McCloy Email:

joanne.mccloy@radar.org.uk

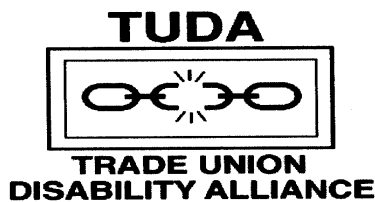
Tel: 020 7566 0125

A representative of the Association of Disabled Employers talked about the controversial issues of rights at start and end of life.

Abortion is legal until very late in the pregnancy if the foetus is disabled – this is felt to be discriminatory. The Equality Act does not deal with this issue (as it is a civil law and not criminal law). Conference was urged not only to focus on employment issues but equality on issues for disabled people more widely in society. The controversies over so called ‘right to die’ for disabled people or terminally ill, might create a risk of disabled people being pressured to allow their lives to end so as to not become a burden.

**Editor:** Abortions of disabled foetus is currently legal for what is called “mental and physical abnormalities that could result in a serious handicap”. 1% of all abortions are for that reason, even after 24 weeks. In 2002, a total of 1,863 abortions were performed for





disability, of which 110 were after 24 weeks' gestation. In April 2010 a disabled boy aborted at 22 weeks survived for nearly two days but was abandoned by doctors and left to die.

## **TUDA Articles:**

**Our TUDA membership** is drawn from very diverse backgrounds. TUDA strength is that it connects trade union activism with different aspects of disability politics. We invite TUDA members to introduce themselves and tell us some of the campaigns and actions they and their Unions are involved in. For your contribution, please put TUDA in your subject field and email Marion at [der\\_elefant@hotmail.com](mailto:der_elefant@hotmail.com)

## **TUDA membership: LARM**

From Roderick Cobley, CWU (writing in a personal capacity)

Chair, London Autistic Rights Movement

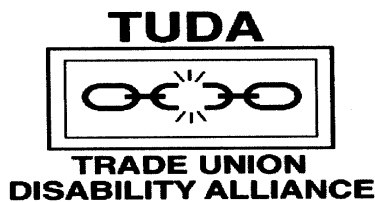
LARM stands for London Autistic Rights

Movement. Autism is a hot topic issue right

now. Very frequently you will find articles

about the topic, most done from the

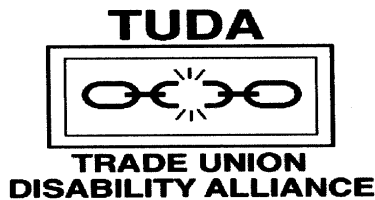
perspective of parents with autistic children.



Most recently, we had reports on a new breakthrough in genetic research which may lead to new “treatments” or, worryingly, to pre-natal testing for autism. The whole medicalised notion of autism fails to apply the social model of disability to Autism. We understand some people want to get treatment for their autism or for aspects of it they find genuinely troubling, but believe that simply portraying treatment as the solution for autism is dangerous and will harm autistic people not help them – by making them more excluded.

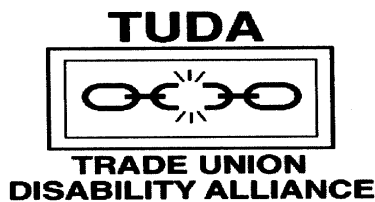
### **Why LARM?**

First of all, there is simply no organisation for autistic people **controlled by** autistic people. No one speaks for us aside from carers, parents and professionals. In all the media, political, science and medical coverage, the voice of autistic people ourselves is hardly ever heard. That is why some of us have come together to create an Autistic Rights Movement. There is the London Autistic Rights Movement here in the capital, and elsewhere groups are forming in Scotland, Wales, Lancashire and the West Midlands.



We want to raise a whole series of issues that are little known even within the disability community. Autistic people, alongside many others with neurological conditions, experience hyper- and hypo-sensitivity to sensory stimuli. This can make the built environment a nightmare for many of us. We face everything from bright lights, echoing spaces, confusing layout to the problem of crowds and visual clutter. We can get overwhelmed or plain lost as a result.

Then there is the issue of communication. Autistic people are among the most excluded people in society, partly because of our sensory issues but also because our very different communication and socialising needs. This difference and styles make it very difficult to get by socially – because they are generally not accepted. Conventionally, the solution to this is therapy so we can learn how to “behave normally”. However, we feel that acceptance by neurotypicals of our diverse ways of responding is important. Some autistic people access to assistive technology. Making sure these are available for everyone who needs



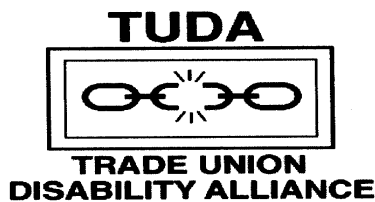
them as a service without having to pay huge costs, is another priority for us.

## **Trade Union and London Autistic Rights Movement**

We are in the early stages of forming relationships with the trade union movement, partly through TUDA but also through SERTUC and elsewhere. I would like to invite trade unionists who are in TUDA who are either autistic themselves or for other reasons sympathetic to us to get involved. We can be phoned on 07594 578152 or emailed Roderick on [larm2008@gmail.com](mailto:larm2008@gmail.com).

## **TUDA Training: Website development**

My name is Raymond Spiteri (TSSA, Disability Champion) and it was my privilege to be able to attend the United Kingdom Disabled People's Council Website Development Day on the 22<sup>nd</sup> June 2010 in Milton Keynes on TUDA's behalf, along with Marion Reichart (UCU, TUDA Training). The workshop was opened by Theo Blackmore, (UKDPC Disability LIB Project Coordinator) who welcomed us and gave us a short introduction. The first session of the



day was taken by Robin Christopherson, (Head of Accessibility Services, Ability Net) and this was entitled "Keynote – the value of websites, important things to address (accessibility, keeping it up to date, breadth of appeal, etc.)". This was a really useful reminder and very practical demonstration of many features that turn accessibility and inclusive web design principles into reality.

Three further workshops were on offer:

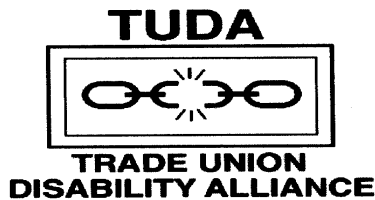
**Workshop 1** = Costing/Financing your website Mark Walker, Sussex Community Internet Project (SCIP)

**Workshop 2** = Access for Everyone Bim Egan, Senior Web Access Consultant, RNIB

**Workshop 3** = Updating and Maintaining your website

Kareem Monem, HiSoftware

Then we all came together for a session called "Conclusions from the day, including keeping your website current" delivered by Francis Mills, Disability LIB (Listen, Include, Build). The training day was stimulating, practical and helpful with so many different disabled people coming together.



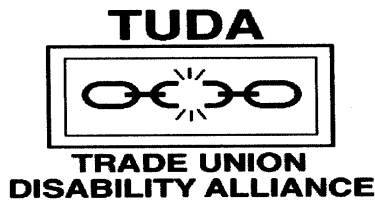
Thinking about the TUDA website, Marion and I have made many notes, spoken to other delegates and presenters and discussed ideas that are relevant for TUDA. We will develop these further, consult with TUDA members and be in touch with updates in due course.

### **A TUDA Discussion Point:**

#### **“When is a Worker NOT a Worker?”**

Paid or unpaid - people still carry out work in a workplace context. Why then do Trade Unions not recognise non paid workers and give them representation, asks Sheila Blair (TUDA co-chair).

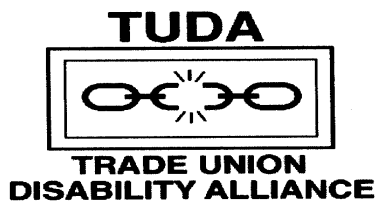
Traditionally and indeed illegally until the 19th century a trade union was an organisation of workers who banded together to achieve common goals such as better working conditions. The trade union, through its leadership, bargains with the employer on behalf of union members (rank and file members) and negotiates labour contracts (collective bargaining) with employers. Negotiation of wages, work rules, complaint procedures, rules governing hiring, firing and



promotion of workers, benefits, workplace safety and policies.

Working life has changed in the past one hundred years. We are currently in a recession with threats of job cuts, redundancies, un- and underemployment for many disabled people. At the same time, there is a growth in voluntary, unpaid, caring or third sector involvement. As much work nowadays is carried out by unpaid workers should they not be protected and represented in the workplace? Trade Unions want to protect terms and conditions, and may fear a watering down of rights. They fight to keep work in the public sector. The reality, however, is different for many people.

Organisations use and rely more and more on the unpaid worker to carry out some of their functions. This is made worse due to current and future cuts in spending on essential services. Unpaid workers do feel that they benefit, but are vulnerable to risks or exploitation. So, why shouldn't they have the right to join a trade union?



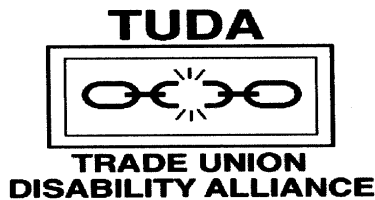
One view is: Where Unions are struggling to recruit new members there are thousands of unpaid workers out there who could be willing to pay to join a union and be represented together with their paid counterparts. Let's avoid segregation of paid and un-paid workers.

**About TUDA News:** TUDA would be really interested to get your views and the views of your Unions around this or any "hot issue". At the recent TUDA Executive meeting we have decided to publish **four times** a year. This decision reflects the increase in campaigning issues, a growing need for information sharing, and our constitution. TUDA news brings debates and up-dates. Please tell us of any issues you feel we should cover and do get involved.

Thank you to all TUDA members who have written articles. As this June issue has shown, your contributions make for very interesting and varied reading.

**Keep sending us your stuff!**





## **CONTACT the editors:**

By Post: Richard Cook, TUDA editor  
141 Vale Road Northfleet, Kent DA11 8BX  
Email Richard (TUDA editor, UNITE) at  
[findcook@hotmail.com](mailto:findcook@hotmail.com)

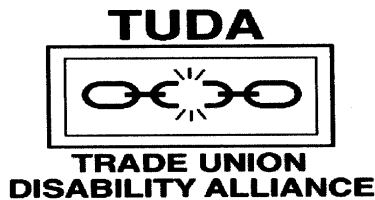
Email Marion (TUDA co-editor, UCU) at  
[der\\_elefant@hotmail.com](mailto:der_elefant@hotmail.com)

## **A request from the TUDA News team:**

Can you switch to **electronic TUDA News**?  
We need to save TUDA money and can speed up the provision of information. If you have email (and we understand not everyone does) please switch to email (let us know your preferred format: by attachment, large font or in the email text). Thanks to everyone who signed up already to e-TUDA News.

**TUDA Contacts:** TUDA Secretary Sheila Blare, Membership Secretary Sherrell Martin can be contacted via our box number, BM TUDA, London WC1N 3XX. Email:  
[mail@tuda.org.uk](mailto:mail@tuda.org.uk)

**DISCLAIMER:** Views expressed are those of individuals, not their UNIONS and not TUDA. We have taken every care to present correct and up-to-date information. If you see any mistakes, please do let us know.



## How to join TUDA

**I wish to receive more Information about TUDA:**

Email: [mail@tuda.org.uk](mailto:mail@tuda.org.uk) or send this form and

Write to: Membership, **BM TUDA, London WC1N 3XX**

**Name**

\_\_\_\_\_

**Trade Union \_\_\_\_\_ Position (if applicable) \_\_\_\_\_**

**E mail:**

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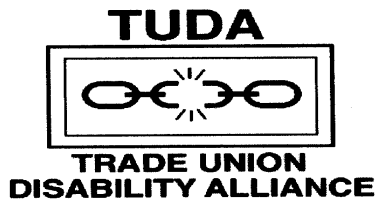
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**Text Print** 14 point (standard)

Large Print, please give size

**BSL / Video**

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| 7. Unions with over 500,000 members                | £200.00 | <input type="checkbox"/> |

Please make **cheques** payable to Trade Union Disability Alliance.