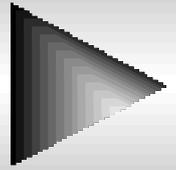


Link Up

The voice of the York & District Trades Union Council



For every action there is a re-action

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members from violencepage 6*

Comment

The tragic event that occurred on the 11 September when the World Trade Center was hit by suicide bombers has left most people shocked that such an event could happen.

The UK is no stranger to bomb explosions, the bombs in London, Birmingham, Manchester, and more recently Ealing (West London) was a result of terrorism.

It is alleged that some of the funding for Irish paramilitaries was raised in the USA. I wonder how many people who gave willingly thought that their donation would lead to injury and death. If reports are true this source of funding has more or less dried up.

In this issue of Link Up, there are two articles relative to abuse and violence. The article by Revd. Roy Wadsworth illustrates how the York Industrial Chaplaincy endeavours to help those who are subject to not only difficulties at work but also to domestic violence.

The other feature is a report of the Safer York Partnership whose aim is reducing the amount of crime on the streets and in the workplace.

One of the concerns of Trades Union Council delegates was the violence against people who were trying to do their job. Ambulance and firefighters frequently get attacked by youths.

In the 1997 General Election there was a commitment from Tony Blair to eliminate crime and the causes of crime. The other statement made by Tony Blair was that we all have responsibilities. The point made in the first part of this editorial makes this point. Management s who introduce a service that puts their staff in danger. Parents who allow their children to endanger those on a mission to save life, and people giving to seeming just causes that result in loss of life, we all have responsibilities.

The world is a small place, however, even the smallest action can result in change. The boycott of South African goods by millions of people played a very important part in the holding of free elections in South Africa. Responsibility need not be great, but the result can be enormous.

Link Up is published three to four times a year and is available through TUC affiliated branches and a small number of copies can be obtained from public libraries in and around York.

Trade union members of affiliated branches are welcome to attend Delegate meetings, provided that they make themselves known to the president or Secretary before the start of the meeting.

Meetings are held on the first thursday in each month at the TGWU offices, nunnery Lane, York. Meetings start at 19.30 hours.

NOTICE

If your branch wants the Trades Union Council to assist in anyway, phone one of the numbers on the back page. Link Up welcomes any articles from affiliated branches. The articles should be not more than 300 words. the editor reserves the right to shorten articles because of space. Articles should be submitted by the branch secretary and on official paper.

Pastoral Support for People at Work

Seeing a 'vicar' walking around the place of work for some industrial and commercial organisations in York has become a very familiar sight. Seven years ago the wider church and local commercial representatives came together and formed a partnership. The aim was to give practical care and pastoral support to people at work and for the two chaplains and counselling staff to engage with the economic life of the City.

This unique employee support now operates within City of York Council; Future Prospects; Joseph Rowntree Foundation; Kraft Foods (Terry's) Maxi-print; Monkhill Confectionery; Nestle Rowntree; Norwich Union; Portasilo; York Business College and Tenneco Automotive Ltd, up until the factory closure earlier this year.

This sustained period of partnership with these organisations has added unique value to the ever-changing place of work by working along side Human Resources (HR); Welfare; Occupational Health; Personnel functions; providing employee care through listening, mentoring, and immediate referral for chaplaincy counselling support when required. Being part of a caring response to absenteeism through home visits

is also a very active and measurable part of the chaplain's role.

In addition to the daily activity of work place visiting, the chaplaincy runs half-day workshops for HR/ Personnel/ Welfare managers on subjects such as Managing Stress; Emphatic Listening; Drug and Alcohol Abuse at work; Changing Youth Culture at work; Dealing with Difficult People. These forums also give unique opportunities for companies networking across the City.

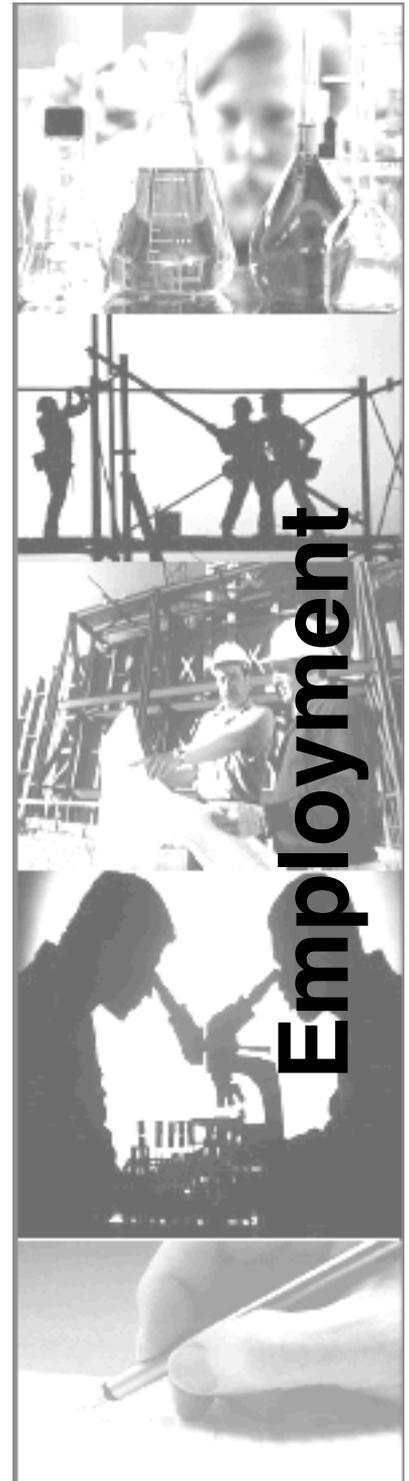
The two chaplains, Revd. Roy Wadsworth and Colin Hockridge have over fifty years of manufacturing and commercial experience. The chaplaincy counsellor Gayle-Anne

Drury Grad.Dip.in Counselling, has had a career in NHS management and co-ordinates a team of counsellors and facilitates workshops. YIC is a registered charity and is managed by its Trustee's made up from partner companies and senior church representatives together with the Bishop of Selby who is the chairman.

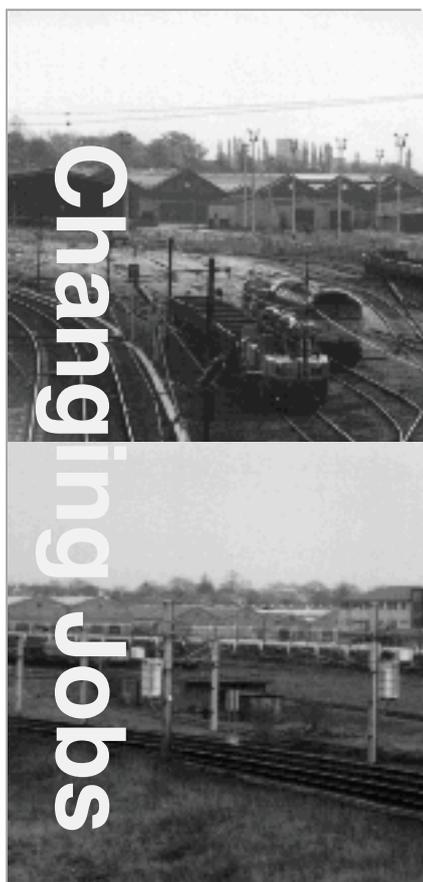
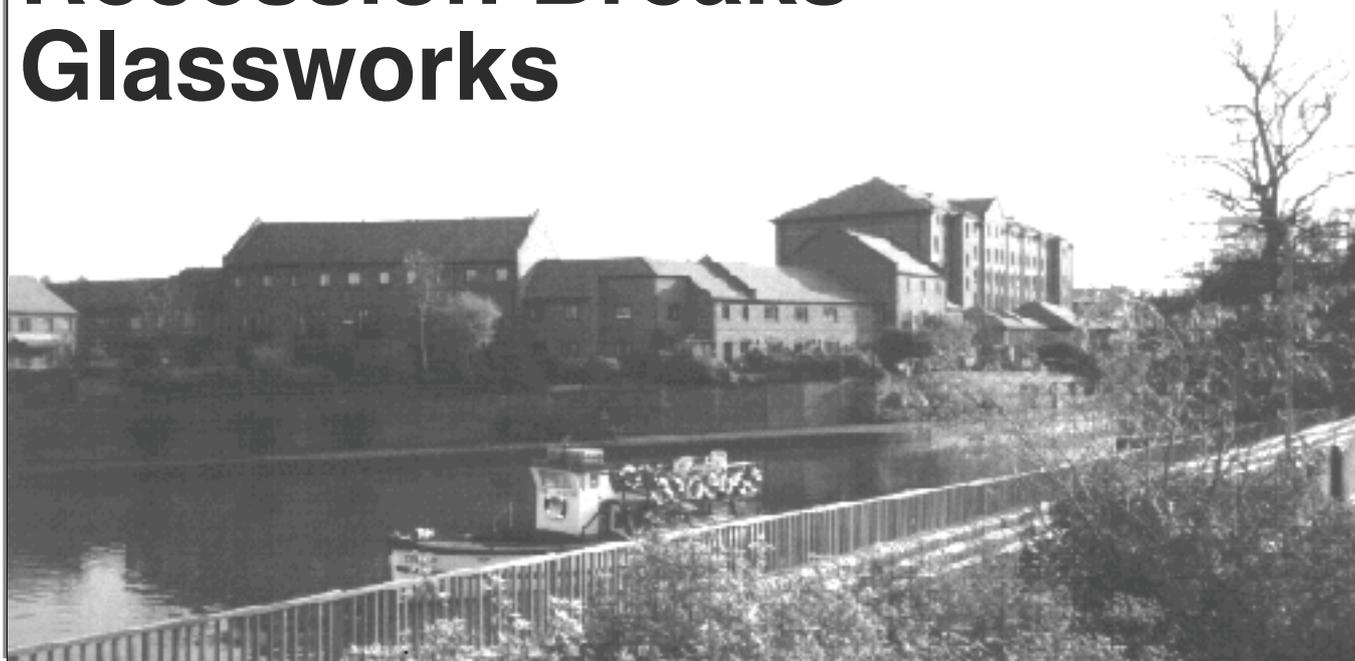
The words 'unique employee care'

**Link Up
The aim was to
give practical care
and pastoral support
to people at work
Link Up**

Continued back page



Recession Breaks Glassworks



On the place where an hotel now stands, there once stood a manufacturing plant that could trace its origins back to the 18th. Century.

On the site of the Nova hotel in Fishergate, the Redfearn Glassworks made bottles with the latest technology.

The works were closed in the early eighties as a result of the world recession and the growth of PLM containers. When the works closed not only did it make many people redundant, but it contributed to the death of the Foss Islands Rail Depot.

The closure of these works was one of a series of events that completely remoulded the City's economy, changing its profile from a mixture of manufacturing and service industries to one geared more to service sector.

York had a reputation for the making of glass stretching back to Mediaeval times. This however was stained glass and some mag-

nificent examples can still be seen in York's churches.

The glass works at Fishergate was established in 1794, by a John Prince, who was not only a chemist but also a jeweller. At that time the chemists in York had to import their stock from Leeds, Pontefract or Castleford. Glass bottles were not the easiest of goods to transport and break-ages were high.

John Prince continued to run the works throughout the rest of his life. The works apparently

Glassworks Employment	
1931	200
1940	300
1951	600
1970's	nearly 1000 then declining

ceased production at the time of his death in 1820.

The works was revived by a John Spence, also a chemist, and he was joined by a Geoffrey Wilson, businessman who was Lord Mayor of York in 1852.

This factory made bottles sold to hawkers and merchants and traded as York Glass Co. The fac-

the fortunes of the factory was turned by a change in the means of packaging from tin and steel to glass.

tory itself closed in the early 20th century.

After the Great War, 1914-18, a glass merchant, Charles Pratt, bought the site, but he transferred the business elsewhere after failing to persuade workers to adopt modern methods of production. All glass was blown by mouth.

In 1930, Charles Pratt's son, took over the factory. The name was changed to National Glass Works. He turned round the fortunes of the factory, which was helped by a change in the means of packaging from tin and steel to glass. The glass containers reduced the weight by about 20%.

The factory not only produced bottles and containers, but also tumblers and other glassware.

In the second half of the 20th Century, National Glass Works merged with a Barnsley based glass company, Refearn and the new name of the plant was changed to Redfearn National Glass.

The factory's two furnaces produced high quality bottles and jars. In the latter years, the changes in technology necessitated skilled workers being trained every three years in order to keep up with technological ad-

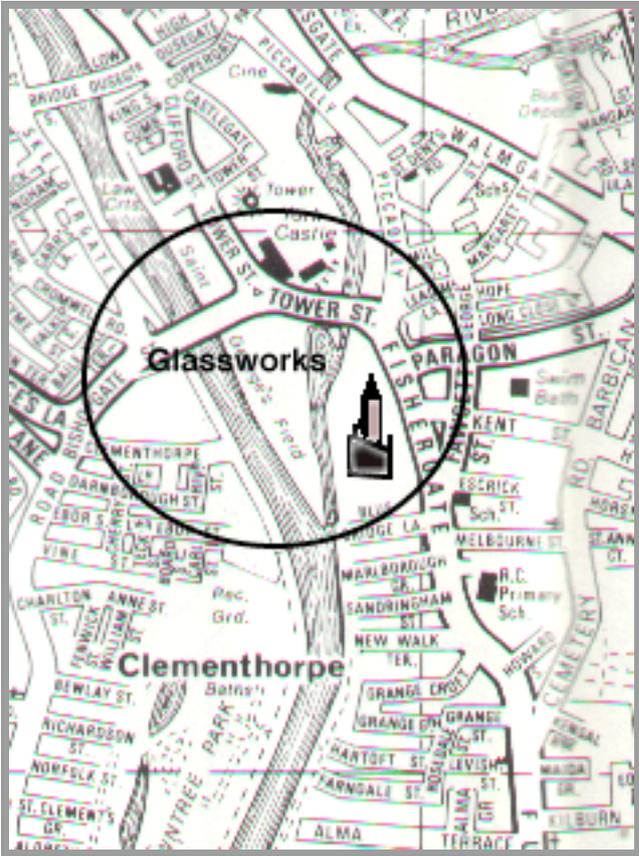
vances.

Compared with the carriage works, the numbers employed at the glass works was never very large. (See table.)

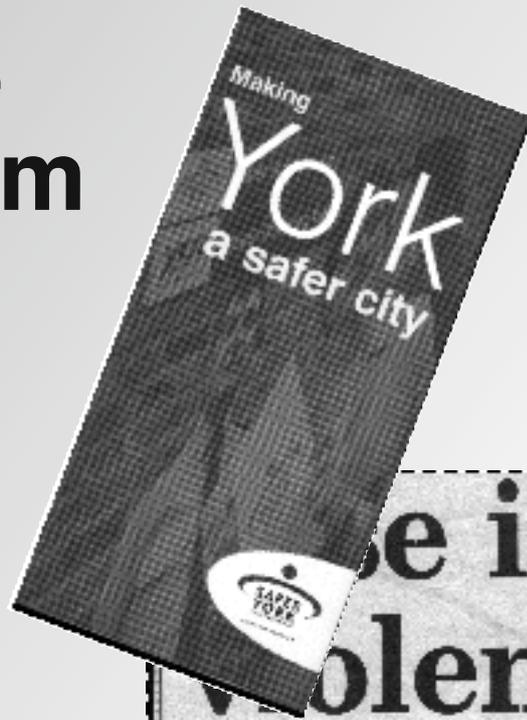
It did, however, have a bitter blow to the City when it was announced that the glass works would close. It was the change in the method of packaging that was given for the decision to discontinue production. Whereas packaging changes in the 1930's helped to revive the factory, this time it contributed to the death of the plant. The economic recession caused mostly by high interest rates and the deliberate policy of the then Tory government to *shake up* industry helped to close the plant.

Information for this article was drawn from:
York 1831 - 1981
150 Years of Scientific Endeavour and Social Change.
Edited by C H Feinstein. Dalesman

Industry in York
Geography Teachers Group.



Staff Must be Protected from Violence



It has been a concern of the Trades Union Council for some time of the rise in crime against employees. In recent years this has manifested itself particularly against those in the transport sector.

Staff working in transport are very often the only point of contact the public has with the transport company. Staff very often have to implement policies they might disagree with and may be sympathetic with the public.

Transport is not the only sector affected, Health service workers

very often have are no the receiving end of abusive behaviour and physical violence from the public.

It was because of these concerns that YTUC took the opportunity of inviting a representation from York Council to explain the workings and aims of the Safer York Partnership.

The overall strategy of the Safer York Partnership which includes representatives from the local authority and police is to reduce crime and disorder.

As well as the statutory bodies, the members of the partnership also includes other public organizations, voluntary groups, businesses and members of the public.

The government had recommended that local authorities should set up partnerships, The government is setting aside funds for the establishing a system for capturing in-

formation, such as software and a person to analyze the data. The strategy for combating crime will be subject to audit and a new strategy will have to be devised every three years.

A draft strategy, which is being formulated, will be put out to public consultation and a final strategy will be completed in April 2002. Households will be given a brief, whilst groups will be sent a tailored report to suit their particular interests

The representative from York Council informed the YTUC that one of the problems was the sharing of information because of the Data Protection Act

At the time of meeting with

Continued back page

York crime facts

- ◆ 80% of crime is alcohol or drug related
- ◆ Crime spread evenly over the City
- ◆ some people commit the same offence several times in a night or day - drunkenness

Passing of the Gentle Giant

Jimmy Knapp

29 September 1940 – 13 August
2001

The Labour Movement said farewell to one of its most colourful characters, Jimmy Knapp, General Secretary of the RMT, at a Special Requiem Mass and Celebration of the Life of Jimmy Knapp on 20th August. Jimmy had finally lost his long battle against cancer the previous week.

The high regard in which Jimmy was held within the rail industry as well as the Trade Union and Labour Movement was confirmed by the standing room only turnout at Our Lady of Grace and St. Edward's R.C. Church in Chiswick.

The TUC was represented by most of the General Council led by the Chair, Bill Morris and the General Secretary, John Monks.

The Government and the Labour Party paid their respects with representation from the Deputy Prime Minister, John Prescott, himself an RMT member, and the Foreign Secretary, Jack Straw. Former British Rail and current Strategic Rail Authority leaders took time out to pay their condolences.

In addition many individual Trade Union members joined the RMT Executive Committee in mourning the passing of the Union stalwart.

The service was led by Father Michael Johnston with contributions from Vernon Hince (Senior A.G.S, RMT), Tony Dubbins and Rodney Bickerstaffe.

The Eulogy was given by John Monks, starting off in a light-

hearted manner when referring to the chaos that had reigned that day on the Underground and that Jimmy must still have some influence. John paid tribute to the sterling work that Jimmy had undertaken during his service on the General Council and his period as Chair in 1994. Judging by his demeanour at the end of the contribution, John had taken Jimmy's passing particularly hard.

Jimmy is survived by his wife of 7 months, Eva, who dutifully nursed Jimmy through the many months of his battle against cancer. Jimmy was finally laid to rest in his home town of Kilmarnock on Wednesday, 22 August.

Donations in memory of Jimmy may be made by sending a cheque payable to:-

'Jimmy Knapp Cancer Fund'

c/o Laurie Bell,
Unity Trust Bank plc
3rd Floor,
Congress House,
23-28 Great Russell Street,
London. WC1B 3UB.

David Horton.
Immediate Past President.
TSSA.

Workers fight against 2nd round of pay cuts

WORKERS employed at a factory in Sheffield are taking their appeal for support not only to the TUC, but they have also brought their dispute to the attention of the German trade unions.

At the time of writing, the workers at the Wm Cook factory are in their 18th week of industrial action over the the reduction of wages. The workers want their original contracts restored.

About 99 workers have been engaged in a two day a week strike and have ben locked out for the other days. They have not effectively worker since 12 April 2001.

The action since April this year is the result of the second stage of pay cuts, the first being in August 2000.

The official dispute is backed by both the AEEU and the GMB. An appeal for donations to the strike hardship fund has gone out to unions in Yorkshire through the Regional Council of the TUC.

YTUC decided to give a donation towards the strike fund.

Donations can be made to the:
William Cook Strike Fund
c/o AEEU, 210 Osmaston Road,
Derby. DE23 8JX

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YTUC, an information protocol was in the process of being signed by various bodies including the ambulance service, City of York Council and the NHS Trust. YTUC members were informed that the Safer York Partnership was not only concerned with domestic issues but also with harassment and bullying at work.

Trade union members were sceptical about the effectiveness of employers to support the staff in the case of assaults. Experience has shown that when attacks on staff do occur employers do not offer the necessary support and counselling. In some cases, staff

are discouraged from pressing charges against members of the public even though they may have to take time off work because of their injuries.

Not all employers are reluctant to support the staff. YTUC learned that since the tragic Hatfield accident, GNER have set up an independent helpline and counselling service for their staff.

It was felt that the other employers should be more proactive and not just pay lip service to supporting their staff when they are threatened by members of the public.



Some of the information in Link Up is drawn from documents and information from the following sources:

**Labour Research Department
78 Blackfriars Road
London SE1 8HF
Tel: 020 7928 3649 for details of their subscriptions.**

**Trades Union Congress
Web site
www.tuc.org.uk**

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are used by chaplaincy partners to explain its best value service and activity at the very heart and culture of the place of work. The chaplaincy five-year plan expects its service to grow across all sectors of employment and would welcome the opportunity of discussing this extension of its service with any interested party.

Contact: Roy Wadsworth
Chaplain
Telephone: 01904 633672
E-mail:

royic@chap98.fsnet.co.uk

York and District Trades Union Council has a representative on the YIC Management group.



Employers Responsible for Tribunal Delays

Responding to CBI claims that the cost of Employment Tribunals has increased by 50% in the last two years, TUC General Secretary John Monks said:

„Whilst we agree with the CBI's desire to reduce the number of tribunal cases, they are vastly exaggerating the extent of the problem. Last year, out of a workforce of 23 million, just 130,000 people made tribunal claims.

„The TUC argues the main cause of this is too many employers without adequate grievance or disciplinary procedures, leaving employees with no choice but to take their bosses to court. The median award for unfair dismissal is just £2,700 ^ hardly big money and a far cry from the climate of compensation the CBI claims the UK workforce is wrapped up in.

Link Up is published by the York and District Trades Union Council.

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The views expressed in Link Up are not necessarily those of the York and District Trades Union Council.