



The Voice of the York and District Trades Union Council

**EMPLOYMENT CHANGES
CAUSE FOR CONCERN**

YORK TUC has set up a Working Party to report on the state of employment in York. The Employment Working Party will examine the situation in the early 1980's, comparing the results with the current position in order to deduce a trend in employment patterns.

American Pattern

YORK TUC is particularly worried about the change which appears to be happening, where employers are increasingly employing more casual and temporary staff whilst keeping a hard core of permanent staff. York TUC felt that this employment practice, which now becoming more like the american pattern, offers no security in employment rights and no regular income.

Skills

THE decline in manufacturing industry was also worrying, together with the erosion of the associated skills.

THE study will include

- Casual employment
- Effects of unemployment on the peripheral economy
- Comparison with other European Union states
- Contracting out
- Consequences of people working outside their own field of skill/qualifications □

PIT BRASS BANDS APPEAL



YORK TUC supported the appeal for donations for maintaining colliery brass bands from Rossington, Hatfield Main and Markham Main. They are unfortunately likely to be disbanded as a result of the Government's pit closure programme. Although these bands have always tried to be self-financing they have always been supplemented by the miners' levy. The pit closures have obviously threatened this supplementary source of income, and alternative finance has to be found if these bands are to survive.

THESE BANDS have a high

contingent of young people and by participating enables them to express and develop their musical talents and personal qualities such as self discipline, commitment and respect for others. The disappearance of these bands could result in even more young people hanging around on street corners.

If you wish to help preserve part of Britain's musical heritage you can send a donation to

Barry Millward, 20 Sycamores, Doncaster, South Yorkshire. DN5 7UH. Cheques should be made payable to Doncaster Brass Band Association. □

**EMPLOYERS RETHINKING PERFORMANCE
RELATED PAY**



LABOUR RESEARCHII, the independent trade union research organization, has published a booklet which concludes that Performance Related Pay and as a concept for rewarding individuals, is running into problems and that employers are having to re-think the way they reward staff. Employers are going instead for systems which are based on teamwork and skills.

THE BOOK can be obtained from

Labour Research Department, 78 Blackfriars Road, London SE1 8HF. price £2.10 for trade union members. □

??? Quiz ???

Which union was led by Joseph Arch and when was it founded (approximate date)?

Answer overleaf.

**ANNUAL GENERAL
MEETING**

YORK TUC

PRESIDENT

OPTIMISTIC

1993 PROVED to be a very active year for the York and District Trades Union Council. The recession has of course proved difficult for Trade Unions, which are faced with falling membership and changes in employment patterns.

But Cautious

COMMENTING in the York TUCs Annual Report and Accounts, the President, John Keeper, was however optimistic for the future, but sounded a note of caution, adding that York TUC had to wait and see how the Trade Union and Employment Rights Act 1993 affected the labour movement. In reviewing the past year he stated that York TUC had ridden the storms of the recession very well.

New Initiatives

BESIDES supporting local and national rallies, York TUC made two important decisions. One was to produce a regular newsletter **Link-Up** and the other was to set up a working party on Employment, see separate article.

THE FOLLOWING officers were elected for 1994:

- President John Keeper
- Vice President Pete Holley
- Secretary Martin Wilson
- Treasurer Tim Short
- Minute Secretary Jane Anderson □

**YOUR TRADE UNION MEMBERSHIP CAN
BE CONFIDENTIAL**



THE TRADE UNION and Employment Rights Act places an obligation on a trade union member to renew permission for the employer to continue to deduct his/her trade union subscription from their pay. (This is the only deduction which has to be regularly reaffirmed).

Direct Debit

Trade unions are finding that one way round this is to offer direct debit facilities. This has two

distinct advantages

- Your employer need not know that are a trade union member.
- You do not have to re-affirm deduction from your pay.
- The disadvantage of course is that you do need a bank account. □



HEALTH AND SAFETY



REPETITIVE STRAIN INJURY

IT IS FUNNY how the wheel of fortune turns. One minute it can be against you, the next in your favour. In the last issue we mentioned that a judgement had been made that RSI could not be recognized as an industrial disease.

IN JANUARY compensation awarded in an out of court settlement to a member of the Inland Revenue Staff Federation set the course for the reversal of this ruling. This settlement clearly demonstrates two important points.

- *It is worthwhile belonging to a Trade Union.*

- *The recognition that RSI can be caused by working practices. □*

QUIZ ANSWER

1872
Union
National Agricultural Labourers

Contacts

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