



NEWS BULLETIN

Private Sector Edition

Moderate or Militant?

Since it was formed over twenty years ago, the PSU has been a model of responsible trade unionism. Our Rules and Constitution preclude militant behaviour.

We have supported the private sector employers when almost every other trade union seeks to destroy that sector. How has the private sector repaid us?

With an enormous kick in the teeth - that's how!

So, now what?

We've learned some bitter lessons and now seriously wonder what it means when we hear of other trade unions being described as militant. That 'militancy' label does, it would seem, often mean that a Union has had the temerity to question the actions of the employer.

Remember, the PSU has never, despite extreme provocation, even suggested industrial action as a means of solving a dispute. Yes, we do reserve the right to express our views, publicly if necessary, when the employer behaves badly. On the rare occasions that we do so, we usually suffer the incessant and childish whingeing of silly and naive managers and businessmen who view our tactics as somehow unfair and damaging. Perhaps they should seek the advice of that doyen of air travel, British Airways supremo, Willie Walsh. Tell him that your Company suffers from the verbal antics of the PSU who dare to voice criticism of your often provocatively selfish and hypocritical behaviour. Some directors say to us "anyone could read your bulletins - that could damage us." Very perceptive of them! What they seem not to be able to appreciate is that they are able to say anything they like to each other and to our members individually, with total impunity. They scheme and conjure-up devious plans that may affect the working lives of their employees, in total privacy. We don't complain, do we?

Our guess is that Mr Walsh would find the often bizarre behaviour of these managers and businessmen laughable. Willie Walsh is a man who has been there, is still there and has all the tee shirts. He knows exactly how damaging poor industrial relations can be. No doubt he would give his right-arm to do a swap and leave the people with whom we deal to tackle real industrial relations issues. Maybe then, they would appreciate just how valuable a moderate trade union really is. But most of them have never been there, don't understand industrial relations and prefer to ignore trade unions. Fine! However, all wheels turn. There may come a time when they need us. Most nevertheless, are too shallow-minded to see that. Generally speaking we do not seek to undermine...

Continued on page 2...

they scheme and conjure-up devious plans that may affect the working lives of their employees

When is a Dispute not a Dispute?

Daft question? Not if you manage Reliance in Scotland. Our local JNC registered a dispute last April regarding the intention of the Company to change the disciplinary policy applicable to our members. The Company however, through the good offices of a very challenging and bizarre HR department, perhaps guided by their recently appointed and oddly-titled "Interim HR Director," have deemed that there is no dispute. In true pantomime fashion we have said "oh yes there is." they replied, in so many words, with "oh no there isn't." So now we are left in dispute about whether another dispute exists. We expect the Company to next say "No, there isn't a dispute as to whether another dispute exists because only we decide if there are disputes!" You think we're joking? This particular arm of the Reliance business, haemorrhaging more senior staff than you can shake a stick at, has, in the last year or two, illustrated the perfect methodology for the complete destruction of good industrial relations - much of it based upon lies and downright arrogance.

Sadly, Scotland apart, Reliance is an otherwise good Company. But their current behaviour in Scotland is now so appalling that they are fast becoming a laughing stock. □

Continued from page 1 - Moderate or Militant...

...the right of managers to manage, but please, don't tell us that we shouldn't be critical. It is you who leave your serious industrial relations issues to be dealt with by largely inexperienced HR staff. Doubtless when things do go wrong, you will seek to blame those people. Yet it is you who choose not to take your relationship with trade unions seriously. But be warned, you may, eventually, pay the price for that negligent behaviour.

For our part, our Executive Council are embarking upon an amended rule book for the PSU. No doubt our angry frustration, and that of our members, will be reflected in a much more robust ethos. **Then perhaps we can re-evaluate whether we are moderate or militant.** □

Never Trust 'em

In August 2008, a new Recognition & Procedural Agreement was concluded and signed with Serco. At the time we ventured that the disciplinary procedure needed modifying - not least because many of Serco's own managers and directors are demonstrably confused by the current procedure. "Yes, as soon as this is out of the way," they said. Since then, despite constant reminders to all and sundry and despite us submitting two drafts for consideration, the response has been nil, nothing, nowt - not even the courtesy of a reply and, amazingly, they're not even embarrassed by their rude behaviour. As our lead article says - they really don't care - their profits continue to amass - they pay themselves quite extravagantly (see May issue) and wonder, no doubt, why we are so critical of them. They just don't get it, do they? □

WORLD CUP MADNESS?

It's almost here and the England team are now there. Perhaps we had better refrain from mentioning that England

qualified whilst the other component parts of the Union (UK) - well, least said, soonest mended.

Anyway, the England team will be proud to represent them all. The point of this article is however more serious - whilst Wayne and the boys are showing the others how it's done, you will still need to go to work. Please don't ring to say that you are being disciplined for not attending work each time there is an England



World Cup, continued...

match. We say this because it is unlikely that we'll be here anyway.

We'll be watching Steve Farrell like hawks though, knowing, as we do, that he is probably England's most ardent, secret admirer. Steve is in awe, not only of the



boy Wayne's soccer skills, but Wayne's cultural influence on the rest of the World also. We already know that Steve is planning a mammoth street party for friends and neighbours, due to start at the very moment the boy Rio lifts that magnificent trophy, as he surely will. As a trade union we must remain as focused as Wayne and Rio are, keeping one's eye on the ball is what it's all about. One of our older members of the PSU Executive Council who shall remain nameless (Oh, alright then, it was Bob Scutt) was looking forward to seeing Stan Matthews in action. Deputy General Secretary Alec Leathwood soon corrected him - "Damn fool" he said, "everyone knows that Tom Finney has replaced old Stan."

Of course the editorial team are much brighter, we've told the pair of them to stop worrying about the team selection, they should leave it to Sir Alf, he's always done the right thing, that's how we did it in '66, and we'll damn well do it again, by George! (Saint George that is).

But finally, whether or not you're lucky enough to be invited to Steve's street party, you must attend work. Work, when all is said and done, is almost as important as football

C'mon ENGLAND! □

New London & South East CECS JNC

A new JNC has been formed in order to manage and co-ordinate business with Serco CECS in London and the South-East of England.

The nine-strong team now comprises Larry Daltzell (Chelmsford), Paul Simmonds and Desmond Bowlay-Williams (Clapham), Geoff Betts (Feltham), Darrell Beverley and Andrew Taylor (Hove), Stuart Pryke and David Bushell (New Southgate) and Bob Scutt (Woolwich).

Please support these people, all of whom have the simple ambition of making life better for you. Perhaps now we can make real progress. After all, the Serco CECS director, Paul Leonard, is a man that they can deal with and he always listens to the concerns of his staff. □