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PUBLIC SERVICE WORKERS'

NETWORK

No.8 WINTER 1995/96 30p where sold

ISSN: 1357-2466

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MINIMUM WAGE OR DECENT PAY?

As the references in the mass media to "the next election" become ever more frequent, a disturbing trend is creeping into the public sector unions' pay negotiations. We have seen it in the NHS pay "settlement" this year (see ***NHS pay victory?*** on ***Page 4***), and we now have it in the 1996 Local Government pay claim.

National Minimum Wage

This is the drive towards a National Minimum Wage, virtually the sole sop offered to working people by a Labour Party in love with "Middle England". Nothing wrong with that in itself, low pay is endemic in public services. However, **UNISON** in particular is concentrating both on this issue and on the rate of the proposed Wage as if nothing else matters.

The shortcomings of the NHS pay package are brought into sharp focus inside this issue of ***NETWORK***. UNISON, the major health union, has been more concerned to get the principle of a national minimum wage level accepted by the bosses than it has to actually win a pay rise for its members in the first place.

Now UNISON has introduced a National Minimum Wage of £4.15 per hour into the Local Government pay claim. This just happens to be the figure UNISON, which is supposed to be only partly affiliated to Labour, backed for the Party to set as its proposed legal Minimum Wage.

Since the Labour leadership is terrified of setting objectives it might actually have to meet should it get elected, not to mention anything that won't go down too well in the City, no figure was set at the Party Conference. So, council workers get to have our pay claim used as a stick to beat Tony Blair and Gordon Brown with.

questionable value

After years of seeing white collar flat rate pay claims treated with contempt by first **NALGO** and then UNISON negotiators, the union's commitment to ending low pay is open to question. I know an agency worker on £3.30 an hour, but it's hard enough trying to live on the £7.75 or so I get (this includes London Weighting). A minimum wage is of questionable value in ending low pay, which affects millions more workers than those who stand to benefit from one. It smacks of pleading for charity for "the poor" instead of fighting for decent wages for everyone.

workplace organisation

Winning decent wage levels in the public services would involve just that - *fighting*. In 1989 NALGO waged a determined campaign for a "Yes" vote to strike action, won the ballot, and have regretted it ever since. Instead of using 500,000 striking and picketing workers to build up workplace organisation capable of fighting the attacks on jobs and services of the last six years, NALGO demobilised in favour "selective action by key workers".

UNISON has carried on where NALGO left off, and with Labour Party affiliation by the back door they seem more concerned with continuing internal policy debates by other means. The task of building up workplace organisation, without which workers can achieve nothing, falls to the workers ourselves. A revolutionary approach to that, coupled with revolutionary politics, is **PSWN**'s message.

TUPE used as cover for back door redundancy

Since the advent of Compulsory Competitive Tendering (**CCT**) in 1988, the public sector unions have been looking around for ways to defend their membership. **NUPE/ UNISON**, whose local government manual members have been hard hit by CCT, has settled on the European (EU) law known as **TUPE** (Transfer of Undertakings Protection of Employees).

Desperate for victories, UNISON has hailed its successes under this law, which is supposed to guarantee the pay and conditions of workers transferred as a group from Direct Service Organisations (DSO's) to private contractors as a result of CCT. Fair enough, although we've always argued that the real damage is often done by the DSO management in their attempts to win in-house tenders.

a bleaker picture

A dispute which has broken out in the south London Borough of Southwark is revealing a bleaker picture. Two building workers, John Jones (**UCATT** steward) and Terry Mason (**EPIU**), were among seven workers supposed to transfer to the contractor Botes on 31st October, but are refusing to go and are in dispute with the council, who won't hear the appeal they have lodged against their transfer.

The last straw was Botes trying to amend their terms and conditions on the day of the transfer. They have refused to pay current terms and conditions, despite this being illegal under TUPE. On 28th October a new contract and pension scheme was sent to workers, with completely different terms and conditions from Southwark's.

They have refused to go because the contractor, like many in the building trade, is not equipped to employ workers directly and uses labour-only sub-contractors to do the work. Southwark has, in effect, handed them over to Botes for back door redundancy. Botes' original tender didn't include TUPE, but they were allowed to re-tender by the council with it written in as a cosmetic measure. Their history also includes losing a contract with LB Kingston and being taken to court by LB Lambeth.

Having written to councillors and other stewards, the two picketted the main Frensham Street Depot in Peckham on 13th November and stopped the workforce going in. The DLO convenor, Tony O'Brien, and full-time union officials turned up and told the pickets they should go over to Botes, who would hear their appeal, and the workers and deliveries to cross the picket line. Although the picket continues, workers are crossing because of the unions' attitude.

O'Brien's a scab

O'Brien, who claims Botes' terms and conditions are better than the council's, is a leading light in UCATT's Broad Left, Southwark Trades Council, and secretary of the Construction Safety Campaign . When it comes to his own patch, however, he's a scab.

The workers he's telling to cross the picket line could be next down the road, while he tries to negotiate himself out of a transfer. The EPIU, the supposedly non-scab alternative to the EETPU, told Terry to accept the transfer and have not been heard from since.

Another issue is that several senior managers have been given redundancy by Southwark, but workers have been refused it, and given transfers to Botes. The transfers have gone ahead despite Southwark advertising for building workers on the same day, which suggests getting rid of "trouble-makers" is a motive as workers are still needed.

As well as underlining the corrupt nature of the tendering and transfer processes between Southwark and Botes - who offers the council the best discounts gets the contract, no matter that they are not equipped to employ the workers transferred to them - it shows TUPE is no use in protecting workers' rights where the contractor won't play ball and the union won't fight.

The Southwark Two should be supported for standing up for basic workers' rights in the face of opposition from their unions and the Labour-controlled council. **For an update contact: John Jones, 26 Woods Road, LONDON, SE15 2SW.**

Occupational Therapy:
We have received a copy of a pamphlet of this name which tells the story of the strikes and occupations to save University College Hospital (UCH) in Central London from 1992 to 1994. It costs £1 per copy and is published by:
News from Everywhere
Box 14
138 Kingsland High Street
LONDON
E8 2NS
A full review will appear in the next issue of *NETWORK*.

HACKNEY TO CLOSE MORE LIBRARIES

Hackney Council in East London is trying to "improve" its library service again. The last atttempt was a restructuring a week before Christmas 1991 which created a new tier of management to run the service (leaving Senior Management free to advance their careers), dumped more responsibility on library assistants and decimated professional posts.

service "guaranteed" by cuts

Previously, opening hours had been "guaranteed" by being savagely cut in November 1988. Adequately staffing the service was a non-starter due to the "hidden" cut of a 15-20% vacancy rate. The then Head of Library Services (*Keith R. Stephens, etc.* - recently left London Borough of Enfield due to an irregular payments scandal) dismissed as "negative" a warning that this would simply recreate staff shortages in a much reduced service. Three years later restructuring "solved" the (same) problem by creating more frontline posts.

Earlier in 1988 there had been an occupation of three branch libraries, axed along with two of the Borough's three Reference Libraries and the Schools Project Loans Service, lasting six months from its initiation by **NALGO** on 12th March, of which more later.

The present outbreak of positive thinking, totally unconnected with the latest turnover in Senior Management personnel, goes like this:

...Hackney has too many libraries (14) to adequately fund and staff in the present financial climate (we don't blame the Wicked Tory Government anymore because we've nicked their policies), so we're going to axe eight of them, open what's left lots more hours and buy them lots more books. This is a bold move to improve our CV's - we mean the service....

Councilors are likely to compromise and agree the closure of five or more libraries in January 1996. Either way it's a devastating blow to services, and to staff morale. A library 20 minutes' walk away is no good to most people.

What really matters is how it looks on paper. The people who make these decisions are insulated from reality by their class privileges. Their latest way to try and con the workforce into accepting "change" is all about us "owning this initiative" and being consulted "non-hierarchically"!

occupy libraries?

This won't wash, but there is little sign of determined resistance, partly because the real cuts are not yet known. If there is any it will probably come from outside **UNISON**, from the Colin Roach Centre which has inherited the mantle of previous anti-cuts campaigns. The most obvious step to take would be to occupy libraries scheduled for closure, so it's worth looking back at 1988 to identify mistakes.

The occupation was initiated by NALGO, but was conceived as a protest rather than effective resistance. No-one tried to get staff redeployed from the closed services to work on, or to strike and open all 17 libraries under workers' control. "Unrealistic" or not, without this the occupation was cut off from the mass of the workforce. It also meant that workers participating in the occupation did so in their spare time, becoming overworked or marginalised.

Swift eviction by the council was expected, so no plans were made for even one month's occupation, let alone six. It was sustained by Labour Party members, mostly supporters of ***Labour Briefing****, and other trades unionists. While this brought political leverage - a decision by the Party's Borough Conference to restore the six services was reversed unconstitutionally by the Council Leadership - it tended to focus the campaign on Labour rather than the local community.

The occupation was the last stand of the Labour left, and its defeat the last straw for many who had joined Labour on the basis of Municipal Socialism. Towards the end some of the people involved were middle class do-gooders for whom a voluntary library "service", however poor, was more important than fighting cuts. The idea that properly-trained, -motivated and -paid staff are required to run a service was beyond their comprehension, and to some of us the end was a relief.

lessons

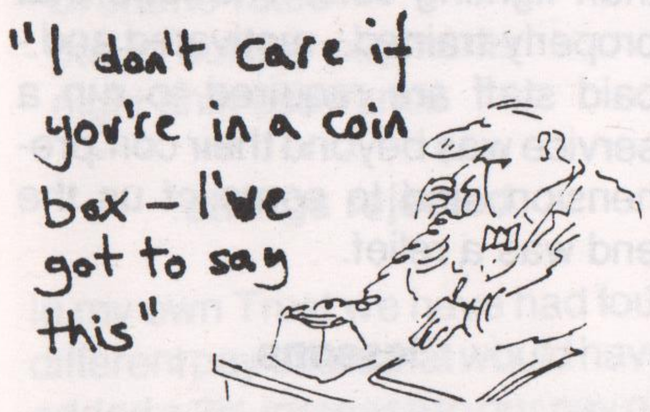
The lessons for anybody attempting to keep services open by occupying them are clear. *First of all*, the whole of the workforce must be involved. *Secondly*, the local community who use the service must also be directly involved, not just local activists, and not through political parties. *Third*, occupiers must be prepared to sustain it for at least one month initially. *Finally*, there must be the capacity to go further than the occupation. Tall orders, but if we are to move beyond protest actions to effective resistance we have to meet them.

Credit where it was due at the time. **Briefing served as a rallying point for decent socialists. We don't endorse the paper, or some of its associates - like Keith Veness or Jeremy Corbin MP. Some lefties are OK, most don't have a clue, many have destructive political agendas - be wary.*

Deadline: *NETWORK 9*
Monday 29th January 1996

"You must be joking"

A quote from **"One foot in the grave"** wouldn't sound out of place when we heard the latest from Labour-controlled Newham Council. Not only has Council Leader Mike Brown decided that £25 million worth of cuts should be made in one year instead of three (to ease the worry of the workers, the dear!),but he also knows how workers can best answer the phone. Guidance notes from the Leader himself tell workers to state not only their department, job and title (a mouthful already!), but also their first name. Failure to do so will be a disciplinary offence.



Most workers are contemptuously ignoring it. But two UNISON stewards in the Housing Department are being disciplined for refusing to give the "correct" speech. So far they are the only two being threatened, although most workers in their office are not complying.

the last straw

After demolishing services and working conditions, Newham's bosses think that they can "improve"services by dictating our behaviour. Workers have a right not to be harassed, and to keep our personal details confidential, but also not to have to intone a bewildering mantra every time we answer the phone. Ironically, most of us do give our names to enquirers, if it will be useful and appropriate-whether management want us to or not. But in a climate of useless, tokenist management directives straight from private industry, workers are beginning to feel that enough is enough.

Quality Assurance

Over the last few years, almost every area of public services has been bombarded with management initiatives on "quality". But what does "quality" mean and, more importantly, why are they doing it?

In manufacturing industry it is very easy to identify what quality means. Few people would have any difficulty in distinguishing between the quality of different makes of car, for example. However, in service industries it's much harder to pin down. Management usually look at how something is done and try to codify it for **BS5750** or **ISO9001**, known as "quality assurance".

the catch

Quality Assurance (QA) aims to certify firms or workplaces which carry out a task according to a set procedure. How closely this procedure is followed is then tested. The catch is that QA certification is not decided by an absolute standard, but by management's own targets. For example, if one of your unit's standards is that you will answer telephone calls within five minutes, you will almost certainly meet the certification. Few callers would wait that long if they're not answered.

Another problem with the drive to QA everything is that it simply isn't appropriate for everyone. You can have a procedure to deal with a repair request or a stray dog, but it's not so simple if you're mediating in a neighbour nuisance case. And it creates loads more paperwork, so instead of getting on with your job, you're filling in forms so that your performance can be monitored against QA standards, often of dubious worth.

The reason for this can be summed up in that classic piece of management Newspeak "more for less". Common sense tells us that if you cut their budgets services will suffer. Either directly through the closure of libraries or hospital wards, or indirectly through not filling vacant posts and the effects of low morale on services.

Nevertheless, the politicians and bureaucrats will claim that although less money is being spent on services, the quality of the service has been improved. To back up these claims they can point out that the slimmed-down, stressed-out workforce have been awarded a QA certificate (for that part of the service they still provide) to prove it. They knew best all along, criticism is just ill-informed and backward-looking.

What's really ridiculous is that many workers' heads are full of great ideas about improving service quality, but unless they fit in with the bosses' aims (in which case they'll be stolen) that's where they'll stay. QA initiatives are often just ways of hiding cuts, enforcing speed-ups, and stopping us doing our jobs with meaningless procedures. Resisting them can be difficult - who can argue against improving service quality?

quality service

In **PSWN** we aim to turn this issue around by building a workplace culture which sees quality of services being improved through the input of the people who use and provide them - the working class. A quality service is one that's accessible, properly-resourced and fully staffed by well-trained, well-paid, well-treated and motivated workers.

Consulted or insulted?

Most of us are cynical about "consultation" exercises, as the only things we say that management don't ignore are the ideas they nick. We take them for granted, but there is a more serious side to these things which needs to be addressed in any drive to restore a bit of class consciousness, organisation and solidarity.

For a start, if there's no "consultation" there's a vacuum in which a union can assert a working class agenda, so management fill it with their own. Recent rumours of a (passive) boycott of a meaningless meeting involving the Chief Executive of a Labour-controlled council provoked threats of disciplinary action against non-attenders.

Some ego massage for "Tony" was involved, but when the real reason for the high turnout was exposed, management came clean that workers had a "choice" between turning up or getting our pay stopped. Lack of enthusiasm denotes resistance.

No real information comes out of these, and apart from sarcasm, the only meaningful response is a boycott. This would mean that management would actually have to deal with the unions their bosses (grudgingly) recognise, and get a considered, organised response to their lies and fantasies.

It would also force the dumber members of the workforce to think about what's really going on. Organised defiance, involving the loss of only a couple of hours' pay, can also have the beneficial effects of any industrial action in terms of building a spirit of resistance.

Public service unions have got too soft, worrying about the effects on the service and falling prey to feelings of helplessness. Resisting "consultation" offers a way of breaking out of this mentality.

Consultation can also go further, in attempting to discuss changes in working practices at site or team meetings. This is even more dangerous, as it involves implicit agreement to changes imposed without negotiation. Agenda items involving changes must be boycotted, and proposals forced to go to negotiations.

Managers have been trying to get round and undermine workplace organisation through "new methods" throughout the last century. "Quality circles", "teamwork", "empowerment", "non-hierarchy", etc. - every "innovative", "modern" way of working is just another way to deal with workers as powerless individuals, rather than as a collective unit with the potential to stick up for ourselves.

good for workers?

They all come in progressive guise, "freeing" workers from the "tyranny" of their shop stewards, "breaking down the barriers" between workers and the boss - sorry, Tony - which lead to such frustration when poor Tony doesn't understand his workers' concerns. Potentially the most dangerous is on its way courtesy of the European Union's (EU) Social Chapter *(the bit the Tories wouldn't sign, so it must be good for workers)*. The unions and Labour will sell it to us as salvation.

Nearly seventeen years of not having their feet under the table at No.10 have left the unions running to Europe at every opportunity. This is a strategy in which we have no confidence. Our scepticism about **UNISON**'s enthusiasm for a National Minimum Wage is aired on the ***Front Page***, the limitations of *TUPE* on ***Page 2*** - now we're going to have a go at *Works Councils*.

These are legally-established consultation bodies in every business of a certain size, and every major change has to go through them. EU-based multinationals operating in the UK are already establishing them company-wide to standardise their personnel procedures, Tories or no Tories. This will include a lot of privatised services.

They serve to further undermine workplace organisationbecause the "workers' representatives" are directly elected by ballot, not through union shops. On the continent, with low levels of union membership (the way Britain is headed, too), rival unions compete to have their slate of candidates elected in the same way as political parties run for parliament. Actual union membership and shopfloor organisation are irrelevant to this process.

Although the TUC wants "the next government" (some hope) to establish legally-binding collective bargaining arrangements, rather than mere consultation, they'll probably settle for less. Works Councils would tend to undermine collective bargaining, especially in the absence of industrial action to enforce it. However, they are likely to prove attractive to unions which are not represented in a company, and also to those unions which have given up on active recruitment and doing anything constructive - *ie* most of them.

As part of an international organisation (see **WHO WE ARE**, ***Back Page***) with sections that have to deal with these bodies, we are already opposed to participation in them, and promote shopfloor organisation as an alternative. Lack of organisation is what makes such bodies attractive to the unions, and is part of a vicious circle of inaction and legal "solutions" to basic problems

The next issue of ***NETWORK*** will includethe organisational platform of the **Solidarity Federation** - based on real, modern workplace and social organisation. *Make sure you get your copy.*

NHS pay victory?

It is very difficult to sum up the content of the proposed pay deal currently on offer to healthworkers. We have all been campaigning against the introduction of local pay bargaining and the undermining of national pay structures.

The government proposed that our national terms and conditions of employment could be bargained away locally - ie strings - in return for a pay offer from the NHS Trusts who could offer a top-up to the national offer of 1%. Some of the strings attached to the offers were cuts in:

- overtime rates
- public holiday payments
- night shift allowance

strings rejected

In my own Trust we have had four different pay offers that would have added a 2% increase to our pay on top of the national offer of 1%, all with strings - all were rejected!

In the present situation we will have "local bargaining within a national framework" or "national bargaining within a local framework". What's the difference? Either way we will still have to negotiate some local element to our pay, albeit that our national terms and conditions (which the Trusts were desperate to get their hands on) are no longer part of the pay agenda, at least until after the next general election.

Within Scottish UNISON we are being told that this deal is a "victory" for healthworkers. The Trusts can not add any strings to their offers, all unions and trusts will feed back local pay offers into a central framework and then there will be an announcement of what the "national minimum average" pay offer should be, so it is envisaged that the April 1995-March 1996 pay year will give us all a 3% minimum pay rise, (1% national and an agreed minimum 2% local top-up).

If, however, UNISON branches can not reach agreement with their Trust over the local part of the deal and it drags on until 31st March 1996, then UNISON members within that Trust **will not receive any backdated settlement on the local 2% part of this year's deal, just the national 1%**. Our Trust has already used this fact to try and convince the unions to accept a local 3% deal outside the proposed national settlement.

Another scenario is where the Trust can not afford to top up the 1% national offer even if it wanted to, because of the financial situation. This is the case with Glasgow's Victoria Infirmary, which has told UNISON lay officials that even if there is a national offer of 3% it could not afford to fund it, and staff would not receive a 3% increase in their pay until 1st April 1996 instead of 1st April 1995. **As with the previous scenario, the increase would not be backdated to 1st April 1995.**

efficiency savings

The Victoria Trust has already made redundancies to cut costs - "efficiency savings" within the health service can only be made two ways - cuts in patient care, or the Trusts' preferred option of cuts in the wage bill.

How can union representatives sell a pay deal to our members as a "victory" when there are so many pitfalls in the proposed formula? At present strings can not be attached to Trust offers, but they don't even have to make an offer, and if they drag the process out until the end to the pay year they don't have to give us a rise!

Options left for UNISON members - industrial action

How can we ask our members to take some form of industrial action locally, to force the Trust to make an offer when we have already proclaimed victory, and that all healthworkers will receive a minimum of 3% this year, in the media - surely the whole aim of a national agreement was to give everyone a pay rise!

Why should UNISON members in Trusts have to fight locally for a pay rise that we have been told we would get automatically?

I am still waiting for a satisfactory answer to that question.

Robert Rae, Secretary Glasgow South West Health Branch, Vice-Chairperson UNISON Scottish Health Committee (personal capacity).

Footnote: *I personally find it very sad that UNISON members are being sold a deal that asks us to basically wait for a Labour government and all will be well. This begs the question: why be in a union that can not defend its members, but instead sows hope in Labour being elected? - 16 years on the Labour cord still binds. It's about time we got off our knees and stopped sowing illusions in governments defending healthworkers and started doing it for ourselves.*



What rights have part-time workers?

Six million people now work part time. The majority are women, but there are increasing numbers of men. Part-time work is common across all industries, with terms and conditions often very poor.

You can claim:
- an itemised pay statement
- time off for ante-natal care
- equal pay
- protection from sex and race discrimination
- time off for public duties
- time off for trades union duties
- protection from victimisation for trades union activity.

This covers all part-time and full-time workers. It doesn't matter how long you've worked for your employer.

After one month's employment you can also claim:

- one week's notice of dismissal
- payment if you are suspended on medical grounds
- notice of any change in the statement of terms of your employment
- guaranteed pay if you are laid off

And after two months' employment:

- a written statement of your terms of employment

After two years' employment you can claim:

- the right to return after 40 weeks' maternity leave
- redundancy pay
- protection against unfair dismissal
- a written statement from your employer giving reasons for dismissal



To add insult to injury, the Tories are now going to introduce work for dole schemes for the unemployed. The chances are they'll include the kind of jobs now done by agency workers. They'll be even cheaper, and have absolutely no employment rights. Time to fight back!

Sex discrimination and equal pay:

More women than men work part-time, so worse treatment of part-time workers may amount to indirect sex discrimination, which is unlawful.

Check that you get the same rights as full timers to:
- pay
- holidays
- sick pay
- occupational pensions
- anti-social hours payments

You may also be able to claim the right to work part-time.

Your employer may refuse you these rights and be breaking the law.

WINNING YOUR RIGHTS

Just because you have a legal right to these things it doesn't mean you will get them without some kind of pressure being exerted on your boss - whether it's a cowboy contractor, agency, right-on voluntary group or Labour council. In the case of "indirect" sex discrimination (*eg* against a group of workers which is predominantly, but not exclusively, female) "progressive" employers are likely to react with outrage and smears to the mere suggestion.

It is always best to get as much evidence as possible before showing your hand. Being able to quote chapter and verse of the relevant legislation, regulations, EU Directives, etc. is useful. So is a knowledge of any relevant disputes/grievance procedures your employer might have, as over-zealous managers will often deny the existence of a dispute if it's not on record. Above all there needs to be at least a core of organised, committed workers prepared to stick up for their rights, convince others of the case, and take action in support of your demands. There is no substitute for workplace organisation, even where there is a recognised trades union, law or no law.

Remember also that it is no use being right, winning arguments, having the right political line or getting public sympathy if you lose. What wins disputes is attention to detail, commitment, preparation and organisation on the job and beyond, and the willingness to take effective, decisive action. If you mess up, you lose your job. It's that simple. We in the **Public Service Workers' Network** and the **Solidarity Federation** are trying to build up an organisation capable of fostering and supporting these things. It's early days yet, but without the participation of like-minded people we'll get nowhere.

PUBLIC SERVICE WORKERS'

NETWORK

Distributed by:

See Page 5 for Deadline

CONTACTS:

TRANSPORT WORKERS' NETWORK:
PO BOX 73
NORWICH
NR1 2EB

EDUCATION WORKERS' NETWORK:
PO BOX 29
MANCHESTER
M15 5HW

SOLIDARITY FEDERATION:
PO BOX 1980
RADSTOCK
BA3 3FH

WHO WE ARE

NETWORK is published by the **Public Service Workers' Network**, a part of the **Solidarity Federation (SOLFED)**. We are a group of militant workers who seek to promote the ideas of workers' self-management and of revolutionary change in society. ***NETWORK*** is both a vehicle for these ideas, and a forum for workers to share, discuss and analyse our experiences, and to develop solutions to the problems we face, both day-to-day and long term. We welcome your letters, comments, articles, photos and graphics, although we cannot guarantee to publish them.

We are also seeking to network as widely as possible with like-minded workers. We see no point in wasting our time and energy trying to reform the existing remote, bureaucratic and fundamentally reformist unions, or in trying to elect more left-wing leaders. We want to see workers' organisation which is not divided by union affiliations, bureaucracy or political parties, and which embraces all public service workers, whether they are employed by local government, health institutions, voluntary organisations or private contractors, on the basis of practical solidarity. We also seek to federate on a local basis to unite workers across industries to deal with issues which affect the working class as a whole, and do not restrict our activities to "bread-and-butter" workplace issues.

THE AIMS OF THE SOLIDARITY FEDERATION

The Solidarity Federation is an organisation of workers which seeks to destroy capitalism and the state. Capitalism because it exploits, oppresses and kills working people and wrecks the environment for profit worldwide. The state because it can only maintain hierarchy and privilege for the classes who control it and their servants; it cannot be used to fight the oppression and exploitation that are the consequences of hierarchy and the source of privilege. In their place we want a society based on workers' self-management, solidarity, mutual aid and libertarian communism.

That society can only be achieved by working class organisation based on the same principles - revolutionary unions. These are not Trades Unions only concerned with "bread and butter" issues like pay and conditions. Revolutionary unions are means for working people to organise and fight all the issues - both in the workplace and outside - which arise from our oppression. We recognise that not all oppression is economic, but can be based on gender, race, sexuality, or anything our rulers find useful. Unless we organise in this way, politicians - some claiming to be revolutionary - will be able to exploit us for their own ends.

The Solidarity Federation consists of Industrial Networks and Locals which are the nuclei of future revolutionary unions and centres for working class struggle on a local level. Our activities are based on Direct Action - action by workers ourselves, not through intermediaries like politicians and union officials; our decisions are made through participation of the membership. We welcome all working people who agree with our aims and principles, and who will spread propaganda for social revolution and revolutionary unions. We recognise that the class struggle is worldwide, and are affiliated to the **International Workers' Association**, whose **Principles of Revolutionary Unionism** we share. *(Full Aims and Principles available on receipt of SAE.)*

PUBLIC SERVICE WORKERS' NETWORK
PO BOX 1681 LONDON N8 7LE

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Address.....

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I enclose cheque/PO for £1.50 payable to "PSWN" ☐

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I would like information on the Solidarity Federation ☐

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