



# LEARNING IN UNISON

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**Please contact  
your branch in  
the first  
instance if you  
are interested in  
any of these  
courses.  
Branches should  
contact Anne  
Cascarino for  
further  
information.**

## NATIONAL LAW COURSES 2007, CENTRAL LONDON

We would like to bring to your attention some national law courses to be held this year for UNISON activists. These courses would suit activists who have some trade union experience and who have attended previous UNISON courses.

If you think your attendance would benefit the branch and are able to get release from work to attend, please contact your branch to discuss attendance and to complete an application form.

When national office receives the completed form the applicant's name will be entered on the course list. Once the closing date has been reached, selections will be made by the course organiser.

The applicant will then either receive a letter confirming their place or advising them that they have been placed on a reserve list. They should not assume that they have a place on the course until they have received a letter confirming their place. Applicants will need to seek paid time-off from their employer once they have been offered a place on the course

### Courses available:

#### DISABILITY DISCRIMINATION LAW 9 – 10 May or 31 – 31 October

The DDA has been in force since Dec 1996 but people still do not realise how often it applies and how it can be used to put pressure on employers to take positive steps. The course covers: how to identify potential cases of disability discrimination in the workplace; who the DDA applies to; how to interview members with a potential case; the extent of the employer's duties to make reasonable adjustments; the relationship between sickness issues (eg back injury, depression) and the DDA; recognising time limits. (This course does not cover how to run a tribunal case.)

#### CONTRACTS REDUNDANCY & TUPE

21 – 25 May or 12 – 23 November

Interpretation of the contract of employment; unilateral variation of contract; potential rights on redundancy; TUPE; unfair dismissal in context of changing contracts; redundancy & TUPE. (This course does not cover unfair dismissal in the areas of capability and misconduct.)

#### UNFAIR DISMISSALS AND EMPLOYMENT TRIBUNALS : 24 – 28 September

The course covers the law of unfair dismissal: what makes a dismissal unfair; automatic unfair dismissals; the effect of the new statutory dispute resolution procedures. It follows a misconduct dismissal through every stage of preparation for a tribunal case, finishing with a mock video of the tribunal hearing. It is not expected that activists will represent at actual tribunal cases. However, by understanding the tribunal process, local activists will have a greater understanding of the necessary evidence and what is involved for the member and will be able to support those representing the member. The skills for preparing a case and representing at a tribunal will also be useful for application in internal disciplinary hearings.

#### RACE & SEX DISCRIMINATION LAW

8 – 12 October

How to identify potential cases of race and sex discrimination in the workplace; overview of legislation; how to interview members with potential cases; recognising time-limits; understanding the questionnaire procedure; understanding indirect race and sex discrimination; introduction to law on sexual harassment; pregnancy, maternity and family friendly laws. (The course does not cover how to run a tribunal case.)

#### INTRODUCTION TO WORK/LIFE BALANCE

6 November

This course provides an *introduction* to maternity, paternity, adoption, parental and dependant leave; pregnancy; carers rights to flexible working; rights of part-timers. Note that there are complex rules in this area and this course can only provide a general overview.