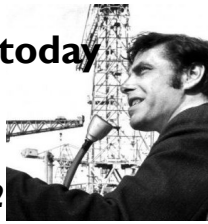


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**PUBLIC
WORKS:**
a million
voices
for
public
services
September 2011 No. 91

Scotland *in* UNISON

scottish council activists bulletin Use these stories in your branch newsletter or circulate the pdf version to members

Pay more, work longer, get less

Pensions by Kate Ramsden
Communications & Campaigns Cttee

As the end of October deadline for progress on joint union negotiations with the government on public sector pensions approaches, UNISON activists around Scotland have been out and about briefing members about the full extent of the threats from this Tory led government.

At a meeting in Aberdeen, trade unionists from across the public sector joined with retired members to condemn the Government's attacks and to pledge action to protect our pensions.

UNISON Scottish Secretary, Mike Kirby said that pension scheme members face a "double, double whammy."

"Not only will our pensions go down by 15% with pension increases being pegged to the lower Consumer Price Index from the Retail Price Index; not only will our pension age go up from 65 to 68; not only will we have to pay 50% more in contributions; but that money won't even go into our pension schemes but will go straight into the Treasury."

"This is purely a pension tax

'not only will we have to pay 50% more; but that money won't even go into our pension schemes but will go straight into the Treasury... to pay back the bankers'

Mike Kirby

to pay back the bankers," warned Mike. "The government's strategy is clear. They want us to pay more, work longer and get less when we retire."

UNISON retired members Renee Townend and Louisa Low told the meeting that both paid into the pension scheme from as soon as they were able because they wanted a decent retirement. Renee spoke of how she is living on a pension of £4000 - "hardly gold-plated" - and her state pension.

"Having my pension means I don't have to claim benefits so I'm saving the government money," she said, pointing out that reducing pensions makes no sense and will result in the



UNISON Scottish Secretary Mike Kirby with retired members Renee Townsend and Louisa Low at the North East pensions rally

less well off needing to rely on benefits.

Louisa added that both also pay tax on their pensions. "The government forgets that pensioners are tax payers too," she said. "Not only do I not claim benefits but I also contribute to the economy through my taxes."

The Skills Development Scotland Branch organised a series of branch pension briefings across the country.

James Corry, Branch Secretary said, "Members left these meetings feeling much more aware of the key issues surrounding the attack on their public sector pensions and were keen to show their support to the UNISON's Protect our Pensions campaign. Continued on Page 2, plus...

Pensions: Getting ready for action - Mike Kirby p3

Pensions: The Facts

- **Pension Funds are healthy:** Local Government and Health pension funds are sustainable and in good shape - they are set to decrease as a percentage of GDP from next year
- **They are not 'gold plated'.** The average public sector pensioner gets between £3,500 and £5,000 per year
- **They save the country money** by keeping pensioners off state benefits and through the tax paid on pensions
- **Low paid will suffer most:** Attacks on our pensions will disproportionately affect the lower paid, mainly women
- **Retirement age:** There are many jobs in the public sector people will not be able to do when they are over 65 - like caring roles; and manual work
- **No public private divide:** We want fair pensions for all, not a race to the bottom. Hutton's Report on pensions called for the government to ensure private sector workers also have access to sustainable pensions
- **Fairness:** The average FTSE 100 lead executive with a final salary pension could expect nearly £175,000 - completely dwarfing the £6,000 pension those private sector workers who are in a scheme can hope to receive.

Let's see all of Scotland march to put 'PEOPLE FIRST'

by Stephen Low
Policy Officer

It's time to put 'PEOPLE FIRST', that's the message of the march planned by the STUC in Glasgow on 1 October.

This will be Scotland's chance to say no to cuts, no 'to austerity', to policies that say that ordinary people have to pay for the failures of the banks.

Instead we will make the demand to government - in London, in Edinburgh and in Council Chambers that they put PEOPLE FIRST.

The march has been called by the STUC but is being supported and sponsored by a huge range of voluntary bodies and religious organisations. All will be marching together in support of redistributing wealth through fair taxes and living wage jobs.

Protecting the hardest hit through decent services and fair benefits and building stronger communities for all.

This is the latest stage of the STUC's *There is Better Way* campaign and aims to be even bigger and better than the march through Edinburgh last year.

The march will assemble at

Glasgow Green moving off at 11.30 through the city centre of Glasgow finishing with a rally at Kelvingrove Park.

There will be fringe events on during the day - an open session of the STUC Black workers

conference, disability groups will be discussing the impact of cuts to services and benefits, a youth event at the STUC, Church



action on poverty will be meeting and at night there will be the gala concert to celebrate the 40th anniversary of the UCS Work-in. Other fringe events are still being planned.

The march will be a key focal point of the campaign for public services and jobs. It is Scotland's chance to stage something comparable to the magnificent March for the Alternative in London earlier this year.

Every UNISON branch should be there - and seen to be there. We should also be working to get people along, not just our own members, but getting as much participation from local communities as we can. So get that coach booked (it will be difficult later on) and start working on getting it filled.

A website has been set up where branches can download or order publicity materials and get details of what will be happening on the day. It's at <http://peoplefirstoctoberfirst.org/>

See you in Glasgow on 1 October .

NHS pensions champions go out to wards, offices, theatres and kitchens

From page 1

"It was particularly disturbing to many members to hear that they will now be expected to pay more to their pensions but that money won't even go into their pensions fund but will go straight to the Treasury to reduce the deficit created by the recent bail out of the banks.

"And all this in a year when bankers raked in bonuses of £14 billion," said James.

NHS Glasgow and Clyde branch held a series of very well attended pensions road shows

across 30 sites. If members weren't able to attend, branch pension champion Frances McCafferty and her pensions contacts went to them, on the wards, in the office, in the theatres and in the kitchens, with each member promising to spread the word.

Frances said, "Many members in health assume that they are safe because they think that having made a decision in the "choice" exercise this excludes them from the government's future plans. This is clearly not the case, far

from it," she warned.

"Health will still face the proposed 50% increase in contributions, increased retirement ages and potential changes from a final salary scheme to a career average scheme."

Frances added, "Our members are angry and frustrated that the government thinks they can do as they will with our pensions and our future.

"And if they do so then they will have a fight on their hands. The message is clear from NHS Glasgow & Clyde."



Left, Glasgow Victoria Infirmary members and right James Corry (front right) at one of Skills Development Scotland Branch pensions briefings

our City's NOT for sale

PUBLIC WORKS: KEEP EDINBURGH PUBLIC!

Unions have warned that the fall-out from Edinburgh council's £1 billion privatisation plans could be worse than the trams, as citizens take things into their own hands by organising public meetings across the city to demand answers from the council.

"Most people are shocked that they had heard nothing about Lib Dem and SNP plans to privatise all or part of just about every council service", said Kevin Duguid, secretary of Edinburgh council's staff side which includes the UNISON, Unite and GMB unions.

"Since the first UNISON public meeting, communities have shown what the real 'big society' is by setting up their own local meetings to demand consultation."

John Stevenson, UNISON branch president, called on the Council to "to abandon this wasteful adventure and get back to focussing on delivering efficient services with its own staff"

"Public services need to adapt to meet our needs but private companies will charge a fortune for any changes.

"Just like the trams, we could easily end up with no services while disputes between the council and contractors drag through court, wasting millions on lawyers' fees and - just like the trams - massive costs if the contracts fail.

"And on top of all that, the council has not engaged disabled people about access to the new services as required by law. There has been no assessment of sustainability issues to ensure that the private companies protect the environment and develop 'greener' ways to deliver services and reduce carbon emissions.

"The people of Edinburgh can't even get to see the business case because it's secret!"

Unity Created Strength - Lessons from the UCS work-in

by Stephen Low
Policy Officer

"We're taking over the yards because we refuse to accept, that faceless men, or any group of men in Whitehall or anywhere else, can take decisions that devastate our livelihoods with impunity.

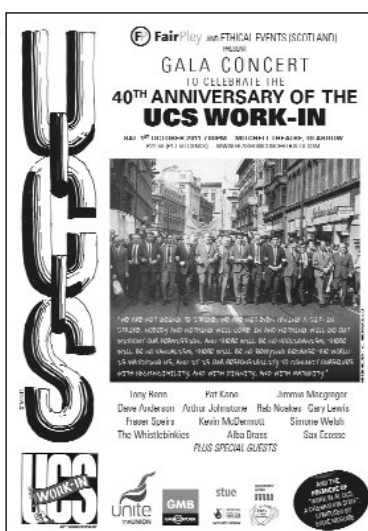
"They're not on...The Shop Stewards on behalf of the workers are in control of this yard. Nobody and nothing will come in and nothing will go out without our permission"

With these words, forty years ago Jimmy Reid declared the work-in at Upper Clyde Shipbuilders. The work-in lasted fifteen months, saved all four shipyards in UCS, brought about a major U-turn in Government regional policy and spawned a wave of sit ins and occupations across the UK.

These remarkable achievements will rightly be studied for many years to come - but for the moment it is useful for today's trades unionists to note that this fight has many parallels with current struggles to defend jobs and services

Then as now, a politically weak Tory government hoped to drive up unemployment and attack trade unions. Like Councils or Health Authorities now, UCS stewards had to overcome the challenge of organising across disparate, large, multi union workplaces with a huge number of differing jobs and potentially damaging sectional interests.

And, as those of us looking to defend public services will



have to do - the workforce in UCS looked beyond their own industrial strength and consciously sought to build alliances with other workers and wider civil society

At the outset aims designed to secure maximum unity were declared. - 'Not a yard shuts, not a man down the road'. This gave everyone a stake in the dispute. It also, deliberately, closed off 'compromise solutions' involving saving some of the yards. These were offered by Government as the campaign grew and held its support.

Not that the Work-in leaders were rigid in approach, rather they maintained a tactical flexibility. The original demand, for the retention of all four yards within UCS, was dropped to allow the sale of the Clydebank yard - as long as the principle of no redundancies was maintained.

Key to sustaining this unity was a rigorous internal democracy - the elected co-ordinating committee took

Gala Concert tickets are available from the Glasgow Concert Halls website or by phone - 0141 353 8000 or in person at the Royal Concert Hall or City Halls in Glasgow. £22.50 each or £17.50 for concessions.

relatively few decisions. Instead weekly mass meetings were held, with the entire workforce bussed to one or other of the four yards.

In addition there were regular meetings at yard and shop level, the proceedings of which would be fed back to the coordinating committee.

Regular bulletins were produced and distributed around the yards to keep the workers informed. This two way flow of information allowed the leadership to negotiate, but crucially maintained involvement and engagement in the workforce.

The stewards were aware that however good their organisation in the yards, the struggle could only be won by mobilising support outside.

From the beginning they sought alliances and support from as broad a section of society as could be mustered.

That the work-in had high on complete support in the communities around the yards was surely a factor in it being allowed to continue - it was of course illegal from start to finish.

The cumulative effect was to completely isolate the government - not merely from its working class support (still significant at that point), but

even from most of its base in Scottish business.

This alliance building strategy was helped by the language of the campaign. This was always positive and outward looking; not a campaign to "Save our Jobs" or "Save the Yards". Rather, from the first leaflet produced, it was a campaign for the 'Right to Work'.

The workforce said to the public "This is not just about us, this is about you". This can be seen even in the term "Work-in", invented by UCS stewards for the campaign. As Reid put it in an interview many years later "We wanted to show that the we wanted to work, and the work was there to do". A sentiment that many facing cutbacks will identify with.

Many of the leading figures in the dispute, Jimmy Reid, Jimmy Airlie, Sammy Barr to name a few, were active Communists. This was significant. Saying this is not to endorse the CPGB specifically, but for the campaign to have at its centre political activists used to considering events in the workplace not as individual happenings, but part of a wider industrial, economic and political context paid enormous dividends.

The struggles facing us today may lack the dramatic architecture of a Glasgow shipyard, and possibly stirring rhetoric of the Reid and Airlie sort. But they are no less serious in scale, nor any less political in nature. Despite the forty years that have passed the campaign for UCS is one that we can still learn from.

The full story by Stephen Low was first published on 2 August 2011 in the Morning Star. www.morningstaronline.co.uk

More than Southern Cross: Government must regulate privatised care market

Scottish Secretary Mike Skirby told a public meeting called by NHS Lothian Health branch that the government must step in to regulate the privatised care market.

While there are regulatory bodies in existence, they are called in after the event when it is too late.

"The involvement of private

equity firms in public service in an absolute disaster", said Mike.

"They asset strip, they hollow out organisations, flog them on, and make a profit.

"They don't give a damn about service users or the employees."

Southern Cross hit the headlines but the problems do not stop at Southern cross.

Choices Community Care Services Ltd which provides

housing support (supported living) services, care at home and operates a number of care homes has gone into administration without de-registration. The administrators have appointed Mears Care Scotland to manage the housing support function.

"Property speculators in charge of care", slammed Mike.

One in five social care providers expects to go out of

business in the next financial year as a result of council cuts to their fees, according to research done by Community Care magazine.

Over half of those surveyed said they would be forced to reduce the level of support

A report by UNISON has revealed that Four Seasons, the second biggest care provider is in severe financial difficulties.

"If both collapsed, 1,150

residential care homes are at risk, 50,000 vulnerable people and over 60,000 staff", said Mike.

"There are many other Southern Cross style companies out there, and this cannot be allowed to happen again".

UNISON Scotland has a campaign blog for Southern Cross and other care home workers.

<http://unison-southerncross.blogspot.com/>

UNISON takes 'front-line' to blue light exhibition

by Stevie Diamond
Communications & Campaigns Ctee

Stewards from Strathclyde Police and Fire Branch recently took part in the first major exhibition aimed at blue light services in Scotland.

Emergency Scotland 2011 was aimed at primarily at emergency and resilience professionals and was considered crucial for those with a role in operations, procurement, training, emergency planning and

business continuity.

Launched at a time when budget cuts are at their peak and requests for support from the emergency industry are increasing, the event helped facilitate and share information and good practice and provide a platform to consider innovative and creative ways of working together in the future.

It also provided the opportunity to research methods of 'doing more with less' funds - allowing

organisations to speak to exhibitors about how to achieve better ways to operate, thereby making efficiency savings.

UNISON was the only union involved in the exhibition, held in the SECC in Glasgow.

Raymond Brown, Branch Secretary (pictured right) said,

"This was an opportunity for the Branch to show employers that there are alternatives to outsourcing.

"We brought along members who work in roles considered to be prime candidates for outsourcing such as Custody Officers and Control Room staff.

"They were able to give attendees greater insight into the way that we work and that there is a better way."

The branch used several innovative ways of getting its message across, the most popular being cupcakes with the "I am Frontline" logo on the top!



Enjoy the summer... a severe autumn approaches

As our elected representatives in the legislatures at Westminster and Holyrood return from their summer breaks, critics of the government claim Britain faces the prospect of the longest economic downturn in a century.

Official figures have shown stagnant growth and the economy struggling to avoid a return to recession, with the promised private sector recovery failing to emerge, to fill the unemployment gap left by the reducing public sector.

Chancellor George Osborne, under pressure from Cabinet colleagues to come up with a convincing plan to breath new life into the faltering recovery, signalled at the end of July that planned cuts in corporation tax could be brought forward. Tax relief for the tax dodgers.

Meanwhile, our members face redundancy, a two year pay freeze, with inflation at 5%, electricity and gas prices are going up 20%, and as we worry about the future of elderly care homes, we face a raid on our pensions.

The evidence of the recession is evident: as high street stores close as spending reduces, mortgages and house sales are severely limited, and job prospects are stagnant.

The real effect on public services is emerging as the impact of voluntary severance hits home on the quality and level of service available to users and carers, and UNISON members at work are asked to carry the burden of the vacated job.

Public Service Reform

The Scottish Government's response is public service reform.

In welcoming the bottom-up approach to public service reform outlined by the Christie Commission, UNISON says that it's people, not processes, that will deliver real change.

The commission's report on the future delivery of Scotland's public services, chaired by Campbell Christie, emphasises the importance of workforce development and enabling staff to

Scottish Secretary Mike Kirby previews the UNISON autumn campaign



work with users to develop solutions to better service delivery.

One of the biggest ideas to come out of the report is service integration, an approach which mirrors the views of UNISON, with recognition that this should be developed around democratically elected councils and community engagement.

Staff are key to public service reform and their contribution must be central in the proposed transformation of service delivery.

While the report recognises the importance of a committed workforce, it is vital that staff are empowered to make changes to services and that their experience is valued and respected. This must go hand-in-hand with support

from management and a clear understanding of shared outcomes.

Our approach has always been to put the service user at the heart of delivery and this report echoes these views.

We particularly welcome the report's emphasis on tackling inequality, not just because of cost, but because more equal societies do better on all counts.

Public Anger

But, as we prepare, finally the truth is out and straight out of the horse's mouth, The Bank of England Governor Mervyn King...the man in charge of the money in our economy!

This is what he said to a committee in Parliament in March, "The price of this

Young UNISON team look ahead

Youth unemployment, pensions, raising awareness of age discrimination, organising and recruitment were all topics under discussion at the Young Members Forum AGM as the workplan for the next year was formulated.

I attended this event as the Scotland rep (sadly our other Scottish rep Sean Hanlon was unable to attend). Graham Smith also attended as the NEC young member's representative.

This was a productive

weekend where important issues were discussed and plans made for the coming year.

Also looked at was how the success of May's National Young Members Weekend in Cardiff, where, as well as dealing with the relevant issues, young members also took to the streets to campaign for public services.

It wasn't all policy and strategy though. There was time for activist training in the form of a confidence building workshop on the Saturday. This was run by a professional comedian, involving

Pensions: Getting ready for action

In Local Government schemes, covering large sections of the membership other than those directly employed, we signed a deal in 2009, which we expect the government to keep.

In Health the ink is not yet dry on an options choice which followed negotiations, and the government would rip that up.

Pension costs are being reduced to pave the way for further privatisation.

Forcing up pensions costs to individuals will push them out of the schemes, with three results: reducing the massive investment pots of schemes, higher national insurance costs for employers, and as people no longer provide for life after work they will fall back onto state benefits.

This is another financial racket, another mis-selling of pensions, akin to the Maxwell Robbery.

UNISON's Pensions Summit took place on Tuesday 19 July,

involving over 200 senior lay activists and staff from the service groups, regions and NEC. It followed the action statements from national conference in June.

At a UK level, the negotiations with government on the range of issues surrounding the Fair Pension Promise now move to sector discussions, on issues in the particular schemes (e.g. LGPS and NHSPS), with an end of October deadline for schemes to provide any headline scheme terms change proposals for consultation with members.

Meanwhile, as we hope for the best outcome we must prepare for the worst, and at this stage there is vital work to be done on preparing for ballot. Your branch will be checking your membership details to ensure you are involved. Your branch Pensions Champions have been trained up to keep you informed. Get on the pensions website.

financial crisis is being borne by people who absolutely did not cause it, now is the period when the cost is being paid, I'm surprised that the degree of public anger has not been greater than it has."

The October and March massive public protests in Edinburgh, Belfast and London, together with the growing anger in the communities, the campaigning around trade union councils and local groups, the UNISON MOBILISE Festival in Edinburgh, are testing the mandate for these measures.

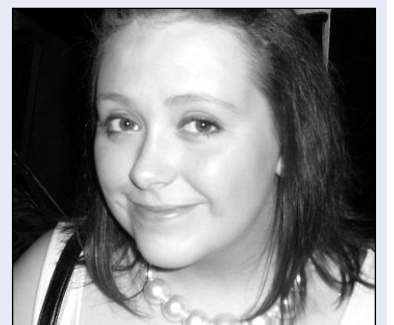
Ideological measures, which

attack the very welfare state and welfare systems, which the social consensus since the second world war has built over generations.

The next steps in this march are to prepare for the likely ballot on pensions, as discussions on the separate sector schemes come to a close and members are consulted.

The STUC and Civic Society demonstration, PEOPLE FIRST, planned for 1 October in Glasgow, will swamp any Cameron notion of "Big Society".

To provide hope in the face of uncertainty is the collective challenge to trade unions and community groups.



Cara Wedlock reports from the Young Members Forum AGM in Cardiff 15-17 July

a number of number of different activities, using humour as best as we could and dealing with being asked to talk about a specific subject on the spot.

The weekend also involved the formal AGM of the National Youth Forum. Joel Bodmer from London region was elected as chair and I was re-elected vice-chair.

Overall this was a great AGM

and I am happy to report back to Scotland that Sean, Graham and I are very optimistic about the work of the National Young Members Forum this coming year and are pleased to be working with some inspirational young people who are the future of our union.

Celebrating services and fighting for them

by Nancy Kelly

Regional Organiser (Education)

UNISON members and activists from all over Scotland (and other Regions!) together with community campaigners and other protesters against the cuts have joined in a week-long event at the Edinburgh Festival Fringe

Mobilise was about bringing people together to prepare for action. To get ready to fight against the Government's savage



public sector cuts and to reach out to get everyone involved.

We ran practical workshops, we had political debates, we had street protests, we heard musicians, poets comedians and actors united in opposition to the Government's attacks on our much-loved public services.

As we go to press we are

halfway through and have already made campaign videos, attacked the myths about the economy, launched a campaign against the threatened march of the SDL, discussed how to defend the NHS, looked at the impact of the cuts on women, created new campaign songs and been entertained by fantastic musicians and comedians.

And we are looking forward to learning about Scotland's

radical history, demanding better access to rights and justice and examining the role of the arts in campaigning.

But it's not just about a week-long event.

Our activists will be more confident and have a wider range of skills to continue campaigning and defending our valuable public services.

Activate, agitate, debate, laugh, mobilise!

For a full review of the event see www.mobilisefestival.co.uk



Comedian Susan Morrison and poet Lorna Callery take a *MOBILISE!* women's workshop to the streets.

Scottish Water ordered to give UNISON full PFI information

by Fiona Montgomery

Information Development Officer

Scotland's Information Commissioner Kevin Dunion has ordered Scottish Water to provide UNISON with full financial information on its PFI contracts.

Following a lengthy investigation, he also found that, incredibly, Scottish Water does not hold any Full Business Cases (FBCs) for the nine multi-million pound water and sewerage PFI contracts.

Scottish Organiser Dave Watson said it was "scandalous" that either the projects had been approved without any FBCs or that these key documents had been lost.

The nine contracts, most of which run for 30 years, cost nearly £600 million in capital costs and around £130 million annually.

The Commissioner's Report shows that Scottish Water has also admitted, in effect, to misleading a Scottish Parliament Committee, stating that "it was possible a document had been liberally referred to as an FBC when it was not actually an FBC."

Mr Dunion over-ruled Scottish Water's objections that releasing the full financial information from the contracts would substantially prejudice the confidentiality of commercial or industrial information.

Following UNISON's initial Freedom of Information request to Scottish Water in 2006, some information from seven contracts

was provided at different stages, with all of the information from three being released - Moray, Tay and Daldowie. (The Scottish Executive had separately provided some information on two other water PFI contracts.)

Dave Watson said: "We welcome this decision which shows how important it is that

Freedom of Information legislation is extended to cover private companies providing public services as so many are not covered, including the privatised English water companies.

"We will now be asking the Scottish Government to try to track down the missing FBCs if

they exist. We expect MSPs will be very concerned that the Scottish Parliament's Transport & Environment Committee in 2001 was led to believe that FBCs were carried out when it seems likely that these contracts were instead approved on the basis of minimal 'back of an envelope' calculations."

Movies that are changing the world

Once again, UNISON Scotland is delighted to support Take One Action Film Festival at the Edinburgh Filmhouse and Glasgow Film Theatre (19 Sept to 2 Oct).

"Take One Action celebrates the people and movies that are changing the world, bringing together international campaigners, filmmaker and communities to explore issues of global concern and take action", writes Simon Bateson, the festival's artistic director.

UNISON is supporting two titles in the festival. Nominated for 13 Goyas (Spain's Oscars), the UK Premiere of Iciar Bollain's dramatic rollercoaster "Even the Rain" (Filmhouse 21 Sept, GFT 22 Sept) stars Gael García Bernal as Sebastian, a filmmaker caught up in Bolivia's mass protests of spring 2000 against privatisation of the national water company.

Sebastian vainly tries to tell the story of Columbus' colonisation of the new world, his cast and crew get drawn into a contemporary version of events, blurring the boundaries between past and



A scene from the 'Even the Rain', a film set against Bolivia water privatisation

present, fiction and reality. In fact, the cost of water in Bolivia had gone up by three hundred per cent. But although Bollain's story is finally one of the triumph of the people, the privatisation of basic public services remains at the centre of a powerful debate about poverty and development across the globe. Both screenings will be followed by Q&As with screenwriter Paul Laverty.

UNISON is also supporting the Scottish Premiere of "Fix ME" (Edinburgh, Fri 30 Sept), fresh from Cannes Film Festival.

It is about one of the unspoken weapons in the occupation in Palestine: boredom, and the obscuring of everyday Palestinian identity and creativity.

The film follows director Raed Andoni through 20 therapy sessions as he explores the internal terrain of displacement and alienation that mimics the reality for thousands of Palestinians.

The festival features over 40 screenings and full programme details are online at www.takeoneaction.org.uk



Lang Way Roon 2011 - A journey in more ways than one!

South Ayrshire member Colin Duthie covered 1,200 miles around Scotland on a trike with his son Stuart in August to raise funds for The Scottish Children's Hospice Association.

There was also a special reason for Colin to take part in the 'Lang Way Roon 2011'.

"27 years ago I did the

exact same route with my wife and friends on our motorbikes only to be hit by a truck in a freak accident some six weeks after returning home resulting in significant injury including losing my right leg", he explained.

The journey had its moments, from firstly having to drive the trike

from Devon, then hitting torrential rain and floods.

Colin paid special tribute to his son who 'never complained' and added, "Every time I am stuck, UNISON South Ayrshire have come to the rescue, whether I am pulling a plane, climbing a mountain (in a wheelchair), or indeed riding a trike".



Colin receiving a cheque for £200 from treasurer Irene Collier. Also pictured are Helen Storie, Campbell Peden, Anne O'Hare, Nan Killick, John Kerr & Nicola Gemmell.

We want to hear your news

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