



FAIRNESS IN THE WORKPLACE!

JUSTICE IN SOCIETY!

These are the aims of Trade Unions In Communities. We recognise the need to link the struggles of the workplace to the every day struggles at home and in our communities. The path to a better standard of life for working class people is surely one that is better walked together. As the gap between rich and poor continues to widen, we need to link arms and declare “enough is enough”! We produce the wealth of this country and we demand our share!



UNITED WE STAND



ANNUAL REPORT

2023

ANNUAL GENERAL MEETING

TRADE UNIONS IN COMMUNITIES

SUNDAY 29th OCTOBER 2023

1300 - 1500

TUIC HUB

121 NIDDRIE MAINS ROAD

EH16 4GN

AGENDA

1. Minutes of previous meeting
2. Officers reports
3. Election of Officers
4. The Way Forward for TUIC
5. AOB

TRADE UNION LIAISON OFFICER REPORT



Ian Mullen TU Officer

I am pleased to report that the branches below have all contributed to the success of Trade Unions In Communities over the first year of our existence. A fantastic achievement but...we need more! Why not contact us and invite us to your branch meeting to explain what we're all about?

Contact: ian.mullen@unison-edinburgh.org.uk

Together we can revitalise our movement in conjunction with our community activists.

CONTRIBUTING BRANCHES

CWU SCOTLAND NO2 BRANCH, CWU HIGHLAND AMAL BRANCH

RMT EDINBURGH & PORTOBELLO BRANCH, RMT GLASGOW SEAFARERS BRANCH, RMT SCOTTISH REGION

UCU EDINBURGH

UNISON CITY OF EDINBURGH BRANCH, UNISON Lothian Health Branch

UNITE SCOTTISH CONSTRUCTION, UNITE LEONARDO BRANCH

UNITE RETIRED MEMBERS

A MASSIVE THANKS TO ALL!

CHAIR'S ADDRESS



Willie Black Chair TUIC

The first year of our new venture has been an amazing experience. To quote an old film saying “build it and they will come” and that is certainly true to Trade Unions In Communities and our new Hub in Niddrie. The reaction of union branches and community groups has been fantastic and we intend to grow together!

When the idea was first muted, many were sceptical that community groups would engage with us. They couldn't be more wrong! Since STUC GS, Roz Foyez performed our official opening in December '22, we have seen success after success. Whether it is on recruiting new members to our movement or working with our comrades in the community to campaign on issues such as, cost of living, energy crisis we have, loudly, announced our arrival in Craigmillar/Niddrie. Thanks to the efforts of the Lothian Health Branch of UNISON (who have given us a half share of their mobile office) we will be expanding our operation into other parts of Edinburgh & Lothian. If you are in an area that you feel could benefit from a regular visit from the TUIC mobile unit, please contact us. The old phrase “are we a movement or a monument” springs to mind and our ability to take our initiative into any area proves once and for all....WE ARE VERY MUCH A MOVEMENT! Please come and join us as we build our movement and enhance the lives of our communities.

STATEMENTS OF SUPPORT

Brian Reynolds of RMT GSB said:

“The Glasgow Shipping Branch of RMT are proud to be part of this fantastic Trade Unions In Communities initiative. The friendship and solidarity shown by all activists is crucial in leading the change that is required in reinstating the link between workers and their communities. The early success of TUIC will hopefully encourage Trade Union activists in other parts of the country to consider setting up similar initiatives”

Gary Clark Branch Sec of the CWU Scotland No2 Branch said:

“Having the opportunity to work alongside other Trade Union activists and community volunteers has given our stewards a wider perspective of the movement and the need for us to grow in our communities. For too long unions have operated in silo's and it is great to be part of a united front. Let UNITY IS STRENGTH not just be a slogan!”

Tracy Miller Branch Secretary of UNISON LHB said:

We are proud to be founding members of TUIC. When the idea was first muted at our AGM in February '22 we were excited at the prospect of extending our work in communities. The success of TUIC has been beyond our wildest dreams

Joint statement from migrant Care workers:

We were so grateful for the support given to us by all at TUIC. We will continue to spread the word among colleagues and build our movement.

FINANCIAL REPORT JULY '22—JULY '23

<u>Income</u>	£	<u>Expenses</u>	£
A Jarvie	60.00	Set up costs	(2,720.35)
P Logan	60.00	Website annual fee	(115.06)
CWU Highland	50.00	Publicity (eg posters/flyers)	(530.50)
CWU	1,600.00		(2,100.00)
	1,000.00	Lease	0.00
RMT E&P	00	Rates	0.00
RMT GSB	600.00	Insurance P/L	(306.16)
RMT Region	500.00	Insurance B	0.00
UCU	150.00	WIFI	0.00
	2,750.00	Utilities	0.00
Unison CEC	00	Phone charges	0.00
	4,950.00	Bank charges	(90.20)
Unison LHB	00	Miscellaneous	0.00
Unison West Lothian	50.00	Go Fund me (sacked Carer)	(1,030.00)
Unite Area	0.00		(6,892.27)
Unite City of Edinburgh	0.00	Total Expenses to date	7
Unite Health	0.00		
Unite Leonardo	720.00		
Unite Scottish construction	500.00		
	2,669.85		
One off donations *	85		
	15,659.85		
Total Income to date	.85		

* This figure includes donations made at various events over the year.

A full audited account is available to all affiliated branches and DD paying individuals on request.

MIGRANT WORKERS REPORT



TUIC in solidarity with Zhelle. Two weeks before Christmas 2022, Zhelle a trained nurse from the Philippines working in a private care home on a Health and Social Care Visa was dismissed for being a union member. Zhelle's was on a tied contract with financial penalties for early exit. To recover 'recruitment' costs, Zhelle's former employer took every

penny of her last pay, including accrued holidays, leaving her penniless. The employer also demanded a further £1500. Zhelle had 60 days to find another employer who would sponsor her or she risked deportation. TUIC set up a GoFundMe page to raise vital financial support for Zhelle, raising over £5000 in total. Individuals and many Union Branches donated. The funds raised meant Zhelle could remain in her flat, a place where she felt safe. TUIC funded Zhelle's Occupational English test and supported her to get her nursing PIN. We worked with Unison Lothian Branch to secure sponsored employment for Zhelle in the NHS. TUIC supported Zhelle to get immigration and legal advice and arranged for Zhelle to tell her story to Tommy Sheppard MP who wrote to the UK government on her behalf. TUIC and the BBC are in talks to make a feature about Zhelle's case and the issues we are seeing with visas. During an extremely difficult and isolating time, Zhelle was a weekly visitor to the TUIC Hub where she felt safe and supported. Zhelle's dismissal is being challenged at an Employment Tribunal. Zhelle's case is not the end, it is the beginning of challenging employers who abuse workers they recruit through visa schemes. TUIC will be leading this challenge

Being Community based works

Joy, a care worker, from Nigeria, employed by a private care home on a health and social care visa was having issues at work. Joy lives in Craigmillar, had noticed the TUIC Hub and came in to get advice. Joy signed up to be a member and encouraged over 10 of her colleagues to do the same. TUIC arranged a group meeting at the Hub to discuss what was happening in the workplace. It became clear that there was a total lack of management, support, and training in the home. That those recruited on the visas were being treated less favourably and the threat of their visa being taken from them was being used by the employer. TUIC supported Joy and her colleagues to raise these issues with their employer. **FULL REPORT ATTACHED:** Lynne Williamson



Derek Durkin Sec TUIC

SECRETARY'S REPORT

The first year of our new venture has brought results way beyond our expectations. From our engagement with the many brilliant voluntary organisations within Craigmillar/Niddrie, to the recruitment of many new Trade Unionists, the initiative has proven to be a massive success. Working class communities uniting is the future!

The idea of Trade Unions In Communities was first mooted at the AGM of the Lothian Health Branch of UNISON back in February '22. Within just a few months and a few very positive conversations with Trade Unionists from across Edinburgh & Lothians, we were in a position to commence the project and were on the hunt for our first premises. Thanks to the generosity of participating branches, we quickly had finances in place that allowed us to successfully bid for the new build (TUIC Hub) at 121 Niddrie Mains Road. From a standing start, we are now dealing regularly with work related issues as well as housing, benefits etc.

The Trade Union movement has seen somewhat of a renaissance over the past year and TUIC have been proud to be in attendance on the many picket lines across our city and beyond. Whilst we can't claim that every strike has produced the results we would have wished for, the unity shown amongst workers has been a joy to behold and not seen for many decades. Let's hope that this is only the start of the fight back and, along with our communities, our battles will not be in vain.

SOCIAL MEDIA REPORT



This report provides an overview of our activities and initiatives related to social media, including our presence on Twitter, YouTube, and our official website, TUIC.ORG.UK.

Twitter. In 2023, we continued to utilise Twitter as a tool for communication and engagement. Our Twitter, @TUIC_ORK_UK, saw growth in followers from 0 to 134 since December 2022. This growth is attributed to our consistent posting of relevant and informative content on rights, community involvement, and union activities. Our Twitter engagement metrics show that of the 105 tweets we have posted we have a total of 30,199 views. Our top tweet was the visit of Emily Donnelly from the Living Rent project in July with 1,469 impressions. It is possible to infer from this response that the Living Rent project is something that is of interest to our viewers and they may be interested to know more on this issue. **YouTube.** Our YouTube channel, @TUIC_ORG_UK, played a limited role in reaching a broader audience through video content. In 2023, we published 17 videos taken at a range of events with a total of 360 views. Our subscriber base is limited to only 9 people. This is something that we could promote further in the coming years as video can be viewed as an easy to consume medium when compared to written text. Our top video was TUIC hub opening in December with 86 views. **TUIC.ORG.UK** Our official website, was launched just ahead of the TUIC launch rally on the 3rd December 2022. Since then, we have had 5,737 visitors to the site. Regular website updates take place in the news feed with a total of 52 news articles posted so far. The TUIC subscription section of the website has signed up 21 subscribers. **Future Initiatives.** Strengthening our social media presence and expanding our reach. Implement data-driven strategies for social media content creation to maximize engagement and impact of the work that we do. Enhance our YouTube content with more in-depth coverage of trade union and community issues. Create a regular subscriber newsletter.