



UNIONLINE AND THE CWU DELIVER MUCH NEEDED AID TO CHILDREN IN MOLDOVA

During 3 weeks in May, a team of volunteers from across the CWU and UnionLine, joined forces for the CWUHA May 2018 Humanitarian Aid convoy to Moldova. The volunteers who had collected aid and funds drove 4000 miles across 10 countries to deliver the aid to their final


destinations at The Phoenix Centre, a community care centre for 12 severely disabled children in Riscani and to a sports orphanage centre in the Moldovan Capital, Chişinău.

In Conjunction with the Anglo Moldovan charity MAD-Aid, volunteers delivered to: 513 children in the Sport Orphanage, 210 boys and girls from across 14 communities playing in the CWUHA 2018 cup football tournament, 30 families in 3 communities who were in desperate need of aid, important aid and supplies to The Phoenix Centre and many more children with special needs.

Tony Rupa, Head of CWU Legal Service (pictured right) said; "With the kind support and generosity from companies such as Premex, Karlson UK, Parkhouse Evans, Pure Legal, Pattinson & Brewer

Solicitors, Edwards Duthie Solicitors, O'Hare Solicitors Belfast, Broadstone, County Costs, PM Law, CWU/GMB Branch, CWU Officers Branch, Bates Stationary and the staff at UnionLine and CWU HQ. With their gifts and support we were able to deliver a smile to children across Moldova."

John Colbert, Marketing & Communications UnionLine (pictured left) said; "Speaking for Tony and myself the whole experience was extremely humbling but joyful. Seeing the faces of hundreds of children receiving their boxes of aid was a very emotional experience and one we shall never forget. The camaraderie between the volunteers was second to none, especially during times that were both challenging physically and mentally. We have pledged to return on the May 2019 convoy."



GMB UNION CALLS ON PM TO IMPLEMENT NEW EU WORKPLACE RIGHTS OR RISK BETRAYING VOTERS

GMB has long argued that it is fundamentally wrong for workers doing the same job, in the same workplace, to be paid different rates for the job.

Following the landmark vote in the European Parliament today to strengthen protections on posted workers, the union is calling on the government not to drag its feet in implementing the change to the rights of posted workers.

The changes are intended to prevent undercutting employers paying EU workers posted in the UK less than those doing the same job in the same workplace. Member states could have up to two years to implement this change which, like other EU laws, would still apply to the UK during the government's Brexit transition phase set to run until December 2020. GMB is urging Theresa May to implement at the earliest opportunity important changes to a European Union directive that will make it harder for unscrupulous employers to exploit workers.

Tim Roache, GMB General Secretary, said: "Theresa May cannot be allowed to drag her feet on measures that will stop unscrupulous employers using migrant labour to undercut agreed wage rates."

"GMB has long argued that it is fundamentally wrong for workers doing the same job, in the same workplace, to be paid different rates. "Any delay in introducing this, would be a monumental betrayal of UK workers and be proof the government is not interested in protecting rights at work through the Brexit process."

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GOVERNMENT CONSULTATION ON BEREAVEMENT LEAVE

The government has previously indicated an intention to give employees who lose a child below the age of 18 (including a still birth after 24 weeks) the right to at least two weeks' leave and pay irrespective of their length of service, as well as protection from detriment, redundancy and dismissal as a result of taking bereavement leave.

The Department for Business, Energy & Industrial Strategy has now launched a bereavement and pay consultation seeking views on key issues. The consultation closes in June 2018.

MORE WORKERS WANT MENTAL HEALTH HELP BUT FEW GET IT

More employees are approaching their managers with concerns around mental health, but most companies are poorly equipped to respond, a new survey has found.

A poll of 700 managers found almost four in 10 (39 per cent) had been approached by staff with a concern, up from just over a quarter (27 per cent) in 2017. However, less than one in five firms (17 per cent) offered mental health training for managers. The findings were released to coincide with the start of Mental Health Awareness Week. Poor relationships with line managers and workload have the biggest negative impact on employees' mental health, the survey found, both reported by 37 per cent of respondents. Just over four in 10 respondents (42 per cent) said some of their employees took time off work due to mental health problems. In over two-thirds (68 per cent) of cases where a worker asked for mental health support, they were referred by their firm to their GP.

ACAS LAUNCHES NEW RELIGION AND BELIEF GUIDANCE TO HELP PREVENT DISCRIMINATION AT WORK



Acas have published new guidance on religion and belief to help ensure businesses are following the law when it comes to managing staff that have a particular religion, belief or those that don't hold any beliefs.

The guidance offers essential advice on how to comply with the Equalities Act, which protects employees against discrimination based on religion and belief.

Acas Head of Diversity and Inclusion, Julie Dennis, said: "Discriminating against someone due to their religion or belief is against the law. Employers need to ensure that their workplaces are inclusive and respectful of people's beliefs, particularly in areas such as recruitment and annual leave and includes advice on what the law says about religious dress codes, fasting and time off for religious festivals or holidays."

The Acas guidance also offers help to ensure that employers:

- take a flexible approach to dress codes where possible
- consider requests to use annual leave for religious reasons carefully and sympathetically
- understand that fasting can impact on performance so employers should try to be understanding in line with business needs

THE EMPLOYMENT APPEAL TRIBUNAL HAS HELD THAT FAILURE TO PAY A MALE EMPLOYEE ENHANCED SHARED PARENTAL PAY WAS NOT SEX DISCRIMINATION

An employee, in *Capita Customer Management Limited v Ali and another*, came to work for his employer following a TUPE transfer. Transferring female employees were entitled to maternity pay of 14 weeks' basic pay followed by 25 weeks' Statutory Maternity Pay (SMP). Transferring male employees were entitled to two weeks' paid ordinary paternity leave and up to 26 weeks' additional paternity leave – which 'may or may not be paid'.

Following the birth of his daughter, the employee took two weeks' paid leave. He wanted to take further leave to look after his daughter but was told by his employer that he was eligible for Shared Parental Leave, but only statutory ShPP (and not the enhanced maternity pay provided to female employees in the 2-14 week post-birth period). He brought a grievance against his employer claiming he should receive the same entitlements as a female employee taking maternity leave. He then brought a tribunal claim alleging direct and indirect sex discrimination.

The Tribunal said the employer had directly discriminated against its employee, on grounds of sex, by not paying him his full



salary when he was on shared parental leave. This was because a mother taking maternity leave during the same period would have received her full salary.

The employer's appeal against this decision has been upheld by the Employment Appeal Tribunal. The Employment Appeal Tribunal held that the employee was not discriminated against on grounds of sex. It remarked that the employee could not compare himself with a woman on maternity leave because maternity leave had a different purpose from shared parental leave. Whilst maternity leave is for the health and wellbeing of the mother, shared parental leave is to care for the child. There is a clear distinction between the rights given to pregnant workers and those who have given birth or are breastfeeding, and the rights given to the parents to take leave to care for their child.

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