

CANDIDATES' BIOGRAPHICAL DETAILS AND ELECTION ADDRESSES

Elections for Telecom & Financial Services Constituency

NEC Representatives:

- **Constituency Vice Chair**
- **Section 1 – NEC Members**
- **Section 4 – NEC Member – Women**
- **Section 4 – NEC Member – Disability**

Elections for Telecom & Financial Services Executive

- **TFSE Young Worker Representative**
- **TFSE Representative – All Other Members**

Please read carefully before casting your vote.

TELECOM & FINANCIAL SERVICES CONSTITUENCY

LIST OF CANDIDATES

NEC REPRESENTATIVES:

CONSTITUENCY VICE CHAIR

James SAMUELS	Mersey
Jeffrey TILL	Greater London Combined

SECTION 1 – NEC MEMBERS

Tom COOPER	Midland Counties
Nick DARBYSHIRE	Capital
Andrew MERCER	Greater Mersey & SW Lancs Amalgamated
Dave TEE	Mid Wales, The Marches & North Staffs
Ken WOOLLEY	Portsmouth, West Sussex & Isle of Wight

SECTION 4 – NEC MEMBER – WOMEN

Jean SHARROCKS	North East
Angela TEELING	Greater Mersey & SW Lancs Amalgamated

SECTION 4 – NEC MEMBER – DISABILITY

Jonathan BELLSHAW	Lincolnshire & South Yorks
Jeffrey TILL	Greater London Combined

TFSE REPRESENTATIVE – YOUNG WORKER

Thomas KIRKWOOD-SWEET	Greater Mersey & SW Lancs Amalgamated
Carolyn LINDSAY	Scotland No 1

TFSE REPRESENTATIVE – ALL OTHER MEMBERS

John BALLARD	Greater London Combined
Tracy BUCKLEY	Mersey
Fiona CURTIS	Northern Ireland Telecoms
Peter FRANCIS	South East Central
Dave STUART	Midland Counties

CONSTITUENCY VICE CHAIR



James
SAMUELS

Branch: Mersey Branch
Joined CWU: 2000
Job Title/Grade: C2
Date starting employment relevant to CWU: 1997

Record of CWU Activity: Joined the CWU in 2000. Mersey Branch Committee member 2000 to date, NEC member 2019 to date, PFMC member 2019 to date, BT Hybrid Pension Management Committee Member 2019 to date, TFSE member 2017-to date, CWU National Negotiating Team for BT Consumer and Billing (lay member) 2014 -2017, assistant branch secretary 2006 to 2012, Mersey Branch Chair from 2012 to March 2017. Attended national CWU conference since 2000. Completed Union Skills 1, 2, Media Skills, TUC Diploma in Employment Law. Labour Party member since 2013.

ELECTION ADDRESS

I'm seeking your vote for the position of Vice Chair for the TFS. I believe I have the right experience for this role from working at different levels within the CWU. For the past seven years I have been elected to a national team and the executive and spent over ten years as a Branch Rep, dealing with the day-to-day issues faced by our members.

Experience isn't everything however; I'm clear on the direction that the CWU needs to take and if elected to the position of Vice Chair I will work to make the CWU more relevant to you, our members. In the previous election two years ago I stated that as an organisation we must evolve how we communicate and appeal to our members. We are still a work in progress. The Count Me In Campaign which has carried on throughout the COVID 19 lockdown has shown that with the help of technology together we can engage with our members to build a stronger union.

We will need to be stronger because the telecoms industry and world of work is changing rapidly, often to the detriment of our members. To meet this challenge we need a strong executive team capable of working together, able to negotiate robustly and a membership integral to this, understanding and supporting what the CWU is trying to achieve.

The age profile of the union continues to change. We must prevent the erosion of our hard fought agreements whilst I believe it's vital that we deliver for the new younger members, who need to see that the CWU not only represents them, but that it is an accessible organisation to become involved in and shape for the future.

If elected I'll work tirelessly on your behalf to achieve this.

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Preston Brook & Bury, Scotland No. 1, Somerset, Devon & Cornwall, South East Anglia, South East Central, South Wales, South Yorkshire, Tyne & Wear Clerical, West Yorkshire



Jeffrey
TILL

Branch: Greater London Combined
Joined CWU: April 1986
Job Title/Grade: C3
Date starting employment relevant to CWU: April 1986

Record of CWU Activity: Rep 1987-90, Assistant Sec 91-96, 2014; Chairperson 1997 - 2005. T&FSE 2005 -2011; Conference delegate 1990- to date, T&FSC Standing Orders Committee 2002- 2005; PTTI world Conference delegate 1997. Uni European & world conference delegate 2005; Disability Advisory Committee 2007,2011,2013, London Regional Disability Lead 2019 to date; **Political Affiliation & Activity:** Labour Party Member since 1989 - Ward Sec 1998-99; CLP conference delegate 2000, Trade union liaison officer 2001; Local Government Committee Vice Chair 2001. Branch CLP delegate since 1989 to date. **Educational Activity** – Disability Champions, disability Workshop

ELECTION ADDRESS

I am standing for the position of Vice Chair as I believe I have the experience needed to fulfil the role. I have held positions at various levels of the union, Nationally T&FS, Regionally as Secretary and Chair for the London BTC. I have also been the Openreach Regional lead for London.

I passionately believe that now is the time for the CWU to move forward and I know I am the person to do this. Clearly the relationship with our major employer BT/Openreach has changed, not for the better unfortunately, the company has decided that it does not want a partnership with us. Their plan appears to be reducing Terms & Conditions, a race to the bottom!

I believe you need people who are prepared to stand up and say "NO" when needed. We all understand that we do need to get agreements, something we have done with various levels of success in the past. We must get better agreements than we have now, to claw back things we have lost in the past, get rid of the Two-Tier workforce, NEWGRID for everyone that wants it.

The only way to achieve that is to have your support and backing, but you also need strong minded people that can lead a team, if you give me a chance, I will be one of those people.

The same goes for those companies where we are building a strong membership, we need to give those people confidence and support to strengthen our presence and to increase membership; that will in turn lead to recognition and ultimately improvements in their working lives.

The Key to success isn't having a group of people that all think the same, it's about having people that will push others to constantly push themselves to achieve more.

Nominating Branches: Greater London Combined, Greater Mersey & South West Lancs, London & West

TFS CONSTITUENCY – SECTION 1

NEC MEMBERS



Tom
COOPER

Branch: Midland Counties
Joined CWU: 1982
Job Title: Jumper Runner B2
Date starting employment relevant to CWU: 4th February 1980

Record of CWU Activity: Branch Committee 1983- 21. Chair 1993. Secretary 1993-07. USR 1993-07. Business co-ord 1993-07. M/W&W/RDA Midlands. Financial secretary Midlands/Wales & West 1997-01. Building services co-ord 1996-98. Midlands WN Co-ord 95-96. Midlands, East Midlands RDA 1999-07. Vice Chair 02-07. Joint East Midlands RDA 1999-06. Vice chair 02-03. Chair 03-07. Health and safety 1993-07. BTUC 1995-97. Financial secretary Midlands, secretary Nottinghamshire USR Committee 1998-07. Payphones 1995-07. Secretary M/W&W 1999-07. National payphones Chair 02-07. Financial secretary National payphones 02-07. T&FSE and NEC 07-21.

ELECTION ADDRESS

I have vigorously been working with Branch's/Regions on Count Me In Campaign. Believe whole heartedly in a successful outcome.

We need successful negotiated settlement, this pause to try and achieve this. Is necessary.

However, if this fails in the time limit we have set. I fully agree with the rest of the current Executive that we should without hesitation press the button and start the ballot for Industrial Action. And work hard for a YES Vote.

I have held the position of NEC member for several years . And have vast experience in carrying out the roll. I have always done my best for all members. And helped many successfully in their Employment Tribunal cases, I have vast knowledge and experience in Employment Law. Which is an asset to any Executive team.

I have also been part of the National Health and Safety committee . With extensive knowledge of all forms of Employment Safety. Worked with all levels of Openreach and BT Group and lines of business, to achieve the best safety equipment/working practices and vehicles for all employees and members.

I have a complete knowledge of all lines of business activities. I have over the years held all relevant positions in the union, from branch Committee/Chair /Secretary /Union safety Rep (USR) Regional and National Committees. The T&FS and NEC.

I believe I have proved my credentials. And have built up a good relationship with Branch's and members. And have a lot more to offer.

Therefore I ask for your support and vote. For the NEC.

So I can help this Union and its members get through the next 2 years of what are going to be some of the most hard and difficult times this Union has ever known

Nominating Branches: Great Western, Manchester Combined, Midland No. 1, Northern Ireland Telecom, South Yorkshire



Nick
DARBYSHIRE

Branch: Capital
Joined CWU: 1979
Job Title: B2
Date starting employment relative to CWU: June, 1979

Record of CWU Activity: Committee member 1985-86, Health & Safety Rep 1986-07, Organiser 1986-87, Treasurer 1987-90, Branch Chair 1990-97, Branch Secretary 1997-99, Vice-Chair 1999-04, Branch Secretary 2004-07. Branch Clerical Secretary 2007-09, BTI BTUC delegate 1987-92, WVN Committee Secretary 1992-93, Building Services London BTU Chair 1999-04, London Regional Clerical Chair 2002-07, Joint London RDA Secretary 2004-07, Annual, Special & Rules Revision Conference delegate 1986-06, TUC delegate 1992-03, 2013, 2014, 2015, Labour Party delegate 2019, PTTI delegate 1993, UNI delegate 2000, 2005, 2007, SERTUC delegate 2004-07, BTECC delegate 2012-15, COOC member 2007-08, TFSE member 2008-21, NEC member 2011-21

ELECTION ADDRESS

What are trade unions for? Besides improving safety at work, attaining better wages, terms and conditions, via a democratic organisation of participating members with elected representatives, formal agreements and perhaps a partnership with the employer. What do we do when it all goes wrong and employers have developed an anti-trade union agenda?

We need an organisation that can fight but can also politically improve people's lives.

It's useful to look at the past to make progress in the future. Trade unions were powerful societal organisations in the past. In the 1970's most people would know the names of trade union leaders. In the most popular TV programs of the day, such as the Morecombe and Wise show, with very large TV audiences, there would be some unflattering mention of trade union leaders just as much as the leading politicians of the day.

Before 1979 Thatcher government, an architect of their demise, unions were political and very powerful organisations for the advancement of working people. The Labour party was created by Trade Unions to represent working people. We cannot live in the past though, the future of a decent life and secure employment will never exist without struggle and having a trade union movement working to maintain justice and equality for all.

We need to become a far greater campaigning voice with other trade unions in the somewhat weird but not wonderful political climate of today. In a country where trade union rights afforded in other western democracies, do not exist here.

As somebody who has Parkinson's disease and is therefore disabled, I have become even more aware of the importance of having rights and laws that allow people a fair playing field at work. We all need a voice, together we can have the biggest and the best one.

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, North Anglia, North East, North Wales & Chester, Portsmouth, West Sussex & IOW, Preston Brook & Bury, Scotland No. 1, Somerset, Devon & Cornwall, South East Central, South Wales, Tyne & Wear Clerical, West Yorkshire

TFS CONSTITUENCY – SECTION 1

NEC MEMBERS



Andrew
MERCER

Branch: Greater Mersey & Southwest Lancs Amalgamated
Joined CWU: 14/10/2015
Job Title: TMNE2(H)
Date starting employment relevant to CWU: 21/08/2015

Record of CWU Activity: Branch Rep 2017 to August 2019, Branch Communication Officer 2018 to August 2019, Education Officer 2018 to August 2019, TULO Officer Bootle CLP 2018 to date, Regional Delegate to North West TUC Conference 2018/2019, Attended Labour Party Conference 2018, Branch Delegate to North West Labour Party Conference 2017/2018, Attended Young Workers Education Event 2018/2019/2020, Branch Delegate to Young Workers Conference 2018/2019, Member of the North West Young Workers Committee 2017 to date, Branch Delegate to CWU Redesign Conference 2018, Branch Delegate to CWU Conference 2018/2019, Telecom's and Financial Services Executive 2019 to date.

ELECTION ADDRESS

Over many years, I urged the Executive to be more forward thinking and show a real commitment to change within this union. That message was heard with the creation of the Young Workers seat. Introducing a younger age demographic, aiming to build a stronger future.

As a great believer in fairness, justice & equality, I have always strived to change things for the better, whether that is when representing members in disciplinary meetings or representing you the members in national negotiations. I have and will continually strive to improve things for you.

I am a passionate trade unionist and extremely proud to currently be the Young Worker elected onto the T&FSE and as a result have been working on the Openreach National Team.

I have so much passion for this union and its members, as well as what it offers and achieves within every workplace we represent.

I now believe I am ready to represent you, not only on the T&FSE, but also on the NEC.

Right across our membership we are facing some extremely challenging times. Openreach/BT-Group members are facing the biggest attack on job security and terms & conditions that we have ever faced. Members in field roles & contact centres are being micromanaged or facing site closures and uncertainty around how the future of work will look in a post pandemic world.

I will bring first-hand experience of issues we face in the workplace. I believe we address these issues by being a strong collective voice of members on the Executive.

I have a track record of achieving positive outcomes for you and it would be a privilege to be elected to the T&FSE/NEC.

I will always stand by your side to ensure YOUR union delivers for YOU.

We stand together, We fight together, We win TOGETHER

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Greater Mersey & South West Lancs, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Preston Brook & Bury, Scotland No. 1, Somerset, Devon & Cornwall, South East Central, South Wales, Tyne & Wear Clerical, West Yorkshire



Dave
TEE

Branch: Mid Wales, The Marches & North Staffs
Joined CWU: 23 March 1989
Job Title: Customer Service Advisor B2
Date starting employment relevant to CWU: 23 June 1988

Record of CWU Activity: T&FS Executive member 2015 to date, NEC member 2017 to date, Acting Chair BT/EE Consumer National Team (NT), BT Retail NT 2013/14, T&FS General Conference Standing Orders Committee 2006/12, Wales & the Marches Retail SPOC 2011/13, Chair Customer Service Midlands & East Zone Committee 2008/11, West Midlands and Midlands Clerical RDA Treasurer 2000/11, Union Learning Rep since 2005, Union Safety Rep since 2001, Mid Wales, the Marches & North Staffs Chair, Vice Chair to date, Stoke on Trent Clerical Chair, Secretary, Safety Co-ordinator 1995/05, School Governor 2002/5, BA Hons Social Science, Diploma in Employment Law, Labour Party member.

ELECTION ADDRESS

I am seeking re-election for the NEC because I believe I have shown over the last six years that I have the qualities, experience and commitment to represent you in the years ahead and look forward to your continued support in the battles that we face.

Many of you will know that with BT we are facing the fight of our lives to defend much of what we have achieved since BT was privatised in 1984.

We all need to be united if we are going to win this battle and if elected I will be proud to lead this fight as part of a strong and defiant executive representing the members.

The world of work is changing and with the development of AI and the gig economy, every single one of us, whoever we work for, will be affected. The use of robots and micro management are fast becoming the tools of 21st century employers aiming to get more from workers for less, leading to lower pay and terms and conditions.

As we come out of the pandemic, undoubtedly job security and the race to the bottom by many employers will create a difficult industrial landscape. These are the challenges that the CWU faces across a wide range and increasing number of employers and it's a challenge we are determined to face.

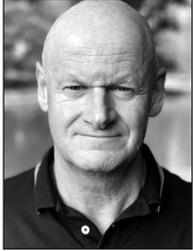
We are in the fight of our lives with BT. The threats of mass compulsory redundancies, downgrading and lower pay are real. In a very short time we may be taking industrial action to defend hard fought for agreements and forge new ones but I know that together we can win this fight.

Thank you for your ongoing support.

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Preston Brook & Bury, Scotland No. 1, Somerset, Devon & Cornwall, South East Anglia, South East Central, South Wales, Tyne & Wear Clerical, West Yorkshire

TFS CONSTITUENCY – SECTION 1

NEC MEMBERS



Ken
WOOLLEY

Branch: Portsmouth, West Sussex & Isle of Wight
Joined CWU: 5/5/83
Job Title: Fault & Installation Distribution Officer
Date started employment relevant to CWU:
31/1/83

Record of CWU Activity: T&FSE Member 2013-Date, NEC 2019-Date, Branch Secretary 1999-Date, BT Hybrid Pension Governance Committee 2019-Date, SE RDA BT Secretary 2005-2012, SE OPENREACH SPOC 2012-2013, Branch committee/USR since 1990, Assistant Secretary Safety 1992-4, Branch Chair 1996-9, Payphones Co-ord GPC 1996-2002, Business Division 1996-2002, Zone/RDA Assistant Secretary 1999-2005, Openreach Southern Chair' 2011-2013, Secretary SE Committee 2012-2013. **Other Relevant Service to the Union & Labour Movement:** Labour party member since 1995. Delegate, Portsmouth Trades Council. **Educational Activity:** Health & Safety; Linked; Basic & Intermediate Computing; Union Skills 1-3; Branch Officers 1-3; Employment Law 1-4; Negotiating Skills; Equality & Diversity; Equal Rights 1,2.

ELECTION ADDRESS

I've been supporting trade union members for over 30 years. Since 2013 I've been elected to the Telecom & Financial Services Executive and the last two years as a National Executive member for which I'm seeking re-election.

It is vitally important that national representatives remain close to the daily issues our members face. On top of my national duties I've maintained regular contact with my branch of which I've been Secretary of for over 20 years. The experience and knowledge I've gained aids me significantly when representing members at national level during complex industrial negotiations.

Over the last couple of years we've lived through some of the toughest times, both personally and in the workplace. Some employers have shamefully used the pandemic to exploit workers and their rights, creating widespread job insecurity. In BT alone we are witnessing the biggest reformation since privatisation, their ethos has changed. Livelihoods and job security don't seem to matter anymore. All employers must understand that we will stand together if necessary and maximises our strength and influence.

In standing for re-election I am doing so with the proven necessary skills and experience to robustly represent our members' interests in the ever changing world of work. I have never feared challenging employers and will always fight for what is right and just.

We must ensure that there is justice, fairness and equality in the workplace

We must strive to ensure our members have the very best terms and conditions of employment and that job security remains at the forefront of our unions' agenda.

Thank you to all those branches that have nominated me and continue to support me.

Please use your vote and vote for a strong executive!

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Preston Brook & Bury, Scotland No. 1, Somerset, Devon & Cornwall, South East Central, South Wales, Tyne & Wear Clerical, West Yorkshire

TFS CONSTITUENCY – SECTION 4

NEC MEMBER – WOMEN



Jean
SHARROCKS

Branch: North East
Joined CWU: Jan 1988
Job Title: B2 Open Reach Engineer
Date starting employment relevant to CWU: September 1987

Record of CWU Activity: CWU National Women's Officer 2019 – present, CWU Women's Advisory Committee Chair 2011 – 2019, CWU LGBT Advisory Committee member 2015 – 2019, CWU North East Branch Assistant Secretary 2007 – present, CWU North East Branch Equality & Women's Officer 2007 – present, CWU North East Region Women's Committee Secretary 2006 – 2019, CWU North East Regional Equality Committee Chair 2015 – 2019, CWU Middlesbrough Engineering Branch Chair 2005 – 2007, CWU Middlesbrough Engineering Branch Equality & Women's Officer 2001 – 2007, CWU Alvescot Tutor 2005 – present, Middlesbrough Labour Councillor 2011 – 2019, Labour Party Women's Conference, Labour Party Conference, TUC Women's Conference delegation 2012 – present, UNI World & Europa Conference's

ELECTION ADDRESS

I started work as a Clerical Assistant and after 10 years doing this became one of the first female engineers at BT in 1997

My CWU experience includes representing members at branch level and I've always encouraged the active involvement of women at all levels of the Union's structure.

Getting this post 2 years ago was a great achievement for me and even with the Covid restrictions I have been busy writing & delivering a Domestic Abuse Workshop using Zoom for our women Reps to help others. Set up a CWU Women's group for those on Facebook, helping women across the union with problems and now I'm writing a workshop on women's health issues

The CWU faces many challenges going forward with the way the companies are treating our members if elected I will work tirelessly to ensure that we do the best for our members.

I will also make sure equality is promoted in all our activities.

Please vote for me as I believe my record shows that I am the only candidate who has the skills, experience and commitment to represent the interests of CWU women at national level.

Thanks for reading this.

Nominating Branches: Bootle Financial Services, Capital, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Preston Brook & Bury, Scotland No. 1, Somerset, Devon & Cornwall, South East Anglia, South East Central, South Wales, South Yorkshire, Tyne & Wear Clerical, West Yorkshire



Angela
TEELING

Branch: Greater Mersey & SW Lancs Amalgamated
Joined CWU: April 2009
Job Title: Frames Jumperer
Date starting employment relevant to CWU: April 2009

Record of CWU Activity: CWU MSWL Branch Workplace Rep 2005-Branch Officer 2009, Branch Secretary 2012-2015, Assistant Regional Secretary 2014-2016, Greater Mersey Branch: Assistant Secretary, T&FS Secretary and Political Officer 2015 to Date, Delegate Annual Conference 2010 to Date, CWU Delegate TUC NW Annual Weekend Conference 2012-2019 & 2019 National Labour Party and TUC Conferences, Delegate to NW Labour Weekend Conference 2012-2019, Halton CLP Branch Delegate & TULO Officer, Halton Councillor & Equality Lead Since 2018, Liverpool City Region Delegate 2017 to Date, CWU Equality & Diversity 2005, ICT 2007, Union Skills 1, 2, 3 Disability Champions 2009.

ELECTION ADDRESS

I have worked for BT for over 32 years, during that time I have been a field engineer, a frames jumper runner, and a full time Branch officer: during this time I got married and had three children now aged 15, 16 and 26. I understand how hard it is to juggle work and home, it is becoming increasingly harder. The aim of a trade unionist is to improve the lives of people and their families both in and out of the workplace. I am politically active and work for a fairer society for everyone.

When I started in BT I was the only female in an intake of 300 engineers in my area. Although numbers have increased it has not been enough and we have not seen enough of an increase of women in our work places to the levels that we should.

Progress has been made, but we still have a way to go to tackle the many issues women face each day. We also still have people pushing women into little groups and networks, why? The women in our union are strong, they speak up and stand up for each other, we should all openly discuss the issues women face, it is the only way they are recognised and addressed and that is what I would bring if elected onto the NEC.

Every day I fight for fairness and equality, making sure no-one is left behind, I am driven to make things better for everyone.

Members are everything: we should not be afraid to ruffle feathers for the sake of the membership, it is why we are elected.

We have challenges ahead and to face these we need more women willing to speak up at open meetings, encouraging and empowering others to do the same.

Nominating Branches: Greater London Combined, Greater Mersey & South West Lancs

TFS CONSTITUENCY – SECTION 4

NEC MEMBER – DISABILITY



**Jonathan
BELLSHAW**

Branch: Lincolnshire & South Yorks
Joined CWU: February 2005
Job Title: B1CC
Date starting employment relevant to CWU: October 2004

Record of CWU Activity: Branch Equality Officer Feb 2016-date; Branch Organiser Feb 2016-date; Disability Advisory Committee 2011-2018 V/Chair 2016-2017; NE SPOC BT Retail 2011-2014; Section Secretary 2005-2011; Youth Advisory Committee 2011; IR Rep 2005-date; Chair NE Youth Committee 2006-2010; BT Business National Team Feb 2014 to April 2017; BT Consumer National Team 2017-date; Chair NE Regional Organising Committee 2014-2019. **Other Relevant Service to the Union and Labour Movement:** TUC Disability Conference; Labour Party Conference; TUC Congress; Member Lincoln CLP, Ward Secretary 2015-2016. **Educational Activity:** Union Skills 1 & 2; Equality and Diversity; Mental Health Awareness, Chairs Course; Advanced Skills 1&2

ELECTION ADDRESS

I am an experienced branch equality officer and previously a member of the CWU Disability Advisory Committee.

In standing for the Disabled Workers NEC position I am doing so with passion and belief that we as trade unionists must do everything we can to ensure the fundamental rights and dignity of disabled workers is at the forefront of our agenda.

Trade unions must ensure that people with disabilities are protected from discrimination and have equal access to rights and opportunities. It is our job to review strategies that may impact disabled workers and actively campaign for equality when required, particularly to reverse government policies that have adversely affected those with disabilities.

We should fight to hold companies to account publicly when they fail to make reasonable adjustments.

The past year has been challenging for everyone, no more so than disabled workers. Many employers are now rationalising their operations and workforce creating further job insecurity and impacting those that are most vulnerable.

Mental Health must remain a key priority. I am keen to see an increase in the number of mental health first aiders not just in the union but also in wider society.

We must also make sure that our own structures and organisation is inclusive to fully embrace all our members' involvement. The facilitation of technology to enable greater access via online platforms has been an important step forward and an example of progress.

If elected I will work hard to ensure that the voices of disabled workers are heard and help shape how our union works on your behalf to improve not just the world of work but also society.

I am keen to engage fully with all branches and maximise the role to the full benefit of our membership.

Thank you for your support.

Nominating Branches: Bootle Financial Services, Capital, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Preston Brook & Bury, Scotland No. 1, Somerset, Devon & Cornwall, South East Central, South Wales, South Yorkshire, Tyne & Wear Clerical, West Yorkshire



**Jeffrey
TILL**

Branch: Greater London Combined
Joined CWU: April 1986
Job Title: C3
Date starting employment relevant to CWU: April 1986

Record of CWU Activity: Rep 1987-90, Assistant Sec 91-96, 2014, Chairperson 1997 - 2005. T&FSE 2005 -2011, Conference delegate 1990- to date, T&FSC Standing Orders Committee 2002- 2005, PTTI world Conference delegate 1997. Uni European & world conference delegate 2005, Disability Advisory Committee 2007, 2011, 2013, London Regional Disability Lead 2019 to date, **Political Affiliation & Activity:** Labour Party Member since 1989 - Ward Sec 1998-99, CLP conference delegate 2000, Trade union liaison officer 2001, Local Government Committee Vice Chair 2001. Branch CLP delegate since 1989 to date. **Educational Activity** – Disability Champions, disability Workshop

ELECTION ADDRESS

I am currently the London Regional Disability Lead

At long last we as the CWU are beginning to move the issue of people with disabilities on in to main stream thinking and the union, I see this very much as a beginning of the process.

I have been fighting for the inclusion of disability issues for years, at all levels of the union, when I was part of the T&FS Executive, I have been fighting to get this position in place. I really want to be part of moving that agenda forward, working with the T&FS to improve their understanding of everyday issues, also to get the major companies we deal with to improve the life's of all disabled workers.

I also want to bring confidence to all members to feel they can register with confidence their disability within the CWU, that the union is a positive place to be able to speak openly, not think that by registering it will be held against them in some way,

I want the CWU to be right at the front of the pressure groups lobbying Government on issues that move the agenda forward for the rights and access that most people take for granted. For far too long inside and outside of the working environment disabled people have been at a disadvantage, that has to change, we as a union need to be part of that change.

There is a lot of work to do and believe with my experience at all levels of the union, National, Regional and local I am the right person to move the disability agenda forward.

Thank you for taking the time to read this and I am hoping you will VOTE for me.

VOTE JEFFREY TILL

Nominating Branches: Greater London Combined, Greater Mersey & South West Lancs, South East Anglia

TFSE – MEMBER – YOUNG WORKER



Thomas KIRKWOOD-SWEET

Branch: Greater Mersey & SW Lancs Amalgamated
Joined CWU: 18/07/2018
Job Title: Fibre Joints
Date starting employment relevant to CWU: 09/07/2018

Record of CWU Activity: Branch Committee member from March 2020 to Present, Youth IR Rep from May 2021 to Present



Carolyn LINDSAY

Branch: Scotland No 1
Joined CWU: October 2016
Job Title: BT Consumer TSA TM2
Date starting employment relevant to CWU: October 2016

Record of CWU Activity: Scotland No 1 Branch Young Workers Officer April 2018- present, West of Scotland area Vice-Chair April 2019 - present, Scottish Regional Young Workers Committee Chair 2021 – present, CWU National Young Workers Committee member 2019 – present. Completed CWU Essential Skills 1 & 2 courses – 2018. Represented the CWU at STUC Congress 2021 & STUC LGBT Conference 2021. Previous membership of USDAW union 2011 - October 2016. Member of the Labour Party 2018- present.

ELECTION ADDRESS

Since joining Openreach in 2018 it was immediately apparent the degree to which the company does all that it can to chip away at the employees. This can be through attacking terms and conditions to borderline harassing behaviour when managing their day to day working week. It was then that I knew I wanted to be involved with the CWU to fight back against this disgusting treatment of our members.

Since becoming involved with my local branch at the section committee level, I've done all that I can to assist in the unions activities. Be it hanging posters in exchanges to handing out CWU neck warmers in winter to even phoning members on my days off to ensure their personal details were correct on the system. Going forward I will do all that I can to do more for our members to ensure that the union has their support and is able to advance their cause.

I am standing in this election to be a voice for the young workers on the tools that often suffer the worst of BT Group's policies. It is infuriating how often I hear of younger members who've suffered from bullying or dismissive treatment from their managers just to get an extra bit of work from them. This kind of attitude contributes to an atmosphere of distrust and fear that serves only to isolate us and weaken us as a collective.

If elected I will use my voice to push the issues that affect young workers disproportionately more so than anyone else. Issues such as the Compulsory Travel Time or lower pay rate compared to our New Grid colleagues. These issues have a real impact on members' quality of life and contribute to their opinion regarding the unions' ability to fight for them.

Nominating Branches: Greater London Combined, Greater Mersey & South West Lancs

ELECTION ADDRESS

I've spent the last 3 years building confidence, finding my voice and actively participating within the CWU and the wider Trade Union movement. I am now taking the step of asking for your support to be elected to the Young Worker seat on the Telecoms and Financial Services Executive. With the same energy and enthusiasm that has given me the ability to represent members locally, I will continue to push the boundaries. I'm not afraid to ask questions or offer my opinion, regardless of how controversial that may be. I will stand up for all CWU members, whilst bringing a fresh view point and an eye to the future.

I want my voice to be your voice at the table, to have your backs during discussions and decision making that will impact our working lives. The Telecoms & Financial Services sector is experiencing a rapid pace of change, we rarely get a chance to catch our breath, before something changes again. We're expected to adjust and keep up without any detriment to service levels – easy peasy, right?

Technology was once our friend, but now we are looking over our shoulder at Artificial Intelligence and as a union we have to ensure that our members job security is not taken away by robotics. We need to be proactive in our representations and seek to influence the shape of the future. I want to be part of the team making sure that change is not at our detriment.

I would really appreciate your vote, and with your support I will ensure that you, the members, are at the heart of every discussion and decision.

Collectively we can shape our future and make sure it is the one we all deserve.

Nominating Branches: Bootle Financial Services, Capital, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Scotland No. 1, Somerset, Devon & Cornwall, South East Central, South Wales, Tyne & Wear Clerical, West Yorkshire

TFSE – ALL OTHER MEMBERS



**John
BALLARD**

Branch: Greater London Combined
Joined CWU: January 1988
Job Title: B2 Jointer
Date starting employment relevant to CWU: January 1988

Record of CWU Activity: Branch Committee 1992-present. Financial Secretary 1993-1999, Safety officer 1999-2000, Branch Chair 2000-2001, Branch Secretary 2001-2012, 2016 – present, Deputy Secretary 2012-2016. Delegate to Annual Conference 1995-present. Regional Education Committee Chair 2008-2010 GPC London Regional Committee 2000-Present, London Regional BT Committee Secretary 2015-2021, Health and Safety co-ord member 1999-2003, Chair Supplies Co-ord 2000-2011, Chair of Supplies National Committee 2002-2011, London Supplies SPOC 2012-Present Supplies National Committee Chair 2004-2011 Standing Orders Committee 2007-2012. **Other relevant service to the Union and Labour Movement:** Delegate to Stevenage Trades Council. Secondary School Governor. Member of the socialist party.

ELECTION ADDRESS

I am standing for election because I am beyond frustrated with the way our union has negotiated on issues in the past ten years, we are treated by the main employer with disdain, the current approach clearly hasn't worked, its time the tail stopped wagging the dog. I have extensive experience as a regional and Branch officer, it's time for me to stand up and be counted, I will listen and represent the views of the members, not just acquiesce to the employer.

Being unable to protect our conditions is **no longer acceptable**, it doesn't matter how many lines in the sand you draw, or how many times you threaten to take action, if you don't have the conviction to carry them out.

Proportionality

I would also campaign for proportionality in all levels of the CWU, we have been deficient in addressing the proportionality within the T&FSE executive, we must admit how poor we have been in not challenging this before, I will campaign to make sure that all minorities and groupings are given the representation and opportunities to further their aims and bring our union into the 21st century.

Recruitment of membership

I am a big advocate for recruitment in SKY, Virgin Media, and other Telcos, we must strive to get better terms conditions for all our membership not just the core companies.

Democracy

In The T&FSE there is warped view of democracy; government of the union by a small minority is not democracy. Democracy is the members having supreme power and the power should be vested totally in them, we should have a free electoral system that allows the best and correct people to get elected.

I'm free of any association or organisation that binds me to a party line, I would be truly independent of such restrictions.

Nominating Branches: Greater London Combined, Greater Mersey & South West Lancs, South London, Surrey and North Hampshire



**Tracy
BUCKLEY**

Branch: Mersey
Joined CWU: 1st July 1984
Job Title: B2
Date starting employment relevant to CWU: 1st July 1984

Record of CWU Activity: 1988 – 2005 Branch Assistant Secretary, 2005 – 2010 Branch Secretary, 2010 – 2012 Branch Chairperson, 2011 – 2013 BT Retail National Team, 2013 – to date T&FS Executive, 2002 – 2013 North West Joint Co-ord Chairperson, 2004 – 2013 North West Regional Assistant Secretary, 2005 – 2011 North West BT Co-ord Health & Safety Secretary, 2007 – 2011 Telecoms Standing Orders Committee, 2005 – 2011 Women's Advisory Committee, 1988 – To date Annual Conference Delegate, 1990 – To date Labour Party Member, 2014 UNI World Congress Delegate

ELECTION ADDRESS

What a strange and difficult year this has been – like many of you my working life and my home life has been turned upside down and inside out by the Covid pandemic. Working from home has had many problems but also some advantages. Moving forward I'm determined that our members get all the benefits from this change in the world of work. We must ensure that your individual preferences are a priority so that you have every opportunity to enhance your working life.

I passionately believe we need fairness and equality in the workplace. Employers are in a race to the bottom, attacking our terms & conditions, pay and job security. To meet the challenges we face we will need a strong and committed executive team and I have the attributes needed to be a valuable member of that team.

My experience as a working mother, an Executive member, and the knowledge I have gained as a long serving branch and regional representative, gives me a strong and reliable background which I am able to put to good use on the Telecoms & Financial Services Executive.

We need to have vision and leadership to meet the challenges we face in the fast moving Telecoms sector. I am a tough negotiator; I value the fine detail but most importantly I will work tenaciously on your behalf. We all deserve a decent place to work and a job worth having, now more than ever it is up to the union to take a lead and give members hope for a better and secure future.

Thank you for reading my election address and if re-elected I promise that I will continue to work hard on your behalf.

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Scotland No. 1, Somerset, Devon & Cornwall, South East Anglia, South East Central, South Wales, Tyne & Wear Clerical, West Yorkshire

TFSE – ALL OTHER MEMBERS



Fiona
CURTIS

Branch: Northern Ireland Telecoms
Joined CWU: October 2012
Job Title: Core Planner Openreach / C3
Date starting employment relevant to CWU: October 2012

Record of CWU Activity: Joined CWU October 2012, Training by the CWU – Essential Skills 1+2, Fair and Equal, Branch Young Workers Officer September 2016, National Young Workers Committee September 2016, UNI ICTS Europa Conference – July 2017, UNI Europa Youth Conference – September 2017, Deputy East Section Secretary for Northern Ireland Telecoms Branch – April 2018, Vice Chair National Young Workers Committee – July 2018, TUC Congress – September 2018, World Transformed – September 2018, Labour Party Member since 2018, Openreach National Team as the Young Worker – May 2019, Openreach National Team – August 2020 – Current, Chair National Young Workers Committee – 2021 – Current

ELECTION ADDRESS

I am a young and passionate trade unionist who believes in doing all I can to represent you. I have worked for BT/Openreach for 9 years and understand through personal experience some of the challenges we all face at work.

I am extremely dedicated, hardworking and approachable, all traits which have helped me achieve positive results for you, the CWU members.

I have always strived for fairness and equality and I believe my track record within the CWU has shown this, whether this has been locally within the branch, within the CWU Young Workers network or as a member of a National Negotiating Team.

For the last two years I have been a member of the CWU's National Team dealing with issues on behalf of our members in Openreach. I have also participated in the Telecoms and Financial Services Executive Meetings as a Representative of the National Young Workers' Committee. I want to continue the work I have started and with your support I can continue to represent you all as a member of the Telecoms and Financial Services Executive. I have the energy, drive and commitment that will help to achieve better results for us all.

I will bring first-hand experience of issues we face within the workplace to the Telecoms and Financial Services Executive.

I will continue to provide a fresh approach, along with a strong voice, and a focus on the future for; job security, decent pay, terms and conditions, fairness, equality and for us all to be treated with respect at work.

In return for your vote I promise to stand up for you. I will do all in my power to ensure we collectively deliver the best possible outcomes in the challenges we face ahead.

Thank you for taking the time to read this.

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Scotland No. 1, Somerset, Devon & Cornwall, South East Anglia, South East Central, South Wales, Tyne & Wear Clerical, West Yorkshire



Peter
FRANCIS

Branch: South East Central
Joined CWU: 1986
Job Title: Engineer
Date started employment relevant to CWU: October 1986

Record of CWU Activity: Workplace rep since 2000 -2008, Assistant branch secretary since 2008. H&S rep from 2009, H&S Branch Coordinator from 2016-2019. Regional rep for Enterprise/ Global/ Security 2017-2019. Telecom & Financial Services Executive 2019-2021.

ELECTION ADDRESS

I have just completed my first term on the executive and it has probably been the most challenging in many respects not just Covid-19 but also the uncertainty we all face in the workplace. In my first month, being told of BT's first compulsory redundancies as part of the Enterprise National team. Since this announcement, I have tried my hardest to help branches and members affected. Grading is another issue that we need to address as well as the numerous site closures that is having a devastating effect. These are just some of the problems as part of the CMI campaign we cannot lose.

As a member of the executive, I enjoy nothing more than being out on the street meeting our members, listening and dealing with issues that are important to you. I have done this as best I can, sometimes moving to zoom but any opportunity to be on the coalface.

I became a rep because I detest unfairness and inequality in the workplace if we let the company continue on its path all of us will suffer and my aim is to ensure all our newer, younger members enjoy a good career on terms and conditions we have all enjoyed up to now.

Being a member of the executive has given me a real insight into what we need to challenge and strive to achieve, if anything I am more determined and seek your support to help us all maintain and gain a decent standard of living. The only way we can do this is standing and fighting together, having the will and determination to succeed.

We need the strongest possible team with vision, I dearly want to be part of this, I ask for your support so I can support you in achieving our goals.

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorks, London & West, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Scotland No. 1, Somerset, Devon & Cornwall, South East Central, South London, Surrey and North Hampshire, South Wales, Tyne & Wear Clerical, West Yorkshire

Please see over

TFSE – ALL OTHER MEMBERS



Dave STUART

Branch: Midland Counties

Joined CWU: 28 July 1975 (POEU)

Job Title: Customer Engineer

Date starting employment relevant to CWU: 28 July 1975 (Post Office Telephones)

Record of CWU Activity: 1979 – 1980 Workplace Rep, 1981 – 1983 Branch Safety Rep, 1985 – 1993 Branch Committee, 2002 – 2015 Lead Rep Computacenter / Pay Negotiator, 2015 – 2019 TFSE. **Other relevant service to the Union and Labour movement:** 2002 to date – Conference Delegate. Various CWU Schools / Courses: Union Safety Rep, CWU Negotiations. 2019 to date BTRSS Pension Governance Committee

ELECTION ADDRESS

The CWU has a great many challenges to face, from issues affecting large groups in BT to issues affecting single members everywhere. These are equally important, and we need to deal with them in a robust and effective manner, giving support both to individuals and groups.

This year has seen the first members made compulsorily redundant in BT. Almost all of them would still be employed if it weren't for the management attitude that you are just a number and live in the wrong place. The Better Workplace program (*better for who?*) will see thousands of members made redundant as they will be unable to travel to the new location. We have to fight these policies, but equally we have to ensure a fair package for those who either want or are obliged to leave.

At the time of writing, the *Count Me In* campaign has forced BT to negotiate and whatever the outcome, members should be proud of their part in this to date.

TUPE is now a fact of life for the Union, but recently we have members redundant on their first day in the new Company. I have personally been through this process three times and can confirm it is stressful and uncomfortable. I believe my own experiences have given me the ability to obtain the best deal for affected members and ensure their Terms & Conditions are protected.

Our Employers need to recognise the contribution that CWU Members make to their success and treat them fairly, but each Company has its own agenda and rarely takes into consideration the aspirations of our Members, who just want to go to work and do a good job.

With your support, I will be working towards a better quality of life for all CWU members.

Please use your votes.

Nominating Branches: Bootle Financial Services, Capital, Central Counties & Thames Valley, Edinburgh, Dundee & Borders, Glasgow & Motherwell, Lincolnshire & South Yorkshire, Manchester Combined, Meridian, Mersey, Mid Wales, The Marches & North Staffs, Midland Counties, Midland No. 1, North Anglia, North East, North Wales & Chester, Northern Ireland Telecoms, Portsmouth, West Sussex & IOW, Scotland No. 1, Somerset, Devon & Cornwall, South East Central, South Wales, Tyne & Wear Clerical, West Yorkshire