

# Book Branch News

NUJ Book Branch

[www.nujbook.org](http://www.nujbook.org)

September 2009

## Diary Dates

**1 September**  
Branch meeting  
(These are held at  
Headland House.)

**6 October**  
Branch meeting

**3 November**  
Branch meeting

**19 - 22 November**  
ADM, Southport.

## Book Branch Chapels

A & C Black  
Faber & Faber\*  
HarperCollins (London)  
LexisNexis Butterworths\*  
Lippincott Williams &  
Wilkins  
Lonely Planet  
Macmillan (Oxford)\*  
Open University  
(Milton Keynes)\*  
Orion\*  
Penguin/DK\*  
Random House\*  
Taylor & Francis Books\*  
Usborne\*

\* = Recognized

## Book Branch News

Editorial team  
Sylvia Courtnage, editor  
Sylvia Kwan, designer  
Mitzi Bales, assistant

## BBN Deadline

Please send news for the  
next issue by 10 September  
to  
[scourtnage@btinternet.com](mailto:scourtnage@btinternet.com)

## WE KNOW HOW TO PARTY



Drummond Moir talking  
to Cath and Huw.



Emma Finnigan

### Book Branch faces old and new were out in force at the summer party.

One of the organisers, Alison Hennessey from Random House, said: "Having picked a venue with plenty of outside space, not to mention a wonderful view across the canal, we were delighted when the sunshine came to join us at The Rotunda Bar for this year's Book Branch Summer Party. Chapel members from Random House, Orion and LexisNexis, together with freelancers, individual members and committee members all enjoyed a glass (or three) of wine and a chance to meet people from other chapels. Members at Random House, who hadn't previously attended a Branch party, all commented on what a wonderful opportunity it was to celebrate the positive



Monique Corless facing the  
camera, talking to Juliet  
Brooke

aspects of belonging to a union, particularly in such difficult times." The Branch is grateful for all the enthusiastic hard work put in by the chapel into making the event such a success.

## APPEAL FOR INFORMATION Outsourcing to India

Many chapels have seen work that has always been done in-house, sent to overseas companies in countries such as India, the Philippines and China. This has often resulted in our members losing their jobs. Not all outsourcing or "offshoring" projects have been "successful".

This is a plea for information! Do you know anything about any offshoring projects that have taken place in your workplace or any other workplace? What sort of work was sent offshore, how many jobs were cut as a result and how "successful" was the whole exercise

in the eyes of your employer? Are there any examples of work having had to be brought back in house, following an offshoring/outsourcing disaster?

**Please forward any information you have care of the editor at:**  
[scourtnage@btinternet.com](mailto:scourtnage@btinternet.com)

There are chapels out there who would be extremely grateful for any information you have!

### BRANCH CONTACTS

#### Chair

Huw Davies  
huwdavies1@yahoo.co.uk

#### Vice Chair

Annie Pike  
anneepike@yahoo.com

#### Secretary

Cath Rasbash  
crasbash@acblack.com

#### Treasurer

Andy Smith  
andy@nujbook.org

#### Membership Secretary

Cath Rasbash  
crasbash@acblack.com

#### Welfare Officer and Equality Officer

Kyran Connolly  
kyranco@gmail.com

#### General Member

Mitzi Bales  
mbales@waitrose.com  
Sylvia Courtneage  
sylvia.courtneage@lexisnexis.co.uk

#### NEC Members

Kyran Connolly (Book)  
Andy Smith (South East)

#### Book Branch Website

[www.nujbook.org](http://www.nujbook.org)

#### Freelance Rates

[www.nujbook.org/freelance/freeln01.shtml](http://www.nujbook.org/freelance/freeln01.shtml)

#### NUJ Freelance Directory and Rate for the Job

[www.londonfreelance.org.uk](http://www.londonfreelance.org.uk)

#### NUJ Head Office

Headland House  
308 Gray's Inn Road  
WC1X 8DP  
[www.nuj.org.uk](http://www.nuj.org.uk)

#### Books, Magazines and PR Assistant Organiser

Fiona Swarbrick  
fionas@nuj.org.uk  
0207 843 3703

#### Freelance Organiser

John Toner  
020 7843 3703  
Johnnt@nuj.org.uk

#### Change of Job/Address

info@nuj.org.uk  
020 7278 7916

## JOB CUTS PLANNED

According to a report in *The Bookseller* (130809) 45 redundancies are planned in the UK at John Wiley "as part of a cost cutting and efficiency improving exercise."

A consultation, which is to last at least 30 days, started in August at Wiley's office in Chichester covering the company's scientific, technical, medical and scholarly division.

The most affected areas are journal and book content management, global purchasing plus content management services.

When the consultation period is complete, any redundancies are expected to be made between February and June 2010.

### WILEY EMPLOYS AROUND 1,400 IN THE UK ALONE.

The work is to be outsourced to Wiley's Singapore-based offices where the company already has a "significant presence". It's not clear whether this will result in new jobs there or whether the

work is to be absorbed into existing roles.

Associate director of corporate communications, Julia Lampam, said there was a need to be "vigilant" over costs in the current economic climate. However, she argued that it would be a mistake to view the planned redundancies as purely a cost cutting measure.

According to the Bookseller, Lampam said: "It's really to expand the ongoing globalisation of the content management operations – reducing the number of locations to achieve efficiencies."

Currently journal and book content management, global purchasing plus content management services, are "managed out of eight locations around the world which isn't the most efficient approach", said Lampam.

A further 15 jobs may go at the group's Melbourne office.

## Internship exploitation investigation

The union has welcomed reports that the Low Pay Commission is to launch an inquiry in to the abuse of work experience placements.

The NUJ has lobbied the Commission for the past three years to act against employers who breach the National Minimum Wage laws by employing interns for free.

Now the Commission is set to announce a major inquiry into the practice. Under the National Minimum Wage Act, employers are required to pay interns who perform work which is not part of a recognised education course. In the media many employers flout the law, exploiting the desire of thousands of young people to become journalists. Recently a Government-appointed panel said such practices were unlawful and restricted access to journalism to those with the means to work for free.

The Low Pay Commission is now expected to make a series of recommendations on internships in its annual report to be published early in the New Year.

General Secretary Jeremy Dear said: "After extensive lobbying we're delighted the Commission is now taking this issue seriously. They must make it clear those who do work experience are entitled to be paid and those employers who continue to break the law should be fined. When used correctly work experience is a valuable tool for employers to identify good quality candidates and for interns to get practical experience. When used badly it is unlawful exploitation which costs jobs."

## Book Branch Minutes

### 2 June 2009

**Reports:** Cuba Solidarity Campaign (CSC): 160 British Trade Union delegates attended Havana May Day parade. Only the Uruguayan delegation was bigger. PCS annual conference defeated a proposal to disaffiliate from CSC. Ken Gill, former chair of CSC, has died. In contrast to many other countries, UK Foreign & Commonwealth Office refuses to send the Foreign Secretary to Cuba unless he is invited to meet Cuban dissidents. CSC AGM takes place this Saturday.

#### Chapel reports

**PEARSON EDUCATION:** Unite have agreed to attempt to negotiate joint recognition for the NUJ with the company.  
**RANDOM HOUSE:** meetings have started on renegotiating the House Agreement, for the first time since 1982. There have been attempts in the interim but all foundered. Chapel has company's first draft and is amending it.  
**SCHOLASTIC:** Assistant organiser Fiona is working on contacting London staff. Leamington chapel are keen to extend their recognition agreement to London office.  
**USBORNE:** there is a possibility that part-timers are suffering less favourable treatment. Fiona is in touch with FOC.  
**BROWN REFERENCE GROUP:** some 'freelance' workers have been on repeatedly-renewed contracts for up to 10 years, and are concerned about their status.

One motion was put forward to go to Annual Conference: 'ADM 2003 agreed to 'promote even more actively the recruitment of internet journalists'.

Despite significant efforts by staff and lay members this remains a sector where our potential membership massively outweighs those we currently protect.

This ADM instructs the NEC to put greater focus on the recruitment of workers in 'new media', including forging relationships with relevant professional bodies, exhibiting at trade fairs targeted at potential members, and engaging with the trade press.' Prop Andy, sec Kyran. Passed.

#### Other decisions

The Branch made a number of financial decisions including to claim the Management Allowance every second quarter to help to alleviate the overall financial situation of the NUJ. Prop Kyran, sec Andy.

It also agreed to donate £500 to NUJ Extra, the NUJ charity. Prop Kyran, sec Cath. Passed.

It further agreed to donate £100 towards the cost of CUBA50 Cuban night on Saturday 27 June 2009 at the Barbican Centre and to pay for up to two members to attend the event. Prop Kyran, sec Andy.

The branch also agreed to send up to 2 delegates to the AGM of Cuba Solidarity Campaign on 6 June 2009 at NUT HQ, Hamilton House, Mabledon Place, Euston. Prop Kyran, sec Andy. Passed.

A further motion on inviting high-profile industry figures to Branch meetings was referred to Committee.

### 7 July 2009

A further 5 motions were passed to go to ADM (see the August BBN bulletin or draft agenda for full details).

#### WORKPLACE REPORTS:

Penguin/DK: a round of radical restructuring has engendered a wave of around 100 redundancies. It is predicted that many former in-house jobs will now be

freelanced. 'Consultations' are in progress.

**MOTIONS:** Book Branch calls on the National Executive Council of the NUJ at its meeting on 10 – 11 July 2009 to condemn the anti-democratic coup d'état in the Central American Republic of Honduras on 28 June 2009. Book Branch notes that President Hugo Chavez (Venezuela), President Barack Obama (USA) and ex-President Fidel Castro (Cuba) as well as the Organization of American States (OAS) have all agreed that the coup and treatment of diplomatic personnel from Nicaragua, Venezuela and Cuba accredited to Tegucigalpa were in flagrant breach of national and international laws.

Book Branch exhorts the NEC to instruct the General Secretary to inform the embassies of Honduras, USA, Venezuela, Nicaragua and Cuba in London and Dublin of this view, and to urge on them the necessity for the immediate reinstatement and return from enforced exile of the legitimately elected President of the Republic of Honduras, Manuel Zelaya, and the return to power of the people's choice of President. Proposer: Kyran Connolly. Seconder: Cath Rasbash. Passed.

Mitzi was in St Mary's Hospital, Praed Street, in intensive care following an operation. Kyran had visited her and gave good wishes on behalf of the branch. Mitzi sent her greetings to the branch. Annie will send her a card on behalf of the branch.

### 4 August 2009

ADM motions and nominations were all submitted on time. Amendments and election of delegates will be done at September Branch meeting.

#### NEW MEMBERS:

List includes 23 names from Penguin/DK – an indication of the severity of the problems in that workplace. List was approved.

#### WORKPLACE REPORTS:

LEXIS NEXIS; company has announced an 18-month review of all publishing functions. The aim is said to be efficiency rather than cost-cutting; there is talk of outsourcing, and the possibility of redundancies is inevitably in people's minds. The chapel is maintaining communications with management.

RANDOM HOUSE: negotiations on updating the house agreement are progressing slowly. There are separate consultations on hours and on pay issues. The atmosphere is fairly positive.

#### OTHER REPORTS:

NEC: more savings are still being sought. Books, Magazines and PR are now grouped under the Publishing umbrella, along with Newspapers; the National Organizer post is still vacant. Some members may join the lobby of the Labour Party conference this autumn.

Branch Summer Party: Random House Chapel have booked the Rotunda Bar at King's Place from 6pm on Thursday 13 August. An invitation has been sent out to the whole branch. Funding of up to £350. Proposed Kyran, seconded Alison. Passed unanimously.

AOB. Encourage anyone who has access through work to sign up to Bookseller on-line and report items of interest to Branch. Also applies to Book Branch (set up by ex-Publishing News staff)?

# Media under spotlight

## New research looks at corporate social responsibility in the media

The corporate responsibility (CR) of the media in the UK was brought to public attention when the Daily Telegraph ran a month long expose of MPs' abuse of parliamentary allowances to subsidise their lifestyles and multiple homes. Whilst few outside parliament challenged the public service value of the expose, controversy focussed on the fact that the information was sourced from computer discs which may have been stolen.

A new paper by Professor David Grayson, Director of the Doughty Centre for Corporate Responsibility at Cranfield School of Management explores CR in and of the media. The paper looks at both traditional media (print and broadcast) and new media (internet and

associated phenomena such as blogging and social networking sites).

Grayson said: "Media companies as businesses themselves should behave responsibly. Like any other business in any other sector, they need to understand their environmental, social and governance impacts and issues; and seek to minimise negative environmental and social impacts, and maximise positive impacts.

"Key CR issues for media businesses include transparent and responsible editorial policies; impartial and balanced output; freedom of expression; media literacy and the 'digital divide'."

Other examples discussed in the paper include the media companies that reproduced cartoons which offended Muslims across the globe; and the decision of major IT companies to operate in China under restrictions imposed by the Chinese authorities – 'the great firewall of China'.

Copies of the report are available on the website [www.doughtycentre.info](http://www.doughtycentre.info)

# Keeping Occupied

Jeremy Dear on 31 July 2009 wrote:

Was looking forward to the picket lines in Birmingham and Coventry on Thursday but instead had to make do with the satisfaction of the chapels' strong stands resulting in compulsory redundancies being withdrawn and staff being redeployed. Despite the allegations that our threatened action was negligent and reckless it was effective in stopping those who did not want to go from losing their jobs... and that's what a trade union is about.

As is happening in lots of other unions there was discussion about tactics for the dispute, even occupying, sitting in and other forms of more radical action. Members have rightly ruled nothing out in fighting to stop compulsory redundancies.

Occupations were once commonplace in the media industry, particularly for some reason in magazine and book publishing. Now that they are spreading across other industries – and there is news today of another one at Thomas Cook in Dublin – media workers are seeing such tactics can be effective. I'm sure it won't be long before we see such action in a media company.

**General Secretary's blog – see main NUJ website**

## PUBLISHING INDUSTRY JOBS SUMMIT

Saturday 10 October 2009

11.30am,

NUJ HQ, Grays Inn Road,

London, WC1X 8DP

Essential for NUJ members  
who work for books and magazines  
to plan a fightback against the cuts

Contact HQ for full details and to register