

The magazine of the Union of Shop, Distributive and Allied Workers

arena

Autumn 2010

www.usdaw.org.uk



FESTIVE TIME OFF EXPLAINED

DRIVING AHEAD

Dennis Nash on his union journey



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LEADING MAN

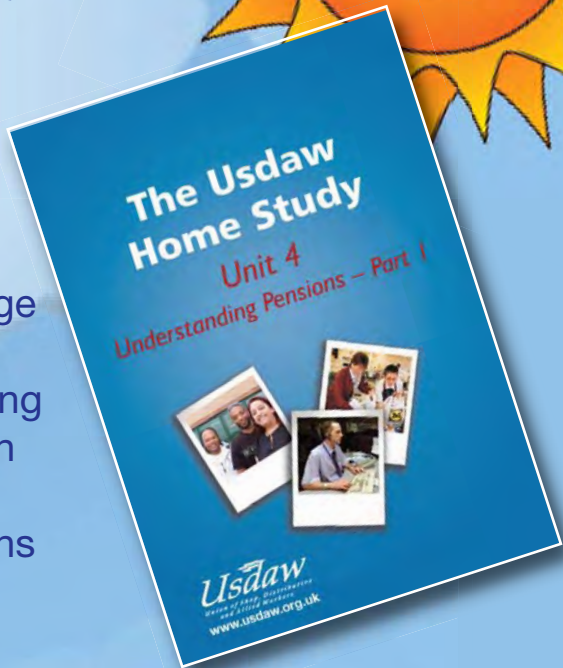
David Miliband MP wants your vote



Thousands sign up after campaign

NEW MEMBERS FLOOD IN DURING SUMMER

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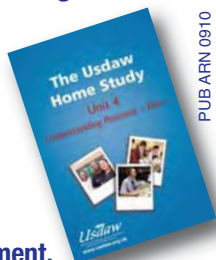
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PUBARN 0910

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Have your say in the

Labour leadership race



The Coalition Government's first Budget has both failed the 'fairness' test and will hit our members hard in their pockets.

VAT will go up to 20 per cent in January, tax credits are set to be cut, help for new parents will also be withdrawn. Not much festive cheer in that package of measures. That's why Usdaw believes only Labour can protect our members from these cutbacks, which will hit the low paid and hard-working families the

most. In the election to be the next leader of the Labour Party Usdaw is backing the former foreign secretary David Miliband MP. We believe David's commitment to our campaigns, his experience and his leadership qualities

make him the ideal candidate for the job.

On a separate matter, congratulations to our **arena** team who won top prize in the TUC's magazine awards for the second time in four years. The judges described **arena** as '... very professional in design and style, well tailored to its readership ... It strikes an outstanding balance between union news and giving vital information to members. A magazine that really adds value to the membership offer. Spot on!'

Our Supporting Parents

and Carers campaign also won third prize showing once again our unrivalled record of producing top quality publications and campaigns significantly enhances our profile and underlines Usdaw's reputation within the trade union and Labour movement as 'The Campaigning Union'.

Finally, take a look at our **new website**, redesigned with a fresh new look and new features. Visit:

www.usdaw.org.uk

John Hannett General Secretary

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Decision time ahead

David Miliband MP at Usdaw's central office



Usdaw is backing **David Miliband** in the race for the Labour Party leadership.

General secretary John Hannett said: "Usdaw is backing David because we believe he is the **best choice** for our members, the best choice for Labour and the best choice for Britain.

"David is a long-time friend of Usdaw and is someone who really understands the needs and aspirations of our members. He supports our campaigns against violence, threats and abuse against shopworkers and for the extension of workplace rights to help working parents."

David Miliband, shadow foreign secretary, said: "I am **honoured and delighted** to have secured the support of

Usdaw – a modern, forward looking union that campaigns on key issues of concern for its members and is increasing its membership as a result."

John Hannett added: "The Coalition Government has already set out its plans to cut in-work and other benefits which many of our members rely on. That's why we need an **effective opposition** to remind the electorate there is an alternative to the austerity measures announced in the Budget. Usdaw is backing David Miliband MP to be the new leader of the Labour Party to give us the kind of strong leadership we need to protect our members against the cuts. This is a man who can deliver for Labour – and I hope Party members and trade unionists will join me in **supporting him.**"

Youth rate boost

The annual pay review at the UK's biggest retailer **Tesco** will see a minimum increase of 2.3 per cent with youth rates abolished from the end of August meaning a **19.76 percentage increase** for 16 and 17 year-olds.

The Tesco National Forum agreed the deal in June which gives an hourly rate of £6.811 for the adult established C grade at Extra, Superstore and Metro formats. In Express stores the rate will be £6.47.

Co-op rescue

Usdaw has won additional **money** for workers made redundant by Vergo Retail from their former employers East of England Co-op and the Co-operative Group.

Some 345 of the Co-op's former employees were made **redundant** following the collapse of their new employer Vergo Retail in May. It had bought 12 Co-op stores in Norfolk, Suffolk and Essex in July 2009.

Of the 345 staff, 290 will be eligible for the payments. The money is in addition to what the workers will receive in statutory redundancy pay from the Government

and will total several **hundreds of thousands of pounds.**



King for Mayor

Usdaw is backing **Oona King** in the race to become Labour's candidate for the Mayor of London election in 2012.



General secretary John Hannett said: "Usdaw is backing Oona because we believe she represents a fresh start for Labour in London and is the very best choice to secure the change in the capital we want to see.

"Oona is a longstanding friend of Usdaw, a **tireless campaigner** who understands the needs and aspirations of our members and a vibrant advocate who has always championed our campaigns to improve workers lives."

Respect Week

Usdaw's award winning **Freedom From Fear** campaign to protect retail staff from violence and abuse will stage its annual Respect Week from **November 8** this year. Members and reps are being urged to participate by holding in-store awareness days, hand out leaflets and promote the respect message to the shopping public.

[MORE INFORMATION AT:]
WWW.USDAW.ORG.UK



Remember to use your vote

Usdaw wants as many members as possible to use their votes in the forthcoming election for **Labour Party leader**.

Members in London will also get a ballot paper for the election of the Labour candidate for the race to be **Mayor of London**.

"These are two very important elections," said general secretary John Hannett. "As you know Usdaw is backing **David Miliband MP** for the Labour leadership and former MP **Oona King** for Mayor of London.

"We've already seen what the coalition Government has done in terms of cutting working benefits for our members so we have to ensure Labour has the strongest leader possible. I believe David Miliband offers us the best chance of defeating the Tories and Lib Dems at the next election.

"Our members, who pay the political levy, will receive their ballot papers in this issue of **Arena**. The ballot closes on **September 21**. I would urge all members to use their votes."

If you have not received your ballot paper(s) with Arena contact the Electoral Reform Services on 0800 800 800

Usdaw insurance deals for members right on your doorstep




*Based on online independent research by Consumer Intelligence during 01 June 2010 to 30 June 2010. 10% of consumers could achieve this saving with Usdaw Buildings and Contents Insurance.

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Plus... free Home Emergency Cover worth £48


Offer available until 30th September 2010, quote valid for 90 days

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Insurance

** 12 months for the price of 10 and free home emergency offer is subject to our usual acceptance criteria. Usdaw Insurance is a trading style of UIA (Insurance) Ltd and UIA (Insurance Services) Ltd. Usdaw is an Introducer Appointed Representative of UIA (Insurance) Ltd and UIA (Insurance Services) Ltd. Travel, Motor & Pet Insurance are provided by selected companies. All these companies are authorised and regulated by the FSA. Please see www.usdawinsurance.co.uk for full details on these companies.



Warren Scott (right) in action in Northern Ireland

Warren's on a mission

Young rep is a firm believer in unions

Activist **Warren Scott** is one of the youngest reps on this year's Academy – the union's own training scheme – and has been spending six months recruiting and organising workers across Northern Ireland.

Warren is one of 50 specially selected union reps who have been seconded to Usdaw's highly successful Organising Academy, now in its eighth year.

"I'm half way through my time with the Academy and I'm thoroughly enjoying it," said the 23 year-old from Belfast. "It's a fantastic opportunity to test your skills in workplaces which aren't as well set up as your own.

"You never quite know what to expect from one store to the next. No matter how much

preparation you do sometimes it doesn't go to plan. You have to be ready to think on your feet."

Warren started working part-time for Tesco three years ago and has been a rep for two. "Having been a young worker I know we need the union even

"I know how much young workers need the union more than experienced workers"

more than experienced workers. I had no hesitation in joining because I knew the benefits and security it would give me.

"I love cars and I wouldn't

dream of driving off without insurance and it's the same at work, Usdaw is there for me if I have a problem. My work with the academy has given me the opportunity to promote something I believe in.

"I'm learning every day. I've surprised myself. It's a great feeling recruiting new members and it encourages you to set your targets higher and to do even better next time round. I'm pleased with my success rate, especially the many young workers I've signed up, and when the Academy finishes I'll continue with my union work in my store."

[MORE INFORMATION AT:]
WWW.USDAW.ORG.UK

Diane Palmer with colleagues at the CRL site in Fareham



Life changer for Diane

Doors open following company takeover

Getting involved in Usdaw has opened up a whole new world to admin assistant **Diane Palmer** who has progressed from being a non-member to one of the busiest reps in the Co-operative sector over the last six years.

The life-changing journey began in 2004 when Diane's previous employer Alldays, a company that did not recognise unions, was taken over and she was transferred to Co-operative Retail Logistics (CRL).

"Prior to that I knew nothing about unions but once CRL took over that changed. CRL brought a completely different way of working with staff to our depot in Fareham, Hampshire," said Diane, 42. "It was a massive change for the better and I

immediately joined Usdaw and became a rep. Everyone in the depot knew I always spoke my mind so the role of rep was almost 'given' to me. "Within about four months I had my first Usdaw course and since

"I can't believe how much I've learned, it's made me more confident at work and socially"

then I've had some fantastic training and I've done just about every course on offer. It's completely changed my life. I've travelled the country in my role as a senior rep and I really enjoy it. I can't believe how much I've learned and it's made

me much more confident both in my work and socially. I've met some fantastic people and my involvement has given me an insight into how both sides work on a national level."

Diane also has her work cut out dealing with the restructuring going on at CRL. Her depot will close next year and relocate to Andover. "We're hoping to take as many members as possible with us. It is a difficult situation but we are working closely with the management to ensure as smooth a transition as possible."

When Diane is not on union or work duties she spends her time on her allotment with husband Neil and a visit to their local pub, famously used in '80s TV series *Howard's Way*, often follows.

Assault victim thanks union

The Legal Plus Service proved a godsend to **Lee Whitwell** after he was viciously assaulted in the car park of his Morrisons store in Northampton.

The 46 year-old night shift worker was left battered and bruised and was off work for three months after the unprovoked attack.

Because Legal Plus extends to cover members travelling to and from work Lee was supported with his claim to the Criminal Injuries Compensation Authority. Nine months later he received a cheque for £1,000.

"Usdaw looked after everything," he said "It was such a relief. I couldn't have dealt with things myself, I just wasn't up to it.

"The incident happened in August last year. I'd finished my shift and left via the store car park. I noticed a man in a hoodie acting



suspiciously around the cars. I glanced away, but before I knew it he'd set upon me and flung me against the fence. I was taken completely by surprise. I was injured, dazed and very shocked.

"I wouldn't be without my membership."

In the frame



Shopworker **Penny Dyer** only wanted one thing when she had a nasty fall because of a faulty pavement – a new pair of glasses.

Instead, after Usdaw took up her case, she was awarded £2,000 in compensation and was 'thrilled to bits' by the Legal Plus Service.

The accident happened in August 2008 at her local shopping centre in Torquay. Penny sustained cuts to her cheekbone, hands, knees and face and damaged her glasses.

"It was a very nasty fall," said the 60 year-old from Torquay in Devon. "Although you know these kind of trips happen all the time you never expect it to happen to you. I was hurt, shocked and dazed but more upset about my glasses at the time.

"And when I contacted Usdaw all I was concerned about was getting a replacement pair. I didn't expect to get anything. Thankfully the union did this and more. I was originally offered £700 but I was given sound advice not to accept this and I came away with three times that. I was thrilled to bits. Everything was taken care of for me. I tell everyone to join now."

Who to call first

FirstCall 

LEGAL ROUND-UP

A seemingly innocuous workplace accident turned into a nightmare for cashier **Andrew Batty** who had to have his right foot amputated after complications set in.

The 47 year-old tripped and injured his foot when he worked at a garage forecourt in Leominster, Hertfordshire in 2006.

"At first it was a straightforward break of my metatarsal but my foot became infected and my condition deteriorated from then," he said.

Andrew had already contacted the union soon after the accident and an Usdaw solicitor had taken on his case.

"I can't speak highly enough of the union's legal team. I had expert, professional advice and support all the way through. I saw consultants and specialists and even had my own barrister. Four years later I received £300,000 in compensation.

"It's been a long, hard road. As you can imagine I've had extensive medical treatment and it took its toll on me and my family. Thankfully Usdaw were with me. I couldn't have done it without the union's backing."

Vital support



Hilda Hill

Age: 56
Employer: Morrisons
Location: Hereford
Injury: Wrist
Date of accident: January 2009
Case settled: February 2010
Award: £5,750

Joyce Burrows

Age: 65
Employer: Sainsbury's
Location: Ipswich
Injury: Ankle
Date of accident: January 2008
Case settled: March 2010
Award: £1,300

Valerie O'Leary

Age: 66
Employer: Sainsbury's
Location: Sheffield
Injury: Shoulder
Date of accident: November 2008
Case settled: October 2009
Award: £5,000

Lukasz Brzozowski

Age: 34
Employer: Ikea
Location: Belfast
Injury: Back injury after car accident
Date of accident: October 2008
Case settled: September 2009
Award: £3,500

FOR MORE INFORMATION VISIT
WWW.USDAW.ORG.UK/MEMBER_SERVICES/LEGAL_SERVICES/

Usdaw takes the strain

Usdaw helped take the pain out of the strain for customer service adviser **Julie Pickard** after she developed a repetitive strain injury (RSI).

The union negotiated on her behalf and she was awarded £5,000 in compensation. "It was such a relief having the union's support," said 48 year-old Julie who worked for Shop Direct in Burnley, Lancashire for 18 years until she was made redundant in July.

"People don't realise how restrictive and painful it can be. It's very frustrating. My employer did make adjustments at work but I already had the symptoms and I struggled at work and home.

"At first I just tried to ignore it thinking it would go away. It didn't, the pain spread up my fingers to my wrist. So I called the union. Usdaw's help was invaluable. I was kept fully informed all the way, it gave me real peace of mind."



Financial security delivered

Warehouse operative **Richard Saunders** sustained severe multiple injuries when a speeding motorcyclist crashed into him as he walked home from work in February 2006.

The 54 year-old's world was literally turned upside down and he has no recollection of the incident and now also suffers from epilepsy. "It's been a terrible ordeal for me and my family," said Richard who lives in Maidstone, Kent. "My life will never be the same again but thankfully my call to Usdaw gave me a lifeline.

"The union supported me thank goodness as I couldn't have afforded a legal battle myself. I received substantial damages earlier this year. The union's solicitor was excellent and I had expert advice throughout.

"Because of my injuries I lost my job at the Wincanton site where I'd worked for many years so the compensation will provide some much needed financial security for the future."



Anthony 'settled in no time'

on members



The union's FirstCall claims line came up trumps for trolley man **Anthony Silvester** after he was crushed by a car in the store car park.

The accident happened in May last year when Anthony worked for Morrison's in Evesham, Worcestershire. He sustained injuries to his back and knee and was off work for three months.

Usdaw took up his case, which was settled within nine months, and Anthony received £17,500 in compensation.

"I was pulling trolleys from the bay to move them to the front of the store when a customer drove into the back of me and I was crushed," said Anthony, 62. "I had treatment, but things didn't improve and in November I had to have a knee replacement operation.

"FirstCall was brilliant. I just dialled the number on the front of the card and had a call back from a solicitor almost immediately.

"I didn't have to worry about a thing. I had a professional service and my case was settled in no time. I was delighted."

Take the pain out of personal injury

Legal Plus

Free Accident Claim Line for:

- Accidents any time and any place in the UK.
- Road traffic accidents.
- Work related diseases and conditions.
- Injuries caused by violent crime or armed robbery.
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* This is **NOT** a general Usdaw helpline. The call centre will only process applications for assistance in accident, disease and injury claims.

**Usdaw solicitors –
working on your behalf,
nationwide**

CAMPAIGNS

Lifelong Learning – are



ince Usdaw launched its successful Lifelong

Learning campaign ten years ago it has set up hundreds of successful learning initiatives with some of the biggest companies in the UK and more than 35,000 members have returned to some form of learning.

Members have taken up a variety of courses ranging from

basic literacy and numeracy, IT, languages, sign language, photography and many more. Union Learning Reps (ULRs) have organised hundreds of open days and taster sessions for adult learners in a variety of workplaces across the UK. ULRs have also negotiated learning agreements with management and arranged tuition with local colleges.

Checkout your learning opportunities at: www.usdaw.org.uk



Helping you progress at work



taff at Tesco in St Rollox in Glasgow got their first taste of learning when the **Check Out Learning campaign** arrived at the store earlier this year.

“Learning has certainly taken off here,” said union learning rep Ananka Lyall. “There’s lots of interest. We have an IT, Spanish and a sign language course up and running at the moment.”

“It was a proud moment for all when our first group of 15 learners were presented with their certificates recently after successfully completing an introductory course in British Sign Language.”

Learner Maria King 61, said: “This campaign is great because it gets people back into learning who have maybe missed out previously.”

“I’ve done a course in sign language and now I’m doing a basic course in computers. I’m really enjoying it.”

“I always encourage my colleagues to get involved and sign up for one of the many courses on offer.”

Reps at Tesco St Rollox in Glasgow



you getting it?

*Tesco depot staff
on the right course*

Learning is delivering for distribution staff at the Tesco site in Nursling, Southampton where ULRs Heidi Swanborough and Magda Tomczyk have negotiated free computer courses. As a result drivers, warehouse operatives and admin staff have nationally recognised qualifications in computing. "It's been a huge success," said Heidi. "People jumped at the chance of getting a proper qualification.

"We've had full backing from management who gave us funding and a learning room and local providers Totton College provided tuition."

Learner Chris Heath said: "Like most



people here I didn't do well at school, but course tutor, Margaret Girdwood, made it fun and made sure everyone was involved and that helped all of us to get the most out of the learning and stay the course. Now we have a proper qualification we can't thank her enough."

The **co-operative** funeralcare is pleased to support Usdaw

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(Quote reference – MKT/10/039)

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www.co-operativefuneralcare.co.uk

10% discount applies to funeral director professional services fees only (as detailed on price list and estimate form provided at the time of arranging a funeral) and excludes discounts on supplementary services, coffin/casket selection, additional services and payments made on your behalf (e.g. clergy, doctors fees, crematorium/burial charges). The funeral plan offer applies to new cremation and burial plans only. Offers cannot be used in conjunction with any other offer and are valid until 31st December 2010. All offers are not retrospective. Our business terms and conditions apply. This does not affect your statutory rights.



POLITICS

Storm clouds gather as

Usdaw members will pay a high price for the failures of the bankers as the Government presses ahead with deep cuts which could see another UK recession



The Coalition's Budget in June set out plans to increase taxes and make drastic cuts in benefits and services which will affect all of Usdaw's members.

The Government claims it is a 'fair' Budget, but many people on low and middle incomes will be worse off and new parents will lose £1,500 of help.

The main parts of the Budget that will directly affect Usdaw's members are:

■ £275 more in VAT

On 4 January 2011 VAT will increase from 17.5 per cent to **20 per cent**. It will cost the average household £275 a year. Lower income households spend a higher proportion of their income in VAT.

■ £200 less Income Tax

From April 2011 income tax for people earning between £7,500 and £43,000 will **decrease by £200 a year**.

■ Lower NICs on low wages

National Insurance increases

from 11 per cent to **12 per cent** but the exempt amount also increases from April 2011. People earning less than £20,000 a year will gain up to £120 a year. Higher earners will pay more.

■ Higher Child Tax Credit but fewer will qualify

Child Tax Credit will **rise by £150 per child** above inflation in April 2011 and by £60 in April 2012. But fewer families will qualify. By April 2012 families with one child will only qualify with household income below £26,000. With two children the upper limit will be £32,500. Many families will lose £545 a year.

■ £1,500 less for families with babies

The **Child Trust Fund** reduced from £250 to £50 for babies born after 31 July 2010 and

abolished for those born after 31 December 2010.

Health in Pregnancy grants of £190 abolished for babies due after 1 January 2011.

Sure Start Maternity grant of £500 – cut for 2nd or subsequent babies from April 2011.

Baby element of **Child Tax Credit** worth £545 – abolished for babies under one year-old at April 2011.

Child Benefit frozen for



Budget cuts approach

“
 Many people on low and middle incomes will be worse off and new parents will lose £1,500
 ”

How much will you lose?

three years – costing families around £50 a year for the first child and £35 each for other children.

■ **Massive cuts in services**

25 per cent cuts to public services will affect us all, including fewer police, longer waiting times for hospital and GP appointments and fewer places in further and higher education.

Effects of the Coalition Budget on a family with £26,000 household income and one child (Assuming one earner on £18,000, one on £8,000)

CHANGE	GAIN	LOSS
20% VAT (from Jan 2011)		£275
Income Tax (April 2011)	£320	
Nat Insurance (April 2011)	£155	
Freeze Child Benefit (April 2011, 2012 & 2013)		£50
Child Tax Credit (April 2012)		£545
TOTAL	£475	£875

BY APRIL 2012 THE FAMILY WILL BE £400 A YEAR WORSE OFF

If they decide to have another baby, they will also lose the following that would have been available pre-Budget: Baby element of tax credits £545, Health in Pregnancy Grant £190, Child Trust Fund £250, further child benefit £35 – **Total £1,020.**

Don't bank on Bank H

arena takes a look at the vexed issue of Bank Holidays

Introduction

Workers' rights to time off during the festive holiday period will depend on their contract of employment and trade union/company agreements. When Christmas or Boxing Day falls at the weekend the time off and pay arrangements can become even more confusing than usual. Here's our guide to working at Christmas.



Holiday pay

Q Am I entitled to a paid day off on a Public Holiday?

There is no automatic legal right to paid time off on a Public Holiday or to receive premium payments for working on such a holiday. Your position in relation to working/time off on a Bank/Public Holiday will depend on what is outlined in your contract of employment, staff handbook and if there is a union/company agreement.

Boxing Day blues

Q Most businesses will be closed on Christmas Day. What if my workplace opens on Boxing Day (Sunday 26 December) do I have to work?

It depends on your contract and which days have been designated in your company as the customary holidays. Your normal working hours also come into it, for example if you don't usually work on Sundays it's unlikely you will be expected to (unless your contract enables your employer to vary your days and hours).

Volunteers only?

Q Is working on a Public Holiday voluntary?

For some workers, working on a designated Public Holiday is voluntary; for others working on some or all Public Holidays is part of your contract. The position on whether Public Holiday working is voluntary is usually explained in your contract, the staff handbook or outlined in agreements between the employer and your trade union.



Don't trust your diary

Q In my 2010 diary the two Bank Holidays for Christmas are Monday, 27 December and Tuesday, 28 December. Surely these are the Public Holidays in my workplace?

Not necessarily. Bank Holidays are the days the Government designates as Public Holidays under the Banking Act. When the traditional Public Holiday falls at the weekend the Bank Holiday is the substitute date for workers in Monday-to-Friday businesses. For others such as the retail and distribution sectors, that operate seven days a week, the customary holiday is sometimes kept to the traditional date. The arrangements for assigning the date of the customary holiday are different in each business.



olidays this Christmas

Premium rates

Q Will I get additional premium pay for working on a Public Holiday?

There is no automatic right to an enhanced pay rate for working on a Public Holiday. The pay rate for working these days depends on your contract of employment and union/company agreements. The pay rates and any days that attract premiums are usually explained in the staff handbook or in other communications to staff.

Q Do I have to work on Monday 27 December?

Forced labour



In many Usdaw-organised workplaces Sunday is not viewed as a normal working day and Monday 27 December will be designated as a customary holiday. In these workplaces, there may be agreements that working this day will be voluntary and any hours worked will be paid at premium pay.

Customers agree with Usdaw

- A number of high profile companies wrote to the Government to lobby for a relaxation in Sunday trading laws for this year's Boxing Day however, a government spokeswoman said 'there were no plans to change the rules at the moment'.
- **The Sunday Trading Act** restricts larger shops to trading for six hours if Boxing Day falls on a Sunday as it does this year.
- A recent opinion poll revealed that **85 per cent** of the public were not in favour of further de-regulation if Boxing Day falls on a Sunday.
- Evidence shows that the shopping public **accept** that shopworkers deserve a decent break over the Christmas holiday period.

Sunday shift

Q The shop I work in is opening on Boxing Day, as it falls on a Sunday how many hours can it open for?

On Sundays in England and Wales, larger shops are restricted to trading for a maximum of six hours between 10am and 6pm. Some retailers are lobbying to be allowed longer trading hours this Boxing Day.

The union will oppose any such de-regulation of Sunday trading rules for Boxing Day. Usdaw would like to see shops closed on Christmas Day and Boxing Day to allow all retail and distribution workers a two-day break over Christmas. In Scotland there is no regulation of shops trading on a Sunday and in Northern Ireland large shops can only trade between 1pm and 6pm.



Early closing

Q I want to finish early on Christmas Eve but my manager says I have to work my normal hours. Is this right?

Christmas Eve is a normal working day and staff may be required to work their normal working hours. However, many businesses allow staff to finish early on Christmas Eve. Usdaw is urging businesses to close their doors early to allow staff to get home to spend Christmas Eve with their family and friends.

Only Usdaw is calling fo

arena outlines the union's policy on Christmas working

Introduction

Usdaw wants to see members in the retail and distribution sectors getting a break of at least a couple of days at Christmas.

Usdaw negotiators are in discussions with employers now to get the best deal on paid time off arrangements for workers but this is difficult when there is pressure to keep shops open for as long as possible both from employers and consumers.

There is a need for business and the shopping public to accept that shop and distribution workers have earned the right to a decent break over the Christmas period.



An Early Finish on

Christmas Eve

Usdaw is urging retailers to finish trading early on Christmas Eve. Shopworkers should get as much time off as possible with their families.

Close the shops

on Christmas Day

The **Christmas Day (Trading) Act** prevents all stores, except for small convenience stores, from trading on 25 December.

The union believes that all shopworkers should be able to have Christmas Day off.

Christmas Bank Holidays

Monday 27 and **Tuesday 28 December** are designated Bank Holidays. When a public holiday falls at the weekend substitute days, usually on Monday and/or Tuesday, are declared as Bank Holidays. These days mainly affect businesses that operate a

Monday to Friday working week. Some retailers will designate Monday 27

December as a customary holiday as Boxing Day falls on a Sunday. Many are likely to treat Tuesday 28 as a

normal working day and pay staff single time. The union believes employers should consider premium pay to workers working either of these Bank Holidays.



A break for all workers over Christmas

Christmas and New Year is a **special family holiday** in Britain whether you are religious or not. Many workplaces across the UK will be closed for an extended holiday. Usdaw believes shop and distribution workers should also be able to enjoy a decent break during the festive period and the union is calling on shops not to trade on Christmas Day, Boxing Day and New Year's Day.

r a decent festive break

Close the shops on New Year's Day

Usdaw is urging retailers to close stores on New Year's Day. In Scotland, the situation is different as 2 January is also a public holiday and **Usdaw** is calling for shops in Scotland not to trade on New Year's Day and 2 January.



Early Finish on

New Year's Eve

Usdaw is calling for shops to finish trading early on New Year's Eve to allow staff to go home at a reasonable time.

Keep the stores closed on Boxing Day

Usdaw wants to see shops closed on Boxing Day to ensure all shopworkers have two days off work. This year Boxing Day falls on a Sunday so larger shops are restricted to trading for a maximum of six hours. If stores open on Boxing Day the pressure is on shopworkers, the distribution network and the supply chain to work late Christmas Eve and even Christmas Day to ensure that there are goods on the shelves. Usdaw is making the case that shops close for Christmas Day and Boxing Day to allow all retail and distribution workers a two-day break over Christmas.



Ready and willing to bu



usdaw is backing former foreign secretary David Miliband MP in

the election for the Labour party leader. Union members will have their say when the ballot papers go out in late September. On these pages the MP for South Shields talks about the campaign, his aims and hopes.

Q. How has the campaign been so far?

A. It's been great. I have really enjoyed meeting Labour members and supporters as well as those who didn't back us this time. I have been to every region of the country and met thousands of people. It is clear that they are looking to the Labour Party to be a credible opposition and alternative government; there is deep concern about how right wing David Cameron and Nick Clegg are.

Q. What's been the highlight?

A. I have been truly humbled by the people who have supported me. From the supporting nomination I received from Usdaw to the local parties

Fact file

Name: David Miliband MP

Age: 45

Married with two young children

Lives: South Shields and London MP since 2001. Various ministerial

positions, foreign secretary 2007-2010

Education: Haverstock Comprehensive and Oxford University



On the election trail . . . David Miliband chats with workers at the Wincanton site in Northampton

that have backed me to the people who have joined the party because they think together we can take Labour back to power.

Q. How do you reflect on Labour's record in office?

A. I think that we did some great things in Government: the national minimum wage, investment in our public services, rights in the workplace, sure start and flexible working. We left Britain richer, safer, healthier and better educated.

But of course we didn't get everything right. On housing, welfare and immigration we did

not convince people. We lost ground on education. We were wrong on the 10p tax rate.

Our political style was also a problem. All the gossip inside the Westminster bubble discredited us in the eyes of the public.

As leader I would build on what we did right but make sure we have the policies to deliver on the things we missed. I want a living wage so a decent day's work gets a decent day's pay. I want world class teaching in all our schools. I want an economy that generates jobs and growth outside of finance and outside of the south-east. I want a political culture rooted in authenticity and honesty.

Build the people's party



Team player . . . David Miliband with deputy general secretary Paddy Lillie and general secretary John Hannett

Q. You talk about change, what do you mean?

A. Reconnecting with the country starts with renewing our party. I want our movement to be open and inclusive, a place where people come together to change things. We need to learn from trade union traditions about building alliances and showing solidarity. We need to be the people's party not the politician's - listening to concerns on the doorstep, not civil servants in Whitehall.

Q. How do you see the role of trade unions in our society?

A. In our movement, the trade union link is non-negotiable. I

will defend it nationally and strengthen it locally - I will oppose any attempts to weaken it. The Labour Party is stronger because of the link which brings together millions of working people to take action and fight for change.

Our partnership secured many successes over the past 13 years. We need to win back power precisely so we can build on them. We need more flexible working and decent support for carers (as Usdaw's excellent Supporting parents & Carers campaign has highlighted.) We need to work towards equalising maternity and paternity rights and increasing paternity pay. We need better enforcement of employment rights with any

breaches followed up. And building on your Freedom from Fear' campaign we need to make sure the Tory review of health and safety doesn't put workers at risk.

Q. How do you get away from it all?

A. I am a real family man. I love it when we all go to the park to have a kick around with the boys. I am really clear about the need to balance work with family and I know it is something lots of people struggle with up and down the country. For me family comes first. I love putting my children to bed at night and reading to them as they doze off. Louise and the boys have been so supportive though; they are absolute rocks for me.

Q. Why should Usdaw members vote for you for Labour leader?

A. I embody the best spirit and values of Labour; I know what it takes to rebuild our party in communities and workplaces; I can take on the Tories and lead a credible alternative government; I can turn new ideas into real change - fighting for a more equal society.



Don't miss out on vital

More and more fathers are sharing parental responsibilities and need all the time off they can get. **Arena** takes a look at paternity rights and asks every dad – do you know your entitlement?

If you are a working father or about to become one, do you know your employment rights? Now is the time to think about whether you are getting the paternity and parental leave you may be entitled to.

If you are a father-to-be or will share the responsibility with a partner for bringing up a child, you may have the right to Statutory Paternity Leave and Pay. This includes adoptive fathers-to-be. These are the legal minimums to which you are entitled to subject to the qualifying conditions. Usdaw may have negotiated improvements on these legal minimums that will form part of your contractual entitlement. For example in Tesco

fathers get two weeks paternity leave at full pay and staff at Morrisons are entitled to one week at full pay and the second week at the statutory level.

To qualify for the statutory minimum you will have worked continuously for your employer for 26 weeks ending with the 15th week before the baby is due, or the end of the week in which the child's adopter is notified of being matched with the child.

Do you know you may also be entitled to parental leave?

All parents who have worked for their current employer for at least one year are entitled to unpaid parental leave. You are also entitled to a reasonable amount of unpaid time off work to deal with

an emergency involving a dependant.

Paternity leave is available to employees who:

- Have or expect to have responsibility for the child's upbringing
- Are the biological father of the child or the mother's husband or partner and
- Have worked continuously for their employer for 26 weeks ending with the 15th week before the baby is due or the end of the week in which the child's adopter is notified of being matched with the child.

Those who are eligible can choose to take either one week or two consecutive weeks' paid paternity leave (not odd days).



Check out your parental rights at: www.usdaw.org.uk

time with your family



Q *Is any time off allowed with pay to attend antenatal appointments?*

No there is no legal right to paid time off, however some employers may make arrangements for you to attend: you could take some annual leave; or it may be possible to swap shifts or make time up. These arrangements must be agreed with your employer in advance.

Q *How much time off will I get?*

If you qualify for the statutory time off, you can take one or two weeks off. These must be taken together; however, your employer may offer more time off as part of your contractual terms and conditions of employment. A week is based on your usual working pattern. So if you work Mondays and Tuesdays only, a week would be two days or if you work Monday to Friday, a week would be five days.

Q *When can I take the time off?*

You will need to take your paternity leave within 56 days of the actual date of birth of the child, or if the child is born early, within the period from the actual date of birth up to 56 days after the first day of the week in which the birth was expected.

Q *Will I get my full pay for the time I am off?*

You may be entitled to Statutory Paternity Pay which is currently £124.88 per week or 90 per cent of your average weekly earning, if that is less. Your employer may however, give you more and this may form part of your terms and conditions of employment.

Q *When do I need to tell my employer I am going to take Paternity Leave?*

You should tell your employer as soon as possible, but no later than the end of the 15th week before the expected week of childbirth. You should tell your employer when the baby is due, if you're going to take one or two weeks off, and when you expect your leave to start.

Q *My employer is making it difficult for me to take my paternity leave.*

If you have a problem taking your Statutory Paternity Leave, talk to your line manager first of all. If that doesn't help, speak to your rep as you may need to make a complaint using your employer's internal grievance procedure.

New recruits flood in

Usdaw is the UK's fastest growing union

Hard-working reps pulled out all the stops during June's National Membership Week and now the union is on target to reach 400,000 by the end of the year



Once again Membership Week proved a huge success with more than 3,000 new members joining Usdaw during the national event in June.

"There's never been a better time to join the union," said deputy general secretary Paddy Lillis. "The recent emergency budget was a harsh reminder of how far this government will go and it will be our members and their families who are hit the hardest.

"The increase in VAT, the freezing of child benefit and the abolition and restrictions to a range of other benefits is just the beginning and will leave our members less well off and struggling to make ends meet.

"If every member signed up just one of their colleagues we would be in a very strong position to negotiate improved conditions with their employers.

"The more members we have the louder and

stronger we are."

Specialist teams of reps, activists, academy organisers and officials pooled resources to organise hundreds of carefully co-ordinated recruitment events in workplaces across the UK.

Reps took the union message to full-time, part-time and casual workers in a variety of workplaces including distribution, retail and transport sites.

Armed with a full range of resources and campaign materials they highlighted the many services and benefits available to union members and their families, including Legal Plus; comprehensive accident cover service; help and support with problems at work; advice and representation on conditions of employment; pension and health and safety advice; cash benefits; training, education and lifelong learning as well as special money saving offers and discounts.



Warren Scott (right) talks to a young worker at the Tesco Belfast store in Northern Ireland



Stephen Griffiths discusses Usdaw with Melanie Chodelkova at Tesco distribution Severn Beach



Reps Margaret McIntyre (right) and Margaret Wright (centre) at the Morrisons store in Greenock Scotland



Thomas Monaghan (right) at the Morrisons store in Warwick puts the union case to a worker



The Legal Plus Service was used to sign up new members at Tesco in Redcar



Sharon Newson signs up a new member at the Morrisons store in Fakenham



Carrie Fineron in action at the Newport Isle of Wight Morrisons store

WWW.USDAW.ORG.UK

Don't miss out – start yo

Introducing the newly designed website www.usdaw.org.uk giving you everything you need to keep in touch with Usdaw

The union launched its new look website in July.

Visitors to the site will now find it easier to find information thanks to the new user-friendly layout and its powerful search facility.

Dedicated specialist areas for **Newsroom, Events, Workers' Rights, Usdaw's Legal Plus Service, Health and Safety, Pensions and Equality** have all been designed with members and reps at the forefront.

The **Advice and Resources** area hosts masses of information

for you to view, download or print.

Make sure you visit the union's award winning **Campaigns** area to see how you can get involved with the latest campaign activities.

The new **My Union** area details Usdaw training opportunities and how to get involved.

If you want to know everything about Usdaw visit the website now – don't miss out – there is something for everyone!

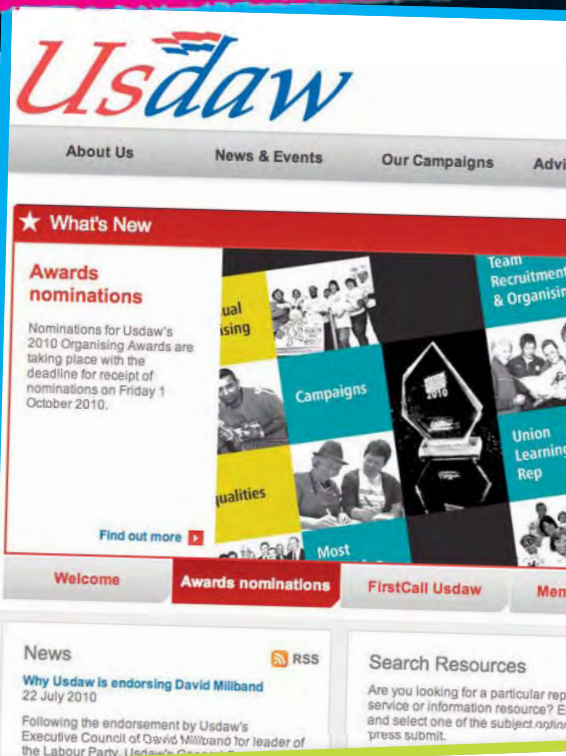
Click Connect and WIN!

Sign up to our e-news service www.usdaw.org.uk/emailupdates for all the latest news, advice and resources and campaign activities. You'll automatically be entered into a **FREE** prize draw to win a digital camera courtesy of Unisaver.

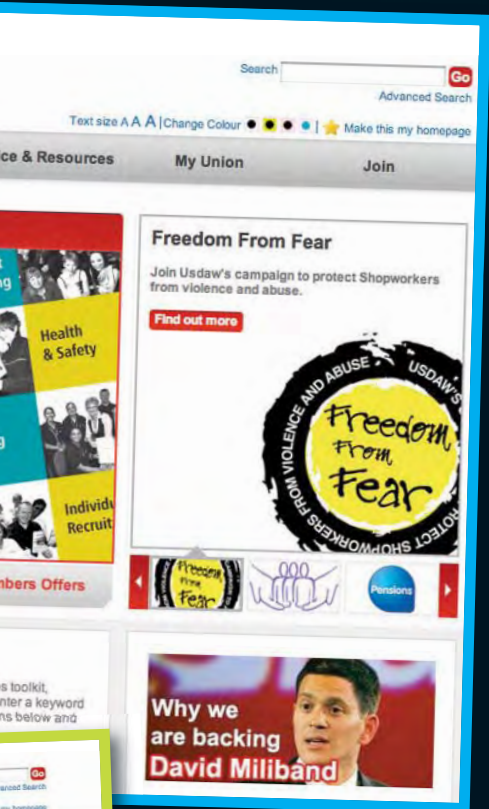


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ur online experience now



Previous issues of the award winning Arena magazine and the reps' magazine Network are available to download.



www.usdaw.org.uk/magazines

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My Union is a dedicated area for members

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Redesigned specialist areas for workers' rights, health and safety (including a forum) Legal Plus, pensions and equality PLUS all the Union's publications

Would a union training co

Introduction



Urdaw trained more than 4,600 reps last year usually on a three or five day course. The union has a team of expert trainers with years of experience in helping members who want to get more involved in Usdaw. The opportunities are many and on these pages we explain just what you can expect on an Usdaw training course.



Q I'm interested in getting more involved in Usdaw but I'd feel nervous about being a rep without any training. What should I do?

Firstly you should complete Usdaw's Home Study course. This is a distance-learning course with four parts. It involves reading through booklets and answering some questions in your own time at home. You then send these back to the training department where a tutor will give you personalised feedback. The booklets are easy-to-read and will give you an ideal introduction into the work of the union, how it operates and how you fit in.

Q Are there exams at the end of the course?

No. You will be guided through your course by an experienced tutor. You will be given all the materials that you need while on the course, which you get to keep for future reference.

Q Do you have to be a rep to go on a training course?

Yes. You have to be a rep before you are eligible to get paid time off for training. Usdaw strives to deliver your first training course as soon as possible after you have become a rep. Your introductory course is then followed up with a more in-depth course.

Q Will I get paid time off to go on a training course?

Yes. If you are an Usdaw rep recognised by the company, you are entitled to reasonable paid time off to:

- Carry out your duties
- Receive training relevant to carrying out those duties

If you have been appointed as a learning representative by your trade union again you are entitled to reasonable paid time off to:

- Receive training to carry out the duties of a learning representative
- Carry out those duties

Q What happens at an Usdaw training course?

You will meet like-minded people, often from the same company, in a friendly and relaxed setting. The groups are rarely bigger than 20 and usually total around 12.

It's not about being talked at by the tutor, rather everyone will participate in discussions and workgroups which are designed to give you information and build up your knowledge and confidence.

Refreshments are provided free of charge and any transport costs will be met by the union. All you have to bring is a willingness to learn, and an ability to listen to others and voice your own opinion.

urse suit you? Of course!

Q What happens if my manager won't allow me the time off?

While you have a legal right to paid time off you should be aware of 'the needs of the business' and should provide your employer with as much notice as possible, giving details of your reason for taking time off and how much time off is required. If the problem persists contact your local area organiser.

Q Will I be with members from the same company or not?

Probably, although this is not always possible. It depends on the local arrangements at the time. Usdaw runs company-specific courses on a regular basis but don't worry, even if you go on a course with a mix of reps you will still enjoy it and get to see how other companies operate.



Q I'm shy and not very confident but keen to learn?

Ushaw courses are famous for being friendly and relaxed. You won't be put under the spotlight or put under pressure like the bad old days of school.

Q What happens next?

If you are interested in becoming a rep you should speak to one of the reps at your workplace if you have one. If not contact your local office and speak to an area organiser.

**[MORE INFORMATION ON
WWW.USDAW.ORG.UK/TRAINING]**

Q I've heard there are different types of rep, what are they?

Everyone starts off as a union rep in most cases and completes the introductory and follow on courses. You can then choose to 'specialise' in health and safety or lifelong learning and you will be eligible to go on courses dealing with these specific subjects.



What the members say



Donna Heapy

"I found the courses informative and enjoyable"

Karen Bibby



"I'd recommend them they are very good"



Teresa Carson

"Everything is explained very clearly it gives you confidence"

Mark Conteh



"You'll broaden your knowledge and meet some great people"

YOUR HEALTH

Much more than just

Arena takes a look at the incidence of migraine as a leading charity looks to increase understanding of this common health problem



migraine Awareness Week runs from 5–11

September and its theme this year is 'Migraine in the Workplace'. It is estimated that 25 million working days are lost each year due to the condition and 190,000 people will have a migraine attack in any one day. Employees have reported a lack of understanding, and cynicism, on the condition from their employers and work colleagues alike. Charity Migraine Action say this problem is exacerbated by some who use migraine as an excuse for 'throwing a sickie', with 15 per cent of workers in the UK admitting to using migraine as an excuse to stay off work.

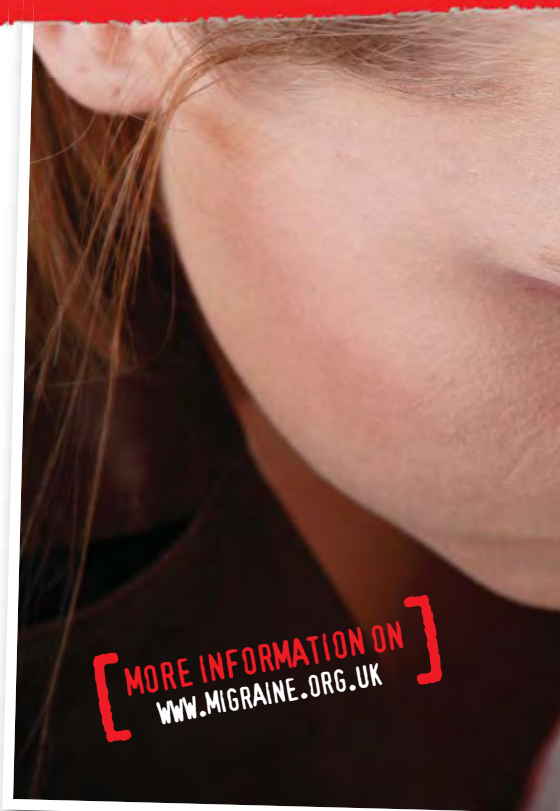
What is a migraine?

Migraine is a severe headache, often

accompanied by nausea and vomiting. In some cases symptoms such as seeing flashing lights, temporary visual loss, speech problems may occur. It is the most common neurological condition; it affects people of all ages, social classes, races and cultures.

What are the symptoms of a migraine?

Migraines frequently start with changes in mood and feelings of general hunger or particular food cravings. Migraine attacks last from four to 72 hours and are usually felt on one side of the head and is often made worse by movement, noise and light. Having a headache is not normally the first sign of a migraine attack; you may start to feel 'strange' a day or so before the



**[MORE INFORMATION ON
WWW.MIGRAINE.ORG.UK]**

attack begins. These feelings are the first signs of the attack and can include: food cravings, excitability, hyperactivity or tiredness. These sorts of feelings may only be apparent after an attack. Friends or relatives may be more aware of these changes in your behaviour than you are at the time.

What causes a migraine?

The precise cause of migraine is unclear. Many factors can trigger migraines, including tiredness, stress, dehydration, missed or delayed meals, and certain food and drinks, such as cheese, chocolate, coffee, tea and alcohol. For most people there is not just one trigger but a

a splitting headache



Did you know?

- **1 in 7** people in the UK suffer from migraine.
- Migraine affects **twice** as many women as men.
- Migraine affects people from **all age groups** (even young children) and all social classes.
- Migraine costs the UK around **£1 billion** a year.
- The **World Health Organisation** has classified headache as a major health disorder and has rated migraine amongst the top 20 most disabling lifetime conditions.
- Sufferers experience an average of **13 attacks** each year.
- Around **60 per cent** of sufferers never consult their G.P. because they mistakenly think that nothing can be done to help them. There is a wide range of effective treatments now available including new products introduced during the past year.

combination of factors which individually can be tolerated but when they all occur together a threshold is passed and a migraine is triggered. Migraines can start without warning and their unpredictable nature can disrupt daily life.

Prevention or cure?

Migraine can't be cured but it can be kept under

control. Keeping a diary helps to identify triggers that can then be avoided. Some people find that taking medicines early in the attack reduces the severity and duration of the attack.

Is there treatment for migraines?

For some, painkillers bought over the counter are enough,

but if attacks are coming more frequently or symptoms are worsening, you should see a doctor. Treatment can include painkillers, possibly combined with anti-sickness and/or other medication. Some people find acupuncture, osteopathy, yoga or relaxation helps.

Migraine Action is a registered charity that provides information and support on migraine and strives to provide an excellent patient led, compassionate and empathetic support community for individuals affected by migraine

Feet of flames

Your health and your safety at work is a vital part of Usdaw's service. For more advice visit: www.usdaw.org.uk

Q I work on the kiosk in a busy store, usually six hours a day with a 30 minute break. So I am on my feet most of the day and my feet get very sore and tired. I have asked for a chair but my boss says I can't have one. What can I do?

The law says that a suitable chair must be provided if the work or a substantial part of it can be done seated. Standing in a fixed position for more than a few hours can cause problems such as **back ache**. Varying between sitting and standing is better for you – especially if you have to scan heavier or awkward items.

However, your employer can argue that a chair isn't suitable for the kiosk because you don't stay in one position all of the time. In a busy store, you will be up and down all the time to get cigarettes from the gantry, to use the lottery machine and to serve customers – so you don't have much opportunity to sit down and a chair or stool could get in the way. If you do spend a lot of the time at one location – e.g. by the lottery machine – then a **'perch-stool'** might be helpful if it gives you some chance to take the weight of your feet, but in many stores this is not a practical option.

Sometimes the only solution is to swap people round to make sure that no-one spends all day on the one job. Moving to a different job such as shelf-filling after a set time on the kiosk gives you a chance to move around and **stretch muscles** that have stiffened up.

Talk to your manager and union rep to see if a stool can be provided or if you can be taken off the kiosk before your feet get too sore.



Q I work on the night shift in a warehouse and have recently been diagnosed with diabetes. Will this have any effect on my work?



Q I work in a call centre and suffer from a weak bladder. It is difficult to leave my station to use the toilet as I have to get permission each time. My manager says I should wait until break time, but that could be hours away when I need to go. Is this right?

Health and safety legislation states that employers must provide 'suitable and sufficient sanitary conveniences at readily accessible places'. Unfortunately it does not explicitly say that they have to let you use them! However the fact that the toilet must be **'readily accessible'** does imply you should be able to use it when you need to. Apart from the discomfort and embarrassment,

The answer will depend on what type of diabetes you have and how easy it is for you to control.

Working night shift disturbs your **body clock** and this can make it more difficult to cope with the effects of some forms of diabetes. Type-2 diabetes which is controlled by diet may not be a problem, but if you have to inject insulin or are prone to rapid changes in blood sugar levels this could be more difficult. At one time people with more serious forms of diabetes were considered unsuitable for shift work. However, improvements in blood glucose testing and more flexible insulin regimes mean that you may be able to cope.

Working in a warehouse should pose no particular problems but you should ensure that you take **medication regularly**, eat correctly and make sure you can inject yourself in a clean, private environment.

You should have had a health assessment prior to starting night work and this should be followed by regular checks.

Give us a toilet break



there could be serious longer-term health effects if people are refused toilet breaks when they need them.

The TUC has been running a campaign on this issue called 'Give us a break' and a Hazards factsheet can be found at: www.hazards.org/toiletbreaks/toiletbreaks.pdf

Make sure you raise this issue with your Usdaw rep on site or area organiser if you do not have a rep on site.

Drug tests

Q At the factory where I work, they have just introduced a drug and alcohol policy. It says if I have an accident in the workplace then I will have to take a test for drugs or alcohol. Can I refuse to take a test?

Yes, you can refuse to take a test, but you could face consequences if you do. Your employer cannot force you to take a test. However, if your behaviour was thought to be a cause of the accident and gave reasonable grounds for them to think that you may have been acting under the **influence** of drugs or alcohol, then you could face serious disciplinary action.

Government advice is that all employers should have a policy on drugs and alcohol that is welfare-based and offers help to workers who may have a problem.

Testing is only one part of an overall policy and is not a legal requirement, apart from some specific occupations (such as train drivers). Experts advise that random testing is unlikely to be effective and testing should only be considered when it can be justified on safety grounds. As a result many policies do include provision for 'for cause' testing. That is testing when a person's behaviour gives reasonable grounds for **suspicion**.

Testing for alcohol is usually done by a breath test, similar to that used by the police, and is a reasonable indicator of impairment. Testing for drugs usually involves a urine or saliva sample. It does not measure impairment but simply shows that the drug had been used recently. In the case of cannabis, urine samples can detect use many days after the last exposure. So it is vital that the employer consults with staff and the union before any policy is introduced. If testing is to be part of the policy it must be **justified** by the risk and the consequences of testing must be fully explained to all employees.

The TUC have recently issued a helpful guide called 'Drug Testing in the Workplace'. Guidance for Workplace Representatives' which explains many of the issues available at: www.tuc.org.uk/h_and_s/tuc-18000-f0.pdf



Remember!

Usdaw has its own health and safety section full of useful information, advice and a reps' forum at: www.usdaw.org.uk

Membership services

Members can check out the latest deals from our team of affinity partners who provide a range of special offers. Find out now if your union membership can save you and your family money.



Usdaw provides a range of services and benefits for members, from savings and tax refunds to insurance and mortgages.

More special offers, including prize draws, can be found on the Usdaw website at: www.usdaw.org.uk/member_services

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Britannia Rescue has been looking after its members' needs for 25 years this year! In fact, Britannia Rescue has achieved 'Best Buy' status by Britain's leading independent consumer magazine Which?

Call free on **0800 591 563** (Mon-Fri 8am-8pm, Sat & Sun 8am-5pm) or visit: www.britanniarescue.com/Usdaw and find out how you and your family members can take advantage of a 15% discount with Usdaw's official road rescue provider.

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CCCS provides free and immediate debt advice and solutions to individuals and families in times of financial distress. In addition to its unique online counselling service, Debt Remedy, CCCS offers a free telephone counselling available Monday to Friday.

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Telephone debt counselling
Freephone 0800 138 1111
Monday to Friday 8:00am-8:00pm

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For an information pack, call 0800 072 6178

UNATDirect

Lines are open 8.00am to 8.00pm Monday to Friday (excluding public holidays). For security and training purposes calls will be recorded and may be monitored.



Dennis motors ahead

HGV driver has made speedy progress



GV driver **Dennis Nash** set out on his own personal journey of discovery when he joined the team of reps at the Wincanton site in Northamptonshire two years ago.

Since then the 53 year-old has taken on a number of union roles and is enjoying his life in the fast lane. He has made speedy progress. He is a member of the national transport committee and also sits on the Wincanton European Works Council.

"I like my job and my union work and always try to give 100 per cent," said Dennis. "Driving is something I always wanted to do. I love it. When I was 21 I started work as a parcel delivery

driver. Since then I've worked my way up and now I drive a 44 tonne HGV."

Dennis has been a nightshift driver with Wincanton for 11 years. When the vacancy for a night rep was put up on his union noticeboard he put his name forward immediately.

"It's crucial night workers

“Having the union on board works really well and helps with on-site communication”

like myself feel part of the union and know that our voices are heard just like others.

"We have a good team of

reps. The set up here is fantastic. Membership is high at around 80-90 per cent.

"Having the union on board works really well and helps with communication and integration right across the site. We have a lot of migrant workers who know the importance of Usdaw.

"I've had excellent training and support which has helped improve my knowledge and confidence. I also try to encourage new reps, especially the younger ones to get involved.

"I've travelled a long way and it makes me very proud to be part of Usdaw and involved in the transport sector."

Away from work it comes as no surprise that Dennis loves nothing more than holidays and travel.

Award winners

CAMPAIGNS

Model agreement

When a group of women shopworkers from the Tesco store in Old Swan, Liverpool won the chance to learn at work little did they know it would lead to a model learning initiative that would give opportunities to thousands of Tesco staff and win them a national award.

In 2007 five colleagues at the store teamed up with their learning project worker Julia Baldwin and using the union's Check Out Learning campaign they negotiated space in the store's training room and local tutors were brought in to run courses.

As a result Tesco agreed to create a model union learning agreement and set up similar learning initiatives in stores nationally. Their hard work and dedication has been recognised with the prestigious National Group Award from the

National Institute of Adult Continuing Education at a special ceremony in London in May.

Learners at the store who managed to fit their learning around shifts have now completed a variety of courses including numeracy and literature.

Helen Scahil said: "If I'd have had to go to college I would have been nervous studying with new people but with my colleagues as my classmates I settled down a lot easier."



The winning team from Tesco Old Swan

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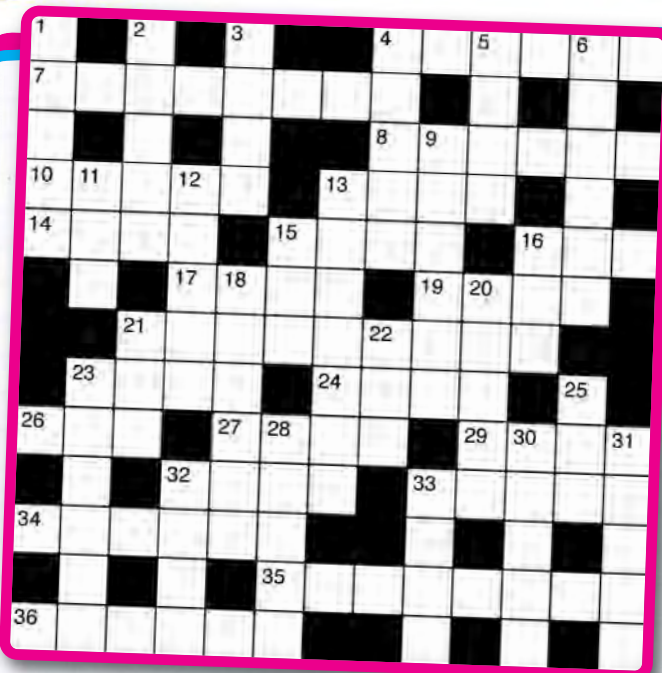
Ushawdrive

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CROSSWORD

Win £50!

Three lucky members will win £50 each if they answer correctly the crossword clues below. Closing date **October 15, 2010**. (Not open to Usdaw staff)



Have fun
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puzzle page
& you could
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Send your
completed
crossword with
your details to:
the editor, Xword
Comp, Arena,
Usdaw
188 Wilmslow
Road, Manchester,
M14 6LJ.

ACROSS

4. Prior to (6)
7. Not any more (2,6)
8. Busy (6)
10. Girl's name (5)
13. Twelve inches (4)
14. Extinct bird (4)
15. Weapons collectively (4)
16. Roll of banknotes (3)
17. Immoral or evil habit (4)
19. Send by post (4)
21. Whit Sunday (9)

23. Bowl for baptismal water (4)
24. Slang word for money (4)
26. Skill (3)
27. Public school (4)
29. Muslim ruler (4)
32. Baby carriage (4)
33. Employment (5)
34. Alcove (6)
35. Percussion instrument (8)
36. Sickly, feeble (6)

6. Revoke (6)
9. Universe (6)
11. The opposite of high (3)
12. Group of witches (5)
13. Liberty (7)
15. Perform (3)
16. Wag (3)
18. Buries (6)
20. Burnt remains (5)
21. Cooking vessel (3)
22. Swindle or defraud, informally (3)
23. Turn to ice (6)
25. Large (3)
28. Appetising (5)
30. Type of fruit (5)
31. Insurgent (5)
32. Pointed summit of a mountain (4)
33. American state (4)

DOWN

1. Work dough (5)
2. Flowing easily (5)
3. At some past time, formerly (4)
4. Besom (5)
5. Piece of information (4)

The winners of the Arena Summer crossword were:
Anne Womersley
South Yorkshire Co-op, F7
Christine Dixon
NW Tesco Retail K139
Darren Parsons
Exeter General A67



Tanya at work (left) and (right) at play



Tanya is riding high

Academy rep is a real thoroughbred

Morrisons's rep **Tanya Scott** is leading the field when it comes to getting active in the union and over the last three years she's cleared every hurdle and made a real impact.

The 28 year-old part-time checkout operator from Skegness in Lincolnshire, has taken advantage of every training opportunity on offer and is currently spending six months with Usdaw's Academy.

"Being involved with the union has been a real learning curve," said Tanya. "Once I got started and delved a bit deeper there was no stopping me and I've been encouraged and supported all the way.

"When the rep's vacancy came up in my store three years

ago my boss suggested I take it on telling me I should put my voice to good use! So I did and I haven't looked back."

Before working in retail Tanya spent four years with The King's Troop, Royal Horse Artillery where she developed her love of horses and her

"All in all I've had a brilliant three years. I'm enjoying the challenge and looking ahead."

equestrian skills. She is now a regular contestant in show jumping and cross-country competitions in and around Lincolnshire. "I am by nature competitive and driven by

results. I enjoy my role with Usdaw. It is first class when it comes to providing excellent training and education opportunities.

"I've completed a host of courses, been out on stand-down, attended the Annual Delegate Meeting and my time with the Academy has been fantastic. Working with the union has also given me the opportunity to meet and work with like-minded people.

"This has certainly been the case with the Academy where I've linked up with the other five organising officers from my division. All in all I've had a brilliant three years and I'm pleased with my progress – I'm enjoying the challenge and looking forward to even more to come."

Everyone likes a drink

It's difficult to avoid alcohol in the UK as every social occasion – whether happy or sad – usually revolves around it, but it not only comes with a hefty calorie cost but also a cosmetic one too

Drinking in the UK is part of the national fabric, it's cultural, but the pleasure doesn't come without its fair share of pain – health problems, hangovers and looking haggard.

However what many people don't realise is the calorie content in alcohol. For example: Did you know that a glass of wine has the same calories as a slice of cake? How about a pint of lager – surprised to hear it's the calorific equivalent of a burger?

In a 2009 Department of Health survey of 2,000 adults, four in 10 admitted they didn't know those facts about calories in alcohol.

The survey also revealed that the average wine drinker consumes 2,000 extra calories each month. Over the course of a year, that's the equivalent of eating 184 bags of crisps or 38 roast beef dinners.

Calories in alcohol are empty and extra-fattening

Wine, beer, cider, spirits and all other favourite tipples are made by fermenting and distilling natural starch and sugar. Being high in sugar means alcohol

contains lots of calories – seven calories a gram in fact, almost as many as pure fat! Calories from alcohol are 'empty calories' – they have no nutritional value. Most alcoholic drinks contain traces of vitamins and minerals, but not usually in amounts that make any significant contribution to our diet.

It's not just the calories that are a problem for waistlines. Drinking alcohol reduces the amount of fat your body burns for energy. While the body can store nutrients, protein,

carbohydrates and fat, it can't store alcohol. So it has to get rid of it – and doing so takes priority. All of the other processes that should be taking place (including absorbing nutrients and burning fat) are interrupted.

Alcohol and appetite

Along with drinking alcohol comes the temptation to eat



Remember . . .
A glass of wine is the calorific equivalent of a slice of cake

but it's a weighty issue



Boozer beware . . .
Calories in alcohol
are 'empty' and
extra-fattening

fattening snacks –
crisps and salted nuts
in the pub, and chip
shop fare on the way
home.

According to the
Department of Health
survey, almost one in
three people order
crisps, nuts or pork
scratchings to
accompany a drink,
while nearly a fifth
regularly opt for
takeaway food.

recommended daily
limits. And more than
six out of 10 drinkers
have a less healthy
breakfast if they have
a hangover.

Mirror mirror on the wall?

A spotty face and tired
eyes – drinking can
have some unwanted
side-effects. Over
indulging on alcohol

How many calories are in my drink?

With a pint of bitter the same as a medium slice of pizza, and a standard size 'ready to drink' bottle ('alcopop') the same as 100g of cookies, the calories from alcohol soon add up...

Gin or vodka and tonic	=126
Dark rum and coke	=142
Medium glass of wine (175ml)	=120-130
5% Lager (pint)	=240-50
Cider (pint)	=180-250
Bitter/stout	=180-230
Liqueur (50ml)	=100 -170
Mixed drink (Ready to drink) (275ml bottle)	=160-228

The Government guidelines recommend that women should not regularly exceed 2-3 units daily and that men should not regularly exceed 3-4 units daily. Drinking within these guidelines, and trying to give yourself a couple of days off alcohol every week, will help you avoid piling on the pounds.



More than
one in three
said they are
likely to eat
more than
they usually
would or ditch
the healthy
diet when they
drink above
their

can affect your
physical appearance
the next day and in
the long term.

Nina Goad of the
British Association of
Dermatologists
explains: "Alcohol
dehydrates your body
generally, including
the skin, which is your
body's largest organ.
This happens every
time you drink.

"Alcohol is also
thought to deprive the
skin of certain vital
vitamins and
nutrients," she adds.

Alcohol can also
cause your face to look
bloated and puffy. You
might find it bloats
your stomach too. And
then there's the
cellulite; many believe
the toxins in alcohol
add to its build up.

Drinkaware – for the facts about alcohol

Drinkaware, an independent UK charity, provides consumers with the facts about alcohol to make informed decisions about the effects of alcohol on their lives and lifestyles. Its resources help create awareness of alcohol and affect positive change.

[MORE INFORMATION ON
WWW.DRINKAWARE.CO.UK]

Recruit a friend and yo

Winner...
Andrea
Foster

FIRST TIME LUCKY FOR ANDREA

Like many shopworkers **Andrea Foster** has moved in and out of retail and been in and out of Usdaw membership over the years, but her latest stint has really paid off after she won **£500** in the recruit a friend prize draw.

Andrea, who works at the Tesco store in Ilkeston, Derbyshire, signed up her friend Dawn – the two are both checkout operators. “We’re good friends and enjoy working together,” said Andrea.

“I recommended the union to Dawn after **FirstCall Usdaw** helped my son recover compensation after he was injured cycling home. The service he had was excellent. I always read *Arena* so I thought I’d have a go at the prize draw. I was absolutely amazed when I heard the news. It was the first time I’d entered. I was over the moon.”

Sitting pretty . . . Andrea Foster (right) with Dawn Stevenson

Enter the draw now

The weekly rates are **£2.14 for Scale A** (applicable to full-time and part-time workers) and **£1.34 for Scale C** (applicable to part-time workers only)

You can make Usdaw an even bigger union, make your voice stronger and more influential at work, and have the chance of winning a **£500 prize** if you recruit one of your work colleagues into the union. Simply sign up a workmate using the form opposite, include your details at the top of the form and send it to: **arena prize draw, Usdaw, Freepost NAT19525, Manchester M14 7DJ**. Closing date **15 October 2010**, conditions apply.

Please complete and return to
Arena Prize Draw, Usdaw, FREEPOST NAT19525,
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AGE _____ DATE OF BIRTH _____

COMPANY NAME _____

WORKPLACE ADDRESS _____

LOCATION NUMBER _____ EMPLOYEE NO. _____

OCCUPATION _____

Recruiter's Name _____

Recruiter's Membership No. _____

Recruiter's Postcode _____

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DATE JOINED _____ DATE LEFT _____

CONTRIBUTION RATE PER WEEK _____

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FULL OR PART-TIME WORKERS PER WEEK

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I apply to join Usdaw. As a member of Usdaw I undertake to abide by the rules and regulations of the Union and to pay contributions regularly. I hereby authorise my employers for the time being, or their representatives, to deduct from my salary or wages the amount of contributions payable by me under the Union's Rules, as amended from time to time. I also authorise the deduction of any arrears which may accrue during my employment and agree where appropriate that my employers, or their representatives, shall notify the Union or any future appointees in my home address to enable the Union to maintain a register of the names and proper addresses of its members. I give my explicit consent to the processing of data under the Data Protection Act 1998 as specified below.

The responsibility for keeping payments up to date rests with the member.

NOTICE

Trade Union and Labour Relations (Consolidation) Act 1992

EVERY member of the Union who does not object to contribute to the separate fund for payments in furtherance of political objects within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992, will contribute to that fund. Every member of the Union has the right to be exempt from contributing to it. A form of exemption notice may be obtained by or on behalf of a member of the Union from the Secretary of the Union or the Secretary of any of the Employer's Associations. Such form, when filled in, should be handed or sent to the Secretary of the branch to which the member belongs. An exemption notice given within one month after the date on which a new member is admitted to the Union will take effect as from the date on which it is given. Should a notice be given AFTER one month from that date it will operate as from the following 1st January.

Data Protection Act Notice

Uสดaw collects and maintains personal information in order to carry out its functions as a trade union, provide membership services and comply with certain statutory obligations. All personal information is treated with the utmost confidentiality and with appropriate levels of security. By joining Usdaw you agree that we may use the information about you which we hold on our records for the purposes of the union's business as set out below; this is called processing and includes what is classed as sensitive personal information on such as the fact that you are a trade union member. The personal data will be used for a range of union-based activities relating to the running of the union, including the maintenance of records, monitoring for equal opportunity purposes, assisting with employment disputes, ballots, injury claims, etc and other services and benefits. All information updated as appropriate will be kept throughout membership and, to the extent necessary, for such reasonable period after membership as may be necessary to enable the member to access any post-membership benefits. It will be available to our employees, officers and officials, both at Headquarters and branch regional offices and other associations all associated with the union, including agents, contractors and other service providers. Where, occasionally, the union uses the services of such organisations, they are contractually obliged to process your data on behalf of the union and in a secure and confidential manner under our strict procedures, from which we may wish to use the information for any other purpose. Your data may be processed in the UK or other countries. You will be notified of such processing and you will be invited to opt out of such processing. Where you are a member of the Union, you may be asked to provide personal information in order to facilitate the processing of your membership and the provision of the benefits of the Union. It is your right to provide such information, but you are not obliged to do so. It is your right to request that we do not use your data for such purposes. If you do not provide such information, then you may not be able to exercise your right to object to stop such direct marketing then they should write to Central Treasurer requesting that such mailings be stopped, or alternatively, write to the organisation in question direct. Please, however, understand that this may preclude you from receiving details of any of these additional member benefits and offers in the future. Under the Data Protection Act, 1998 you also have the right to ask for a copy of your information (for which a small fee can be charged of £10) and to request correction of any incorrect information held. This notice will be amended from time to time and will be regularly published by the union in Arena, Network and the Usdaw website.

u could win £5000 cash



Muriel's lust for life

Cancer survivor wants to help others

When mother-of-three **Muriel Levett** discovered she had breast cancer 20 years ago she bravely took on the challenge and set out on her own race for life.

The checkout operator now devotes a lot of her spare time to raising money for cancer research. She also wants to use her experience to encourage other women to self-examine and seek early medical attention. "I always point members towards the excellent leaflets produced by Usdaw on a range of Women's health issues. These are full of good advice," said Muriel now 64, from Croydon in West Sussex.

"I know how lucky I am to be where I am today and try and

live life to the full. I've taken part in Race For Life and Relay For Life over the last ten years to help raise vital funds for cancer research and I've all the t-shirts to prove it. I'm co-ordinator for Gatwick Race For Life and I rally my colleagues to get their shoes on and join in – I tell them you don't have to run you can walk!

“I always point members towards the excellent women's health leaflets produced by Usdaw**”**

"I'll never forget the moment I discovered a lump in my breast. It was an awful

shock. The main worry for me was my family. My children were 26, 25 and 16 at the time. Their support was amazing and my husband Roger came with me to all of my appointments. I had a series of chemotherapy and radiotherapy sessions.

"After 16 weeks off work I was coping really well and wanted to get back to work and some normality. My work colleagues were fantastic and my personnel manager was very supportive allowing me to change shifts to fit in with my treatment."

Remarkably following her treatment, coupled with her courage and positive attitude, Muriel beat the disease, first diagnosed in 1990, and 12 years later was given the all clear.

COMMUNICATION CHANNELS

*From Aberdeen to Plymouth
Usdaw has offices across the UK*

Glasgow

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E: glasgow@usdaw.org.uk

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E: belfast@usdaw.org.uk

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E: preston@usdaw.org.uk

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E: liverpool@usdaw.org.uk

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E: kegworth@usdaw.org.uk

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Meadow Road, Moons
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Worcestershire B98 9NW
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E: redditch@usdaw.org.uk

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Mulberry Drive, Cardiff
Gate Business Park,
Pontprennau CF23 8RS
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E: cardiff@usdaw.org.uk

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E: plymouth@usdaw.org.uk

Aberdeen

1 Queens Lane North,
AB15 4DF
T: 01224 652820
E: aberdeen@usdaw.org.uk

Contacts

Always speak to your rep first if you need advice or support. If you don't have a rep at your workplace contact your local Usdaw office as shown on the map. To locate your nearest office online use our **Local Office Finder** at www.usdaw.org.uk/contacts

Alternatively, you can ring our national helpline **0845 6060640*** to be connected to your local office. *Calls charged at local rate.

The union's head office is:

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