

NETWORK



The bimonthly magazine for activists – March/April 2016

EU REFERENDUM 23 JUNE

DHL STOKE REPS IN FOCUS



A STUNNING VICTORY

... RECRUITMENT ... HEALTH AND SAFETY ... EQUALITIES ... NEWS ...



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Comment

General secretary John Hannett

The first UK-wide referendum in more than 40 years will go ahead on 23 June to decide whether we stay or leave the European Union.

It is the biggest decision in a generation for the voting public and it's important we hear all of the arguments on jobs, workers' rights and the economy so we can all make an informed decision.

Over the coming months Usdaw will be putting out information on the issue as part of the debate and at this year's Annual Delegate Meeting (ADM) an executive council statement will be presented to delegates for their consideration.

The union has already an agreed policy to remain in the EU based on propositions carried at previous ADMs mainly because of the safeguards it offers on workers' rights, health and safety protection, and for the trade links we have with the rest of Europe.

The referendum will be a momentous decision and I'd urge all members who are not registered to vote to make sure their name is on the register.

Sunday trading – Usdaw wins again

As *Network* went to press parliament voted down plans to extend Sunday trading hours across England and Wales, as part of the Tories' Enterprise Bill.

This was a spectacular success for our campaign which argued staff would be pressured to work more Sundays, families would miss out on time together, jobs would be lost on the high street and pressure would bear down on wages.

Our survey showing how our members opposed the changes was quoted widely in the parliamentary debate by MPs from across most Parties. Many thanks to all of our members and activists who played their part in this hard fought victory proving once again Usdaw is the campaigning union.



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 and Allied Workers

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One of the biggest voting events in a generation will see the UK decide whether to stay in or leave the European Union. How will you vote?

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Usdaw celebrates 125 years of representing members this year and *Network* takes a look back at the pivotal last 25 years.

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More than 40 reps took part in the Academy1 six years ago, *Network* finds out what they did next on their union journey.

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Spotlight Day will be held on 18 May this year and the national LGBT get-together will take place in Manchester during the weekend of 11-12 June.

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Activists, officials and politicians gathered in Warrington at the annual political conference to discuss the various elections coming up this May.

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Campaign days are playing a crucial role in raising the union's profile, building membership and encouraging reps to re-connect with members.

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Slow wage growth

Average pay in Britain is still worth £2,270 less in real terms than it was in 2008 – a shortfall of £44 a week – according to new analysis published by the TUC.

Although there was some regional variation in average earnings lost between 2008 and 2015, all UK regions and nations were hit by significant losses running into thousands of pounds.

The figures confirm that, despite some strengthening of real wages over 2014 to 2015, UK workers still have a

long way to go to restore all the earnings they lost following the longest squeeze on wages since records began in the 1850s.

However, the TUC warns that the Government's Trade Union Bill will weaken the power of workers to negotiate a fair share of economic growth through decent pay rises. This could lead to slower wage growth becoming embedded as a longer-term problem, causing trouble not only for workers and their families, but also for businesses that rely on

their spending.

TUC General Secretary Frances O'Grady said: "The Government must do the right thing for the economy, and the right thing by workers. They should invest more in the skills and infrastructure the UK needs for higher productivity. They should make sure that working people see productivity gains in their pay packets. And they should work positively with trade unions, instead of attacking workers and their representatives with the Trade Union Bill."

Credit crunch

The introduction of Universal Credit will leave working families worse off on average, the independent think-tank, the Institute for Fiscal Studies (IFS), has found.

Universal Credit (UC) streamlines six benefits into one monthly payment and the Government maintains it is intended to be more generous than the current system, and encourage people to find work, but the IFS has said that the proposed cuts will challenge both claims.

Its research suggests that most people will be encouraged to find work, but this will not be true for all families, highlighting that single-parent families could have 'less of an incentive to find work under UC'.

In fact, single-parents are expected to keep 8 per cent less of their earnings than previously, IFS figures suggest.

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Wilko and B&Q scrap premiums



Value retailer Wilko is set to scrap the premiums it pays staff for working Sundays and bank holidays, according to reports.

The privately-owned retailer currently pays its 18,000 staff either time-and-a-half or double time for working Sundays, bank holidays, unsocial hours, night shifts or doing more than 39 hours per week.

Wilko reported a plunge in profits in its last full-year and has struggled in the face of

competition from the likes of B&M and Poundland.

The retailer will instead increase the basic pay of over 25s to £7.65. Staff aged 21 to 24 will get £7.20 an hour and under 21s £6.85 an hour.

Meanwhile DIY chain B&Q has also announced it is scrapping premiums for Sunday working and cutting bank holiday working payments too as part of a 'simpler' pay structure.

Its 27,000 staff will see hourly rates rise to £7.66 in April.



ACTIVE AT ADM

Delegates to Usdaw's 70th Annual Delegate Meeting will discuss and debate more than 100 propositions on everything from wages to working conditions, health to housing and Europe to equalities.

The four-day event will be held at the Winter Gardens, Blackpool from 24-27 April and more than 1,200 activists and visitors are expected at the biggest conference in the union's calendar.

Other subjects on the agenda include; crime and justice, education, transport, health

and safety, welfare and politics. The executive council has also submitted proposals to raise the weekly subscription rate by two pence a week for both Scale A and Scale C. If agreed by a two-thirds majority at the conference Scale A will rise from £2.32 to £2.34 a week and Scale C from £1.45 to £1.47 a week from the end of June this year.

A number of fringe meetings will also be held during the lunch breaks and early evenings with details available nearer the time. As *Network* went to press it learned the politics fringe meeting will be held on

the Sunday lunchtime and the equalities meeting on Monday lunchtime.

General secretary John Hannett said: "This is the most important few days for the union and it's when delegates get to decide the union's policies and priorities for the next 12 months.

"In addition to the many propositions we will debate, we will also have three executive council statements on *Europe*, *Working Carers*, and *Politics – the Tory Attack on Trade Unions*. So plenty to discuss and I'm looking forward to it."

Executive council welcomes new member

The North West division has a new executive council member following the recent by-election. The winner was 32 year-old

Christopher Winwood, a warehouse operative at the Co-op distribution site in St Helens, Merseyside. The result in full:



Christopher Winwood	1,026 (elected)
Amanda Owens.....	946
Lynda Carter.....	777
Rob Bell.....	728
Stephen McLaughlin.....	517
Lee Challenger.....	344
Number of eligible voters	94,332
Total number of votes cast	4,366
Turnout	4.6 per cent
Number of votes found to be invalid	28
Total number of valid votes to be counted	4,338

IN BRIEF...

Stop Press...Sunday working opt-out

Ussdaw's defeat of the Government's proposals to deregulate Sunday trading could turn out to be a double-win as improved Sunday working protections for shopworkers still remain in the Enterprise Bill. While the parliamentary process has to run its course, under the new provisions, the notice period for shopworkers in large stores to opt-out of Sunday working reduces from three months to one month. In addition, all shopworkers will be able to opt-out of working more hours on a Sunday than they have recently worked on average. However, this is likely to be only available to those with at least twelve months' service with their current employer. More at: www.usdaw.org.uk/news

Sainsbury Argos deal drags on

Sainsbury will have until March 18 to table a firm bid for Home Retail Group's Argos chain. The supermarket giant had previously offered £1.3bn for Argos, which was accepted, but South African firm Steinhoff made a late bid valuing Argos at £1.4bn.

Morrisons hooks up with Amazon online

Online shoppers will be able to buy groceries from Morrisons after it signed a deal with the US giant. The move comes on top of Morrisons agreement with Ocado to deliver its online service.



IN BRIEF...

Shoe jobs saved after buy back

Collapsed shoe chain Brantano has been bought out of administration by its previous owners in a move that could save 1,400 jobs at 140 stores. However 58 outlets are expected to close with around 500 job losses.

Closures likely at BHS chain

High street retailer BHS is set to close stores and restructure its pension scheme, according to reports. Owners Retail Acquisitions could close up to 50 of its 170-strong store chain putting 2,000 jobs at risk.

Asda job cuts after sales decline

Under pressure retailer Asda is to cut around a thousand jobs as it closes staff canteens and some in-store services, say reports. The news comes on top of 200 head office job cuts in Leeds and the Leicester site already announced. The Walmart-owned chain reported its steepest ever fall in quarterly sales in February.

Europe in or out?



The UK will go to the polls on June 23 to decide whether to stay in or leave the European Union (EU) in one of the biggest votes in generations.

The in/out EU Referendum was a pre-election pledge by the Conservative leader David Cameron and following negotiations in February this year with the EU, the vote will go ahead this summer.

The Government has already seen six cabinet ministers commit to the Out campaign contrary to its policy for an In vote. The Tory Party has also been split down the middle by the issue.

The following question will be on the ballot paper:

Should the UK remain a member of the European Union or leave the European Union?

Jobs risk

Leaving the European Union would 'threaten jobs and put the economy at risk', almost 200 business leaders have said as the battle lines are drawn for the forthcoming

EU Referendum.

The intervention, organised by the Remain campaign, saw 198 signatories to an open letter in *The Times* in February and read: "Business needs unrestricted access to the European market of 500 million people in order to continue to grow, invest and create jobs.

"We believe that leaving the EU would deter investment, threaten jobs and put the economy at risk. Britain will be stronger, safer and better off remaining in the EU."

Sainsbury and Tesco were not signatories to the letter, and the employers' group the British Retail Consortium has said it will remain neutral in the debate.

National winner Brian catches up with award

National health and safety award winner Brian Judge was finally united with his award when his fellow reps and officials joined him at his Tesco store in the North West division.

Brian, (centre), who was unable to attend the awards ceremony in Manchester in January, was joined by fellow reps Janise Corfield and Glen Hampson and deputy divisional officer Amanda Bailey-Coll and area organiser Declan Byrne.

"Brian's drive and enthusiasm has seen membership continue



to rise and he has made a significant contribution to the safety's team in-store work.

Many congratulations to Brian, he thoroughly deserves it," said Amanda.

Midlands organiser remembered

Former Midlands division area organiser Ted Foulkes died in February, he was 81.

Ted joined the union's staff in 1976 and spent 20 years as an official at the Birmingham office, before retiring in 1996.

He originally joined the union in 1972 when he worked in the

optical trade at the Dolland and Aitchison factory in Birmingham. He went on to become an activist and branch official and was also a Labour Party member.

General secretary John Hannett said: "This is very sad news and our condolences go out to Ted's family and friends.

"Ted served the union with distinction and was a solid Labour and union man for all of his life.

"I know he was greatly missed in the division when he retired and was held in high esteem by his colleagues. We have lost a loyal servant to Usdaw."





SUNDAYS ARE SAVED



Usdaw's campaign to stop deregulation of Sunday trading won a stunning victory in the House of Commons when MPs voted by 317 to 286 against allowing local councils to have the power to let big stores open all hours.

The victory on 9 March followed a lobby of parliament on February 29 by senior officials, activists and members who

met Labour MPs to put the case against extended Sunday trading.

The debate in the House heard MPs from across the political divide quote Usdaw's survey showing its members' opposition to total deregulation.

General secretary John Hannett said: "This is a fantastic victory and stops our members from coming under more

pressure to work longer hours on Sundays. It wouldn't have been just Sunday workers who would've been affected either as staff scheduling across the week would've been restructured causing chaos in-store.

"Thankfully common sense won the day – again - and as Angela Eagle MP said I hope the Tories now abandon these tawdry plans to deregulate Sunday trading hours."

Get ready for Usdaw's next Membership Week in June



Activists and officials will be combining in June to bring the benefits of membership to new recruits as part of the union's national Membership Week 20-26 June.

The week will see events hosted in shops, factories,

warehouses and offices by reps and area organisers who will devote the full week to recruitment activity.

For more on the full range of merchandise including leaflets and posters visit:

www.usdaw.org.uk

Lidl campaign makes more headway in Northern Ireland



Deputy general secretary Paddy Lillis joined officials and reps in Northern Ireland to promote union awareness to staff at discount chain Lidl in Belfast.

The event was part of a UK-wide campaign at both Lidl and

Aldi who refuse to meet with the union to discuss recognition.

"We want to offer union membership to all retail workers regardless of their company," said Paddy. "Workers have a legal right to join and we won't be put off by hostile employers."

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Reps' team excel at flag

The team of reps at the DHL site in Stoke have one of the best organised branches in Usdaw, Network called in...

Fifteen reps, more than 600 members, a fully-equipped learning centre and an award-winning safety record puts this flagship operation at the very top of the warehouse sector.

The massive site has the Sainsbury contract and supplies stores across the UK from the state-of-the-art facility in Staffordshire. It sits on the site of a former coal mine just across the way from Stoke City's Britannia stadium.

The cavernous building houses miles of racking and conveyor belts, automated and manual picking cranes, has a huge storage capacity and a computer controlled system controlling and monitoring every case, pallet, cage and tote. The picking system reflects the store layout to minimise in-store shelf-filling.

The hygiene team ensure a spotlessly clean warehouse, while the workforce turns round inbound and outbound juggernauts 24/7, 364 days a year. The site also provides employment in both the local area and from further afield.

The reps' team cover all three shifts with some doubling up as safety reps and the union learning reps look after the learning centre – ideally situated next to the canteen.

Learning rep **John Goodwin** has worked at the site since it opened in 2002 and is proud of the difference the learning centre has made. "We've had members brush up on their English, maths, and study towards City & Guilds and apprenticeships. It's been a great success," he said.



"We have 12 PCs here, and we work closely with the local college to offer as many courses and opportunities to learn as we can. It's very popular."

Learning co-ordinator **Julia Baldwin** is full of praise for the reps. "Since we've had the learning agreements with the company this site has gone from strength-to-strength," she said. "The reps work closely with the management

team to provide an excellent service. This site could be used as a blue print for others to follow. We also work with the National Institute for Adult and Community Education. The progress on-site has been amazing."

The learning centre has also been used more specifically to help individual workers with dyslexia or numeracy issues. "We've seen people struggle with their picking rates and rather than go down the disciplinary route we look to help them with these issues and get them up to speed. It's worked and we've saved people's jobs," said John.

The branch is DHL Stoke K183 and the activists are regulars at the Annual Delegate Meeting, divisional and national trade conferences.



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ship site



JOHN GOODWIN



JANE JOHNSON



ANDY FIRMAN



MICK DEAKES



On-site monthly reps' meetings are held and the team meet management every six weeks. "Everything is discussed and we work together to sort out any issues. We conduct our pay negotiations on-site and we have a good relationship with the management team," said long-serving rep **Mick Deakes**. "All of our reps are Usdaw trained and getting time off for that is not a problem."

Night shift rep **Andy Firman** added: "We deal with a range of issues from absence to safety issues. Sometimes it can be quiet but when something comes up it gets sorted straightaway. Any incidents are investigated fully."

It is clear health and safety plays a central role on-site with a comprehensive system in place to keep the workforce

safe and provided with personal protective equipment. All staff receive a day's safety induction with follow-on refresher courses part of the on-going drive to maintain the high standards consistently recognised by the Health and Safety Executive.

Walkways are clearly defined, protective barriers are in place and electronic systems control access to all mechanical equipment. There's also a *Krypton Factor* style simulator to train staff on the cranes. There are few incidents, but just in case there are first aiders on every section and shift.

Opportunities for promotion are available here or at sister DHL sites. The workforce have also shown their charitable side with tens of thousands of pounds raised for local charities.

DHL Stoke in numbers

The site covers 527,000 square feet the equivalent of around 7 football pitches

An average week will see 1,100 deliveries to 160 stores

An average week will see 2 million cases enter/exit the site

The site supplies more than 13,600 products

It recycles 90 per cent of all its waste with 0 going to landfill

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In the spotlight Stephen McConaghy



Scottish division's Stephen McConaghy answers Network's questions...

Why did you become active?

I felt someone had to help with the issues we were having at work. I volunteered for the job and haven't looked back since, I really enjoy it.

Do you feel like you've made a difference in your workplace since becoming a rep?

Yes I do. Especially when I had to help the site raise a grievance over staff being disciplined for not swiping out for break. We managed to resolve the issue.

Are there any downsides to being a rep?

Sometimes people think you're getting paid to be a rep and they think that's the reason you do it. A lot of people don't have any respect for you.

Have you changed as a person since you became an activist?

I definitely feel like I've grown in confidence. I'm also more organised and assertive.

How many reps are there in your workplace?

We are a team of three reps covering 119

members out of 147 staff. We all get on well with each other and know each others strengths and weaknesses, so it works.

Is recruitment easy at your workplace?

Recruitment is currently at 80.95 per cent density so it's not too bad. We find the best time to recruit is at inductions.

Have you been on any union training courses?

Yes, the three basic rep training courses and a branch officer course. I found the branch officer course very interesting and useful in helping with my branch chair role. Especially in terms of how to maintain membership.

What is the best moment you've had as a rep?

Saving a decent person's job when they were having problems and generally just down on their luck.

What are the most important issues for your members at present?

I would say job security is the main issue at the moment.

Have you been to ADM?

Not as yet, but I'm due to go this year as a

visitor. I've heard a lot about it so I'm looking forward to seeing what it's all about.

What one law would you introduce if you were prime minister?

I would make Usdaw's Freedom From Fear campaign part of the law and make sure that abuse towards workers, in whatever shape or form, is made illegal.

Which news items have caught your attention recently?

I feel that the press in the UK don't report all the issues that the Government are trying to push through and so the public don't see exactly what's going on.

What one change to Usdaw do you think would help it improve?

To enable better communication between the company and the reps and helping to organise more inductions where there are reps who will have a better chance of recruiting members.

What would you say to an Usdaw member thinking about becoming a rep?

I would say go for it. The more people that become reps the bigger and the better voice we have as a union.

Fact File & trivia

EMPLOYER... *Müller Wiseman Dairies*

AGE... *48*

LIVES... *Larkhall*

FAMILY... *Married with one daughter*

JOINED USDAW IN... *2000*
BEEN AN ACTIVIST SINCE... *for about four years*

UNION POSITIONS HELD...
branch chair and shop steward

I SPEND MY SPARE TIME...
walking the dog and playing snooker

MY FAVOURITE TV PROGRAMME IS... *Blacklist*

MY FAVOURITE GROUP IS... *Queen*

MY FAVOURITE BOOK IS...
The Hunt for Red October
IF MY HOUSE WAS BURNING DOWN I'D SAVE... *my family*
BEST MOMENT OF MY LIFE SO FAR... *was the birth of my daughter*



Spotlight on Northern Ireland



CHECKOUT LEARNING AT ASDA DOWNPATRICK



CHECKOUT LEARNING AT TESCO BALLYMENA

Union Learning Reps (ULRs) in Northern Ireland are helping hundreds of members achieve their goals by improving their skills and gaining new qualifications in a variety of subjects. Network took a closer look...

Tesco checkout operator **Jennifer Gracey** from Donaghcloney in County Down, has been a ULR for two and a half years and passed a Level 1 and then progressed on to Level 2 in information technology.

Last year she was awarded the Department of Employment and Learning's (DEL) Essential Skills Trade Union Learner of the Year award, which was presented at a special ceremony at Queen's University in Belfast. She also won an award from her local Southern Regional College in Lurgan.

"Getting involved in lifelong learning has been a wonderful experience and winning the award was one of the proudest moments of my life," said Jennifer, 54.

"It was a totally different story when I left school at 17 with no qualifications. I was involved in a road traffic accident when I was nine and suffered a severe head injury which affected my concentration. So school wasn't a happy place for me.

"Education was never high on my

list until I saw a notice on our union board at work about lifelong learning and a vacancy for a union learning rep.

"I thought here's my chance to put things right and my attitude was 'you are never too old to learn'.

"I spoke to **Marian Lavery**, my store rep and **Lorna Morton** Usdaw's learning project worker and they were very supportive.

"I haven't looked back. I was even asked to participate in a radio programme for BBC Ulster!

"As a ULR I thoroughly enjoy encouraging and supporting others like myself to take a leap back into learning and take that first step to improving their lives."

Hard work pays off

ULR **Marian Lavery** takes up the story. "I was pleased when Jennifer approached me, she was keen and had a positive attitude," said Marian, 57.

"Her hard work was recognised and we were thrilled when she was voted the overall winner in the trade union category.

"We have a good team of reps and the full support of our store management as well as all the help from Lorna Morton.

"We couldn't be prouder of our achievements over the last two years organising a variety of classes and awareness days.

"We've had learners complete the British Sign Language Level 1 and

one learner completed Level 2 at Queens University. As well as Essential Skills in information technology Level 1 and 2, the Home Study course, deaf awareness training, free CPR training, the 6 book challenge, World Book Night and even a very well attended wine tasting evening!

"We've also organised a number of awareness days covering subjects such as eating disorders, diabetes, cancer, Parkinson's disease, and suicide awareness.

"And we organised a bag packing day for the British Deaf Association, Northern Ireland branch.

"But one of our proudest achievements has to be a fundraising event to raise money to buy a defibrillator for our store.

"Personally I've completed a number of mental health courses. I can't begin to explain the difference lifelong learning has made to many of my colleagues including myself. It's about creating and maintaining a positive attitude to learning both for personal and professional development.

"As a trade union learning rep I want to help and encourage more and more colleagues to get on board and take the first step to changing their lives."



View the Lifelong Learning gallery on the **UdawUnion** Flickr page



Visit the Usdaw website: www.usdaw.org.uk /lifelonglearning

reland

Lifelong Learning in Northern Ireland fact file

2007

Signed its first Lifelong Learning Agreement in Northern Ireland with Grampian Country Pork, now known as Karro Food Group in Cookstown.

Opened Learning Centres in Karro Food Group, Tesco Distribution in Antrim and Co-op Distribution in Carrickfergus.

2008

The Northern Ireland Union Learning Fund (NIULF), which is funded by the Department of Employment and Learning (DEL), helped Usdaw deliver its learning campaign and saw Checkout Learning launched.

Through NIULF developed and trained more than 30 ULRs to promote FREE Essential Skills courses: maths, English and ICT.

Signed a number of regional Learning Agreements with Asda, Sainsbury's and Tesco.

More than 1,300 members completed courses at Asda, Tesco, and Sainsbury in Essential Skills, British Sign Language, online courses and other qualifications and vocational courses.

Additional courses in food and hygiene course completed by members at Karro Foods with distribution staff at Tesco and the Co-op taking up courses too.

DEL Essential Skills

Awards:

2011: Francis McAuley Asda Westwood, highly commended.

2013: Geraldine McKinney Asda Downpatrick, winner, also William Webb, Tesco Craigavon, highly commended.

2015: Jennifer Gracey, Tesco Lurgan, winner (pictured left front, with Lorna and Marian).



New learning centres deliver for milk and distribution workers in North West

Müller Milk and Ingredients

Dairy giant Müller Milk and Ingredients, formally known as Müller Wiseman Dairies, opened its doors to a new learning centre at its Manchester site in January.

The main man behind the new venture is ULR Co-ordinator **Mike Larkin** a supervisor at the Trafford Park site in Manchester.

"I'm delighted with how far we've come in such a short time," said the 52 year-old "We've had support from management and Tameside College who will be our learning providers and fellow learning rep **Steve Bell** who is as committed as I am.

"There's been a lot of changes in the industry over the last few years and I think most of us are realistic to realise that this may become the trend for the future.

"That's why learning has become a number one priority for our team of reps and our members. We all need to be multi-skilled to adjust to changes in the future.

"I spoke to the company in November and they provided a room and supplied the computers and we were able to use our learning fund to purchase chairs, desks and cabinets.

"We held open days with Tameside College and our reps



THE OPENING OF LEA GREEN LEARNING CENTRE

to highlight the new centre and we signed people up for apprenticeship courses in English and maths.

"These are exciting times for all of us. This is a tremendous opportunity for the workforce to engage in the learning experience and the benefits are there for everyone to see."

Project worker **Denise Gordon** was full of praise for the Müller team. "Mike and the reps have worked tremendously hard to make this project a success," she said. "The results speak for themselves, his colleagues are already queuing up to sign up for courses."

Lea Green, New Learning Centre

Ushaw signed a new learning agreement with Co-op Distribution in Lea Green, St Helens in October last year where both Ushaw and Unite look after the workforce.

Deputy general secretary **Paddy Lillis** joined ULR

co-ordinator **Jeff Laird** at the opening ceremony after he signed the new agreement. "The new partnership, including a new state-of-the-art on-site learning centre, will provide the perfect environment for staff to learn new skills and improve their career opportunities," he said.

"Learning boosts employees' confidence, improves morale and gives employers a more motivated and skilled workforce."

Lifelong learning project worker **Julia Baldwin** who has been working with the team of reps at the distribution site said: "The team have worked hard and the new facilities show a great investment from both the Co-op and the union branch on-site and highlights the commitment to offering staff a real chance to upskill."

Jeff, who has been a learning rep at the site for 14 months said: "We've had a brilliant response from members who are keen to get started.

"ULR **Rob Atkinson** and I sent out survey forms to staff asking what kind of courses they would be interested in.

"They ranged from NVQ Warehousing, maths, English, IT, and team leading to customer services.

"And we are delighted with our partnership with Warrington College who will be providing the majority of the courses."



PADDY LILLIS OPENS THE LEARNING CENTRE AT MÜLLER MILK

June 23 will see the UK



Do I need to be registered to vote in the referendum?

Yes. If you are already registered, i.e. you receive a polling card for the local elections in May, you should be automatically registered to vote in the referendum. However, as a result of a change in the method of registering to vote, many people are no longer registered. Usdaw encourages all members to check if they are registered to vote as soon as possible. To check if you're on the electoral register you need to contact your local council; contact details can be found at: aboutmyvote.co.uk

In the 2014 EU elections turnout in the UK was 34%

For those who are certain that they are not registered to vote, members in England, Scotland and Wales can register to vote at:

www.gov.uk/register tovote

Members in Northern Ireland can register to vote at:

www.nidirect.gov.uk/registering-to-vote

Voters will decide on the UK's membership of the European Union – the biggest vote in a generation – Network takes a look at some commonly asked questions:

When will the EU Referendum take place?

The vote takes place on Thursday 23 June, postal voting will be available.

What are the options?

On the ballot paper voters will be asked:

Should the United Kingdom remain a member of the European Union or leave the European Union?

The referendum is not a choice over a particular political party, politician or pressure group.

Why should I vote?

The EU has a significant influence on the daily lives of people across the country.

From protecting workers' rights to providing minimum guarantees for consumers and ensuring that big business takes action on climate change, Europe plays a major part in many areas that are important for Usdaw members.

Furthermore, a substantial proportion of the UK's international trade takes place within Europe. Any significant change to our trade agreement with our biggest trading partner is likely to have massive implications for jobs, growth and investment.

The future of the UK will be heavily impacted by whatever decision is taken in the referendum and as such, Usdaw is encouraging all members to get involved in campaigning and take part in the debate.

Who gets to vote?

British, Irish and Commonwealth citizens over 18 who are resident in the UK, and UK nationals who have lived overseas for less than 15 years will be eligible to vote.

What would happen if we left the EU?

The simple answer is that we don't know. It is a leap in the dark.

While a lot of focus has been taken up with renegotiating our membership of the EU, there has been no discussion regarding the terms of an exit.

If a decision is made for the UK to leave Europe, negotiations will have to take place over how the UK continues to get access to trade with the remaining members of the EU, how UK citizens currently residing in Europe will be treated and whether current legal commitments around climate change and other issues will need to be retained.

These negotiations will also look at how EU countries will continue to access the UK economy and how



Visit the Usdaw website: www.usdaw.org.uk

EU Timeline

1957

The six founder members Germany, France, Italy, Belgium, Netherlands and Luxembourg sign the Treaty of Rome and create the European Economic Community (EEC)

1973

The UK joins the EEC (along with Ireland and Denmark)

1975

The UK vote 66% in favour of staying in the EEC in the first referendum

1981

Greece joins

1986

Spain and Portugal follow

1991

The Maastricht Treaty is signed but the UK opts out on monetary union and the social chapter

19

The Euro Union

decide its EU future

European citizens currently residing in the UK will be treated.

While such negotiations are unlikely to be completely one sided, with the UK in a position of having to agree to an exit and the EU having a population six times greater than the UK's it is likely that the UK will be negotiating from a position of weakness.

What has the EU done for workers?

Over the last 30 years, the EU has delivered many benefits for working people across the UK. It is as a result of our membership of Europe that part-time workers are free from discrimination, workers have protection against excessive working hours and that all workers in the UK have a statutory right to paid holidays. In addition UK citizens can access medical treatment across the 28 countries of the EU.

Did David Cameron's renegotiations achieve anything substantial?

David Cameron's renegotiations did make some achievements, such as protection for the UK economy remaining outside the Eurozone, however, what has been much more important for Usdaw is that the re-negotiations did not water down any of the employment protections that our members rely on.

Are there too many EU migrants coming here?

Contrary to popular belief, Britain is not the favoured destination for most European Union migrants. Across Europe, eight other countries have higher proportions of foreign-born residents than the UK, and EU migration works both ways, eg.

- 1.8 million people from the UK work in other EU countries

- 2.2 million people from the EU work in the UK
- 5.5 million people born in Britain live overseas while
- 4.9 million foreign nationals live in the UK.

Looking at it on a global basis immigration and emigration tends to even itself out.

Is the UK a destination for 'benefit tourism'?

No. Contrary to popular belief the UK has some of the lowest benefits in Europe. Benefits are more generous in at least 14 other EU states. If you are a 'benefit tourist' the UK would not be a good destination.

Will leaving the EU stop secretive trade deals like the Transatlantic Trade and Investment Partnership (TTIP)?

No. The current negotiations regarding the so called 'trade deal' with America, titled TTIP, along with other deals like CETA and TISA, are not the brainchild of the European Union. These deals are incredibly similar to agreements that are

already in place such as the Trans-Pacific Partnership, TPP, between America, Australia, New Zealand and other Pacific Rim countries or the North-America Free Trade Agreement, NAFTA, signed between Canada, America and Mexico.

Such 'Trade-Agreements' look to protect corporate interests, frequently at the cost of workers, and have come about as a result of heavy-handed corporate lobbying.

In fact, if the UK were to leave the EU, the corporate lobbyists may well believe they would get a better hearing from the current Conservative Government rather than having to reach agreement with the 28 current EU Member States.

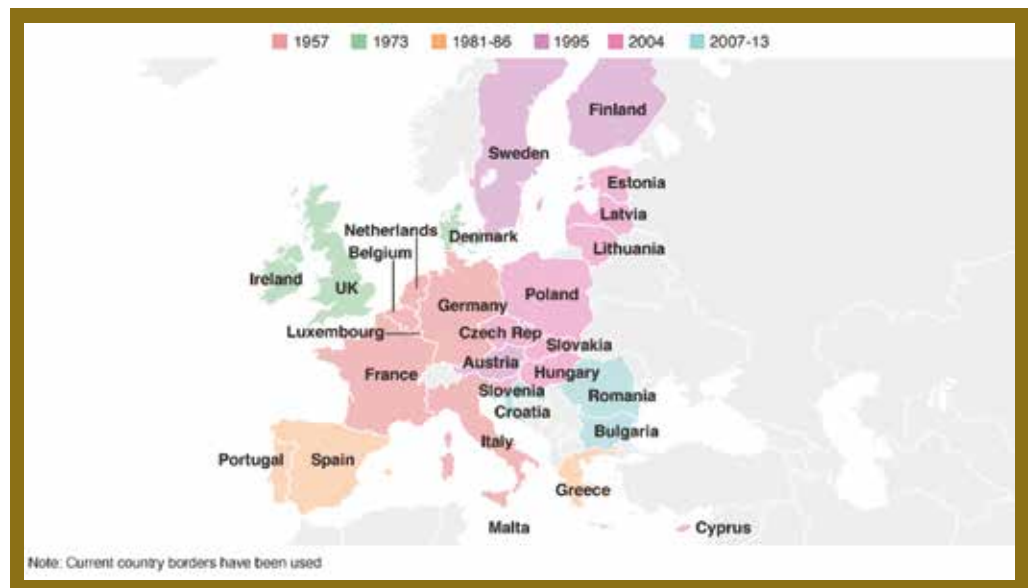
The best chance for working people to protect themselves from these corporate interests is to organise and work together.

We have already seen mass protests against the proposed introduction of deals like TTIP in countries such as Germany and the British TUC is working hard with the European TUC to protect the interests of working people.

Overall, a vote to leave the EU is likely to leave UK workers more vulnerable to restrictive deals such as TTIP.



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1993 EEC becomes the European Union (EU)	1995 Austria, Finland and Sweden join	1999 11 countries agree to adopt the Euro as their national currency (UK, Sweden and Denmark stay out)	2002 Euro notes and coins appear for the first time	2004 Finland, Estonia, Latvia, Lithuania, Poland, Slovakia, Hungary, Czech Republic, Cyprus and Malta join	2007 Romania and Bulgaria sign up	2013 Croatia joins	2016 28 countries with a combined population of 500 million
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125 YEARS IN THE MAKING

As Usdaw passed its 100th year in 1991 familiar problems were evident: The early '90s recession saw a continued fall in membership of trade unions, a Conservative Government, surprisingly re-elected in 1992, had indicated its wish yet again to deregulate Sunday trading and shackle the unions even more. A quarter of a century later the union faces these very same challenges.

Membership



In 1991 the 341,000 and at that point of 28 60,000 new had around 13.5m affil 6.5m by 20 However levels of g 341,000 to increase. T overhaul and organ introduced 2006 that managed

Shopping trends



By the 1990s most towns and cities saw the dominance of the out-of-town superstores, retail warehouses, regional shopping centres, and outlet centres. This was a direct consequence of the loosening of the planning regulations in the 1980s.

However, by the end of the decade, opposition to these massive developments was growing as traditional town centres became the victims of the out-of-town developments. By the early 2000s a 'town centres first' policy was becoming the order of the day.

By the early 2000s the fashion for the superstore was waning and the convenience sector began to rise. This saw many of the big retailers launch their own chains or buy existing operators to get their foot in the door of this emerging market. The decade also saw consolidation in the mid-range supermarket sector too.

In the aftermath of the 2008 recession, hard-discounters Aldi, Lidl and others began to eat in to the market share of the more established companies.

In the UK, the retail sector constitutes an important part of the economy, contributing 16 per cent of GDP and is worth £150 billion. It employs around three million people or 1 in 9 of the workforce and includes more than 300,000 retail premises.

Campaigns

Usdaw has strengthened its claim to be the Campaigning Union with a number of high profile, award-winning and very successful campaigns.

As a response to ever-increasing levels of verbal abuse, threatening behaviour and violence towards staff Usdaw launched its Freedom From Fear campaign in 2003.

The union's message that 'Abuse is not part of the job' struck a chord particularly with staff but also with employers, politicians and the shopping public who all gave their support, in varying degrees, to the campaign.

The Lifelong Learning and Supporting Parents and Carers campaigns have also added to the union's appeal, profile and reputation.



The equality agenda



The union members when it were inst positions nationally national executive first time By the should be ethnic m divisiona this. The held in 19 published



A political voice



The union's membership totalled 1,000,000 in 1994, but by 1994 this had fallen to a low of 32,000, despite recruiting more than 100,000 new members a year. In 1979 the union had 450,000 members, the TUC boasted 1,000,000 affiliated members – this would fall to 100,000 by 2015.

Over the last 25 years, Usdaw has enjoyed unprecedented growth in the last 25 years from 100,000 members – a 30 per cent increase. This is no accident as the union has modernised and revamped its recruitment and recruitment methods. In addition it also introduced its own modernising programme in 1997, which revolutionised how it conducted and its internal structures.

After the 1992 general election the Conservatives introduced the Trade Union Reform and Employment Rights Bill, resulting in the 1993 Trade Union Act that compelled unions to re-sign their members every three years if they used the check-off system.

Unions also had to run a ballot every ten years to maintain their political funds, which the union has done successfully in 1985, and went on to repeat its success in 1995, 2005 and 2015.

With the election of Labour in 1997 hostility towards the unions subsided and began to reverse as the Employment Relations Bill

offered improved workers' rights particularly on maternity and paternity provision and the three-year check-off rule was ditched. Important improvements on holiday entitlement, working hours and part-time workers were also introduced via the European Union, and previously opposed by the Tories, but these were mostly welcomed by the Labour Government.

Udaw delegations were regular visitors to 10 Downing Street while Labour was in power delivering massive petitions and evidence-based arguments on everything from Sunday trading to low pay, abuse and workers' rights.



Legal services



The union's drive to reflect the diversity of its membership made significant strides in the 1980s when it established its women committees. These were instrumental in promoting more women to positions of power and influence both locally and nationally. The union appointed its first woman as general officer in 1996 and in 1997 the union's executive council was split 50/50 male/female for the first time in its history.

In the 1990s it was recognised this equality agenda was extended to encourage more black and minority involvement and national and regional structures were put in place to facilitate this. The first national black workers conference was held in 1993, the same year the executive council issued a statement on racism.

By the late 1990s a move to encourage a similar campaign among Lesbian and Gay members also began to take off.

In 2005 the union decided to revamp its equality section, bringing gender, race, sexual orientation and disability under one umbrella with divisional equalities committees operating under the union's National Equalities Advisory Group.

The last national Women's Conference was held this year while the first LGBT get-together was held in 2013. The Black Members' Weekend remains an important event in the union's calendar. The union has also made extensive efforts to increase the involvement of its young members with divisional and national committees set up to encourage more participation.

Another outstanding success for the union has been its ability to win compensation for injured members, successfully represent them at employment tribunals and offer a range of additional services to members and their families.

Since 1991 Usdaw's Legal Plus and FirstCall service has recovered more than £255m for members either injured or treated unfairly at work. In addition it has offered members legal representation for family members accidentally injured, and legal advice on issues outside of work and access to a free will writing service with local solicitors for members. Expert advice on health and safety and pensions is also available to members.

In 2008 Usdaw launched its free direct claims line – FirstCall Usdaw – which streamlined the application process for members injured regardless of the place or time of the accident. It has been a resounding success and has turned once potentially lengthy, frustrating and time consuming processes into a fast-track method of settling claims quickly and efficiently.

Academy: the class of 2010

Six years ago 41 members signed up for Usdaw's Academy1. Network catches up with the class of 2010 and discovers how it changed their lives...

Jo-Anne Welbourne

"The Academy unearthed qualities in me I didn't know I had. It gave me self-belief and a determination to succeed," said Jo-Anne, 36, now an area organiser at the Warrington office.

"I wouldn't be where I am today without the Academy. It is an amazing experience and opens doors. Everybody comes away more confident.

"I'm driving up and down the Welsh coast supporting reps and members. If you'd have told me that six years ago I wouldn't have believed you."

Rose Bevan

"The Academy gave me an ambition to broaden my horizons," said Rose, 59, who is now an area organiser at the Cardiff office.

"It was one of the best six months of my life. It is hard work but the rewards make it all worthwhile.

"I started Academy2 but didn't complete it as I applied for an area organiser's position in Cardiff and was appointed in July 2011."

John Ford

"The Academy was a life-changer for me," said former Tesco worker John, 56, who is now an area organiser. "It's the perfect training arena for any activist who wants to progress and develop.

"Working with a variety of reps in different workplaces was the challenge I needed.

"In 2011 I was selected for Academy2 and I also studied for a Diploma in Employment Law with the TUC.

"I was appointed in 2012 based at

the London office and in 2015 I transferred to Plymouth."

Warren Scott

"The Academy changed me from a very shy person to someone who can stand in front of large groups and teach as part of my job," said Warren, 28, who is the training officer for the Midlands division.

Warren had worked for Tesco in Northern Ireland. He became a union rep in 2007, did some stand-down, ran campaigns and joined the youth committee.

"Following the Academy I returned to work a different person. I won a seat on the divisional council did Academy2 and was appointed in 2012 and now live in Birmingham."

Pam Stanton

"It was a great experience and led to my current role working with Usdaw as a lifelong learning project worker since 2013," said Pam, 55, from South Wales.

"I learned so much especially the desire to keep learning and to be open to change.

"After Academy1 I did Academy2 the following year and this helped my organisational skills.

"It also gave me the skills and the confidence to apply for a Level 3 Preparing to Teach in the Lifelong Learning Sector course."

Deborah Towner

"The Academy gave me the skills to listen and how to deal with all kinds of people. It also showed me how working together can make a difference," said 52 year-old Deborah, who works for Tesco in Somerset.

"I became interested in local politics and in 2013 I was elected to Shepton Mallet town council and re-elected in 2015,

"I won the divisional Individual Organising Award last year and



THE CLASS OF 2010 WITH SENIOR OFFICIALS AT

went to the National Awards night in Manchester. It's hard to believe I've achieved so much since becoming a union rep."

Mandy Davies

"Both Academies helped my confidence, especially where my driving was concerned," said Mandy, 51, who returned to her Tesco store in Swansea.

"I also developed an interest in local politics and regularly attend my ward and constituency meetings. I'm still very active as a union rep, divisional councillor, branch chair and a store forum rep.

"In between work I look after my granddaughter while my daughter goes to work which is a joy. And you definitely have more patience with your grandchildren than you do with your own children!"

Debbie Newman

"After I returned to my store in Chelmsford I did quite a lot of stand-down," said Tesco's Debbie, 56.

"In 2014 I was appointed lifelong learning project worker but I had to step down in December after my



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ACADEMY 2010 IN NUMBERS

41 in total

3 Area Organisers

1 Training Officer

1 Lifelong Learning
Project Worker

22 still active

3 members but
no longer active

11 have left Usdaw

THEIR END-OF-ACADEMY DINNER IN MANCHESTER

brother tragically took his own life.

"More recently I've been working with MIND, the mental health charity. Last November the Cambridge News interviewed me and in January I gave a talk to 100 sixth formers.

"I couldn't have done any of this if it hadn't been for the confidence I've gained from the Academy."

Jacqui Thurgood

"The Academy encouraged me to get more involved," said Jacqui Thurgood, 49, who works for Tesco in Essex.

"I'm now branch chair. I also went to summer school and studied politics and I became more involved in local politics and my constituency Labour Party.

"Last year I stood as a councillor in the Braintree local council elections. Unfortunately I live in a strong Tory area and didn't get elected but will try again next time.

"My friends and family all know I absolutely love being a union rep."

Sue Perridge

"The Academy is a fantastic opportunity to develop your skills, it's a real learning experience," said Sue, 56, who works

for Tesco in Harlow.

"I know I returned to my workplace a better rep and a different person and I couldn't wait to get more involved. I did Academy2 and it was great to see membership gradually going up.

"I was elected chair of my branch and I attend divisional events and federation schools.

I'm a divisional councillor and I'm involved with my local Trades Council too. I'd recommend the Academy, it's an incredible opportunity."

Julie Day

"The Academy opened my eyes and made me believe in myself," said Tesco's Julie, 54, from Derbyshire.

"Learning interested me so I took on the role of union learning rep in 2013 and completed my introductory training and my advanced union learning rep training in 2014.

"I was then selected as a mobile union learning rep. It's a role I absolutely love.

"The support and encouragement I've had has been tremendous."

Heather Challis

"I returned to my store determined to

take a more active role in the union," said Heather, 56, who works at Tesco in Wakefield.

"In 2011 I took on the role of union learning rep and in 2012 I was elected onto the Tesco divisional committee. I'm also the store forum rep as well as the SD forum rep.

"The Academy helped build my self esteem. It is hard at times but there is lots of support and it's very rewarding. You learn skills for life and make some very good friends too."

Stephen Lord

"The Academy gave me an insight into how the union's structures work and how we consult with companies," said Stephen, 51, from Halifax, a driver for Sainsbury's.

"Soon after, I became branch secretary and I also sit on both the regional and national consultation committees.

"I'm active in my local Labour Party and going forward, I'm thinking of applying to Ruskin College in Oxford to do the International Labour and Trade Union studies degree and possibly put myself forward to stand as a local councillor."

Pauline Markham

Former Morrisons worker Pauline, 63, is now a Labour councillor and sits on Barnsley borough council in Yorkshire.

"The Academy gave me the knowledge and confidence to achieve my ambitions," said Pauline.

"My ward was a safe independent seat but I won by a landslide with the help of Usdaw's support. We've now won all three seats back and I'm two years into my second term.

"I'm still active in Usdaw and I also sit on the divisional council."

Steve Charlwood

"After the Academy I went back to my job as a warehouse worker with Home Delivery Network in Irvine, Scotland," said Steve, 56.

"But a lot has changed since then. I had a serious bout of illness, was made redundant, started a new job and become a grandfather.

"But I've remained an Usdaw member and fondly reflect on my time with the class of 2010 and the close bond between us. If I had the chance to do it all again, I certainly would."

Laura McLean

"It was such a great experience and I'd learned so much I wanted to carry on doing as much as I could," said Sainsbury's Laura, 37.

"I became branch secretary in 2011 and I was selected for Academy2 in 2012.

"I'm a member of our divisional equalities forum and I've spoken at ADM as well as speaking at the STUC conference and the STUC women's conferences.

"The Academy is a great experience and you meet some great people."

Graham Newport

"Since the Academy I've stayed active despite being made redundant last May in the Tesco restructure," said Graham, 51, from Irvine.

"In 2011 I won the National Organising Award for Equalities and I'm chair of the Scottish divisional equality forum. I sit on the STUC LGBT Workers Committee. I'm also a divisional councillor and branch secretary. In 2014 I won the STUC One Workplace Equality Award, a first for Usdaw.

"I can honestly say the Academy was

one of the best opportunities I have ever had."

Jean Hession

"I've come an awful long way in six years," said Jean, 57, who works for Morrisons in Airdrie and who was elected onto the executive council last year.

"Winning the election was a proud moment to think that people voted for me and they put their trust in me.

"Joining Academy1 and then Academy2 was a great opportunity for me to work in different workplaces, gain more experience and improve my knowledge and skills."

Kay Winters

"We had a wonderful tutor in Esther Quinn," said Kay, 50, who works for Tesco in Dunfermline. "We had a great team in the Scottish division and we are all still friends today.

"The Academy and later Academy2 taught me so much and gave me the confidence to apply for a role in the wages department where I now work.

"I've done a lot of stand-down and I sometimes stop and look at myself and can't believe how far I've come.

"The main thing the Academy taught me was to have no fear."

Anas Ghaffar

"I remained active in my store as well as representing members from other stores in my area," said Anas, 30, who works for Tesco in Slough.

"I am also working part-time as a finance administrator at Balfour Beatty as a qualified accountant.

"The Academy taught me a lot of things that have helped me in both my jobs. The best thing I learned from the Academy was about employment rights. This knowledge has helped me in every job I've had."

Julie Hart

"The Academy is a great opportunity for personal development and for reps to develop their skills," said Julie, 49, who works for Tesco in Eastbourne.

"The challenge and the experience of the Academy gave me the confidence to be more assertive and progress.

"When I returned to work I was a better rep, more informed and enthusiastic to get more involved.

"I love nothing more than working with reps, supporting and developing them so they can reach their full potential, just as I've been supported and encouraged along the way."

Sam Bell

"I can't believe it's been six years," said Sam, 29, one of the Academy's youngest recruits.

"After the Academy I returned to work keen to progress both with the union and in my job.

"I was promoted and I also joined the divisional and national young workers' committee.

"I wouldn't have even applied for promotion if it hadn't been for the skills and self-belief I'd learned on the Academy.

"I now live in Kent with my partner Aron Vernon, who is an area organiser, and our eight-month old daughter. We're expecting our second child in August."

Christine Walker

"I'll be honest, it was very daunting at first but with great support I managed to find my feet," said Christine, 67, who works at Tesco in Warrington.

"It was the making of me, a life changing experience. It's one of the best things I've ever done. I'm now a union learning rep."

Ian Irvine was appointed area organiser at the Faversham office in 2011 but left the employment of the union in 2012.

Tesco's **Phillip Monaghan** is still active. Former Tesco worker **Liz Gumble** from Hertfordshire is retired but active.

As *Network* went to press we were unable to contact **David Barber**, (DHL), **Angela Rowe**, (Co-op), and **Heidi Herlihy** (Tesco), who are still active.

Jon Lumley (Tesco Distribution) and **Jenny Stephen** (Tesco) are still members but no longer active.

Tanya Scott, **Robert Siejka**, **Tracey Haggis** (Morrisons), **Kirti Shah**, **Matt Blissett**, **Jenny Graham** (Tesco), **Nigel Baxter** (Tesco Distribution), **Okey Anokwu** (Ikea), **Zoltan Hamvas** (DHL) and **David Sednitz** (Wincanton) have all left the union.



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SPOTLIGHT DAY

The many pressures working carers are under in the current political and economic climate will be the focus for this year's Supporting Parents and Carers Spotlight Day on the 18 May, writes equalities officer Jo Bird.

Over two thirds of Usdaw members are juggling paid work with caring for someone and it has never been harder to balance the two.

Despite the fact that carers save the UK economy almost £120 billion a year, cuts and changes to social security benefits and social care budgets have left hundreds of thousands of carers struggling to cope.

Caring not only takes an emotional and physical toll on carers' health but it can often limit the hours carers can commit to at work. We know changes to hours and needing time off, often at short notice, are two of the biggest workplace

issues for members who are carers.

The Spotlight Day will re-focus on carers and let members with caring responsibilities know about their rights at work and the support they may be entitled to. Organising campaign activity on 18 May is one of the most effective ways of making that happen. It also helps to raise the union's profile and gives members and non-members the chance to see Usdaw reps in action.

Getting involved doesn't have to be hard work – reps can do as much or as little as they like. You could put the campaign poster up on your union noticeboard, give out leaflets, ask members to fill out the campaign survey, ask your team of reps to talk to members and non-members about the union's campaign or organise a



campaign stand.

Reps will get a campaign pack through the post in March. This will tell you everything you need to know about how to get involved on the day. If you receive a copy of *Network*, you should also receive the campaign pack.

If you don't receive a pack or would like to find out more about the campaign contact the equalities section on: equalities@usdaw.org.uk



LGBT MEMBERS URGED TO GET MORE INVOLVED

Usdaw's national get-together for reps who identify as lesbian, gay, bisexual or transgender (LGBT) will take place in Manchester over the weekend of 11 and 12 June 2016.

It offers LGBT reps a unique opportunity to meet and share their experiences and discuss the issues that are of most concern to them in the workplace and society

It also plays an important role helping members in the process of coming out as LGB or T feel more confident and at ease with themselves and in the union.

A member from Midlands division said this after last year's get-together:

"I would just like to say a huge thank you for the opportunity to attend the National LGBT Conference. I met some amazing people, made new friends and it gave me a massive confidence boost.



DELEGATES AT THE 2015 LGBT GET-TOGETHER IN MANCHESTER

LGBT WEEKEND 11-12 JUNE 2016

I knew a few people but was still nervous but then towards the middle of the first day I felt safe. I was going to go to London Pride to watch but now I am meeting up with some members and am going to take part, can't wait. Thank you and I can't wait for next year."

Nominations are currently being sought. If you are LGB or T and would like to come along then you can express an interest by:

- Contacting your area organiser or divisional office; or
 - Downloading a nomination form from the website at www.usdaw.org.uk and returning it to your divisional office;
 - Contacting Ruth Cross, Jo Bird or Tom Foster in the equalities section at central office by calling **0161 224 2804** or emailing lgbt@usdaw.org.uk
- Places are limited so don't delay. The closing date for nominations is 8 April.

Rebuilding the Labour Party

Activists, officials and politicians looked forward to a number of elections in May at the union's annual political conference, Network was there too...

Trade union activists who are involved in politics help keep MPs' feet on the ground and in tune with what is happening in Usdaw workplaces and communities, guest speaker shadow business secretary **Angela Eagle MP** told conference.

"It is your experiences which will help us rebuild after two disastrous general election defeats," she said. "Labour has to be credible, offer a vision and like the advert says 'we have to reach parts of the electorate we haven't reached before'."

She outlined the many challenges faced by Labour including the SNP in Scotland, boundary changes, voters disappearing off the electoral register, and loss of funding if the Trade Union Bill goes through. However, she called on delegates to be 'determined' to defeat the Tories who she said 'show a wilful indifference to the poverty faced by people in the UK because of cuts to social services, housing and benefits'.

"We know only a small percentage of the population are actively engaged in politics but the big problem is this: If you don't do politics you get it done to you and usually by the very rich and powerful. And that's another big challenge – getting beyond the cynicism surrounding politics.

"We have to have a root and branch rethink on policy but at the same time

never forgetting our principles and values. We want to see work properly rewarded, a comfortable retirement for all, opportunities for young workers whether that's in education or housing but we have to reach out to people with our vision for a fairer society."

Unity is strength

Only a united and disciplined Labour Party – a government-in-waiting – can hope to win in 2020, general secretary **John Hannett** told delegates.

"The worst thing we can do is repeat the mistakes of internal division and inward-looking politics which led to 18 years in opposition," he said.

"Compare what Labour did in government to what has happened since it lost power. Labour gave us the minimum wage, tax credits, workers' rights but the Tories want to destroy all of these and financially cripple the Labour Party too with the Trade Union Bill.

"Labour's leadership and its MPs have to present a vision, an alternative, that inspires voters and shows a clear direction of travel.

"We are a critical friend to the Labour Party, but if we have any disagreements we will do it in private. We have to avoid in-fighting and disunity.

"There are national elections in Wales and Scotland, local elections for some English councils in May, the London Mayoral election and the EU referendum around four months away. So there is plenty going on and we have to be ready on all fronts."



Visit the Usdaw website:
www.usdaw.org.uk/labour

Below from left:
General secretary
John Hannett,
Angela Eagle MP
and deputy
general secretary
Paddy Lillis



Elections all areas 2016

Hugh Henry MSP on Scottish politics

Labour has to reconnect with working class voters who have become disillusioned with the Party in Scotland and make itself relevant again, veteran **MSP Hugh Henry** told conference.

“The SNP talked our language but when it came to standing up for workers’ safety they refused to support our Bill to protect frontline shop staff,” he said. “The SNP has also presided over a rise in pensioner and child poverty but the voters are so distrustful of Labour our message is lost.”

He said Labour had to win in Scotland to have any chance of winning in the UK. “There’s been a problem with communication, an alienation from national politics and what’s happening in local communities. We have to talk about issues that affect working people not abstract considerations. It is a big challenge but we have to make the difference and prove politics does matter.”

Hannah Blythyn Assembly candidate

Labour supporters in the North West division were urged to back Assembly Member candidate **Hannah Blythyn** who is standing for Labour in the Delwyn constituency in May.

“This will be a tough election,” she said. “Labour in Wales has tried to stop some of the worst excesses of Tory rule but we need to win power in May to continue the fight. For me trade unionists and the Labour Party go hand-in-hand and we have to work together to stop the Tories’ ideologically driven attacks on us.”

Joan Ryan MP on the Mayoral election

Labour’s Sadiq Khan has the energy, passion and policies rooted in local communities to be a great London Mayor, according to Enfield North MP **Joan Ryan**, as she appealed for support from Usdaw’s London-based members.

“Sadiq has the vision, on housing, on transport, on the environment and on the living wage to provide an alternative to the Tory policies of police cuts, the housing shortage and divided communities.”

Paddy Tipping on Crime Commissioners

Police and Crime Commissioner (PCC) **Paddy Tipping** made the case to return Labour candidates in the forthcoming PCC elections in May. “I know PCCs are not the flavour of the month but we’re here to stay,” he said.

“Who’d have thought the Tories would cut police numbers (and PCSOs) but they did and we have fought against that. People want clean, safe neighbourhoods where they are proud to bring up their families. We have to protect women from domestic violence, and we have to cut anti-social behaviour too and that has formed a large part of my work in Nottingham.

“We were one of the first areas to have a community mental health nurse travel with police officers as part of their rounds so people get care not custody when that’s appropriate.

“We want to see police forces reflect their communities so it’s important we have more officers from black and Asian backgrounds in uniform.”

Workshop discussions

Sunday trading, the EU referendum, the Trade Union Bill and getting members politically engaged and involved were the key subjects during the workshop sessions.

Deputy general secretary **Paddy Lillis** highlighted the ‘massive challenge’ posed by the Government’s attack on unions’ political funds, included in the Trade Union Bill. “This Government is no friend of working people,” he said. “They have cut employment rights, introduced tribunal fees, and want to stop us being able to campaign on political issues.

“Grassroots activity is essential in our workplaces and communities so we can rebuild the movement outside of Westminster. Our strength is our reps and we all have to work together to expose this government.”

Q&A

During a Q&A with delegates **Angela Eagle MP** encouraged activists to join the debate. “We are a broad church in the Labour Party but let’s not descend into name-calling. Let’s have mutual respect across the Party. Let’s hear all opinions, let’s talk about ideas.

“Don’t be anti-politics or against this group or that group. Let’s have a vibrant exchange of views, be tolerant, but don’t take your eyes off the prize of winning elections.”



HUGH HENRY MSP



HANNAH BLYTHYN



JOAN RYAN MP



PADDY TIPPING

Legal Plus days raise awareness

Reps are using campaigns to make sure Usdaw continues to lead the way as the fastest growing union in the UK.

Sainsbury's, Emerson Green, Bristol

Tesco stand-down rep **Sherrie Mavin** from the Redfield store, Bristol is just one of hundreds of reps that Usdaw negotiates for a secondment period from their employer so that they can work as a full-time rep for the union.

"Stand-down can be anything from a few hours, a full day, a week or even longer," said Sherrie, 48.

"My area organiser Milan Pavlik negotiated my time out with my manager, I was thrilled and nervous when I heard the news but I was confident Milan would support me.

"This was my first stand-down week and it was very interesting.

"As a rep I've only been involved with disciplinaries, so going into a completely new company and workplace was a bit daunting.

"During the week I shadowed two reps **Paul Birkett** and **Mark Crawley** who had both completed Academy1 and 2.

"I sat in on two of their inductions as they signed up new members, it was a great experience. We visited several stores and depots around Bristol during membership week.

"A Legal Plus Day at the Sainsbury's store in Emerson Green was also another good opportunity for me.

"I worked with experienced rep **Tracy Cannard** and she explained how to run an in-store campaign event.

"She taught me a lot and even signed me up for an online learning course!

"I'm really looking forward to the next stand-down and the opportunity to meet more reps and gain even more experience."

Morrisons Crowborough

Academy2 rep **Lawrence Miller** ran an eight-week recruitment campaign at the Morrisons Crowborough store in East Sussex and raised membership by more than 15 per cent and recruited two new reps.

"It was a well organised and co-ordinated campaign," said warehouse worker Lawrence, 56, who works for Wincanton in Snodland, Kent.

"I had the support of experienced Tesco rep **Julie Hart** who was on stand-down from her store in Eastbourne and also area organiser Sidone McShane from the Faversham office.

"I also had the backing and support of the store personnel manager, **Maria Aldred**, herself a former Usdaw rep.

"When Maria heard I was on Academy2 she asked me to come in and organise a recruitment campaign event to help raise the profile of the union. We also had the full support of the store manager.

"It was a great advantage that we had eight weeks to really establish the union and promote its benefits across all of the shifts.

"And in January we held our first ever union event in the Crowborough store, a Legal Plus Awareness Day and it was hugely successful.

"Our Usdaw solicitor was brilliant in explaining the legal help available for all members. I couldn't have been happier.

"We now have a rep's team in store to support and help the union grow."

Tesco, Woodford Green, London

Experienced reps **Gerry Wood** and **Lebo Phakoe** took new rep **Nayna Rathod** under their wing in January to help run a Legal Plus Awareness Day in their Tesco Woodford Green store in North East London.

"Nayna is one of three new reps who



SAINSBURY'S, EMERSON GREEN, BRISTOL



TESCO, EXTRA YORK

signed up last November, she was keen to get involved immediately so the Legal Plus day was an ideal opportunity," said Gerry, who has been a rep for 15 years.

"She took to it really well and within no time she was chatting away to members and handing out leaflets, it was a good learning curve for her.

"We ran the campaign all day up until 5pm. We had lots of interest from members and non-members asking for more information on the union and the legal services.

"Fifteen people completed the free-will application form on the day and others took them away and have signed up since.

"Members said the solicitor was very personable and efficient, and they were very pleased to have had such a quick response back with their paperwork for



View the Recruitment and Organising Gallery on the UsdawUnion Flickr page



Follow us @UdawUnion on Twitter for helpful tips and advice



LEGAL PLUS DAY AT MORRISONS, CROWBOROUGH



TESCO, WOODFORD GREEN, LONDON

their free wills applications.

“Overall it was an enjoyable day and helped raise the union’s profile.”

Tesco Extra, York

Tesco’s **Pat Rainton**, 56, is one of a team of six reps at the Extra store in the Clifton Moor Shopping Centre, York. She has been a rep for 13 years and last year she added the role of union learning rep.

“I became a rep to help people and make sure they were treated fairly and that’s exactly what it entails. I love it,” said Pat from nearby Acomb.

“We have over 300 members who are happy to be in the union and appreciate the work we do as reps.

“We’ve run a lot of different events over the years to profile the union but more recently our learning days and

Legal Plus days are proving to be real winners in terms of increased interest and requests for more information.

“Seeing the everyday advantages of being in the union makes a big difference.

“Having a union solicitor in our workplace during Membership Week was also a big plus.

“Members who wanted to make an appointment were given extended breaks to book their slot.

“It went very well indeed and everyone wanted to know ‘when are you organising the next one?’.”

“It’s the same with lifelong learning, people can see the union in action providing help and support in a very positive way and working hard to improve people’s lives, again it’s very popular.”

In numbers...

Membership for week ended
27 February 2016

<i>South Wales and Western</i>	50,740
<i>Eastern</i>	66,050
<i>Midlands</i>	56,898
<i>North Eastern</i>	59,958
<i>Scottish</i>	45,524
<i>Southern</i>	61,228
<i>North West</i>	95,175
Total	435,573

Reps promote pensions advice

Co-op Distribution Castlewood

Co-op Distribution day-shift rep **Sean Gamble** and his team were on hand to give advice to colleagues during a special pension awareness day in January at the Castlewood depot in South Normanton.

"After the success of our first popular event two years ago we decided it was time we held another one and once again it went really well," said Sean, 51, who had union learning rep **Anita Adamczyk**, 38 and shop steward **Christian Bowers**, 37, available for the event.

"There's been a lot of changes and pensions have become a big talking point again at our distribution centre.

"We've had the full use of the union learning facilities where we've given a lot of help and advice to people about the levels of their contributions.

"We have a fantastic team of reps who constantly work hard to keep our 650 members up-to-date with everything including the complex area of pensions.

"These awareness days help with this as they give members the time and the opportunity to ask about their own specific issues.

"As reps we're not experts but we can relay their queries back to the union's experts in the pension department for their advice and guidance.

"And of course there are plenty of very useful information booklets produced by Usdaw as well as the specialist pension website available for members where they can go to find out more."

Co-op Distribution Coventry

It was a similar story over at the Co-op's National Distribution Centre in Coventry where **Aaron Wall** and his team ran pension events during Membership Week in January.

"Due to the size of our workforce and our rotas we kept pensions as our theme for the whole of the week so everyone had the opportunity to speak to us," said Aaron, 32, who is one of 22 reps at the site, which has more than 320 members.

"We ran two Legal Plus events last year and we learned a lot from them. The main feedback we had was that members were delighted to see us running special union days on site and to have the chance to speak to a union solicitor and get advice in their workplace at a time that suited them regardless of their shift.

"Just like the legal advice, the information regarding pensions was extremely well received considering the recent changes within the group pension schemes in particular.

"More of our senior members were interested in information about additional voluntary contributions after the recent changes to our pension scheme.

"Members also took the leaflets away and there were many comments about how impressed they were that the union had provided so much information and the pensions department is keen to tackle the subject for their members."

Tesco Hailsham

Stand-down rep **Shionah Ford** supported reps in East Sussex to run a pension awareness day in their own store during membership week in January.

"I was involved with three events at three different stores, my own store Tesco Hailsham as well as Tesco Hastings and the Morrisons store in Eastbourne," said Shionagh, 52, who has been a rep for 12 months.

"I was joined by experienced rep **Julie Hart** and area organiser Sidonie McShane so I was in good hands.

"Members were keen to ask questions and reps were on hand



TESCO, BISHOP'S STORTFORD



NATIONAL CO-OPERATIVE DISTRIBUTION, COVENTRY

using Usdaw's pensions literature and guidelines to help and advise on where to go to find out more about their company pension and to find out about their own personal circumstances.

"Some people were completely dumbfounded by the subject, they hadn't got a clue. It can be very confusing.

"The general feedback was really positive. Usdaw is ahead of the game, our publications are brilliant such as the Pensions Guide which explains all the different types of pensions and how they work and breaks everything down into an easy to understand way.

"As a rep I learned a lot from my experience and I enjoyed my role



Email the Network team: network@usdaw.org.uk



Visit the Usdaw website at: www.usdaw.org.uk



MORRISONS, EASTBOURNE



CO-OPERATIVE DISTRIBUTION, CASTLEWOOD

in helping to make the subject of pensions more accessible.

“The events gave members the opportunity to get to know their reps and to ask questions. It also reinforced the profile of their reps who will always try and find the answers for them.”

Tesco Bishop's Stortford

More than 200 members at the Tesco Bishop's Stortford store in Hertfordshire took advantage of a special Pension Awareness Day in January.

In-store reps **Val Cooke** and **Laura Pearce**, who have 20 years of experience between them, were joined by **Jacquie Thurgood**, herself

a rep for ten years and new rep **Sam Anderson**, who were both out on stand-down from the Braintree store in Essex.

“It was a fantastic day, definitely one of our best campaigns to date, and we signed up new members,” said Val, 46, who is also a union learning rep, branch chair, and a member of the Eastern divisional equalities committee.

“The week-long campaign was very well received, more so because of recent pension changes.

“Members loved the plain English style of the leaflets and the fact sheet.

“And many commented on how they were pleased to have someone to point them in the right direction for

more advice.

“We also targeted younger members because it is important to make them think about saving for their retirement.

“Many of them were shocked at how much they would need to save if they didn't have a pension by the time they were 30!

“We completed lots of surveys and answered a lot of questions about additional voluntary contributions.

“The event also helped to dispel some of the myths about pensions, that they are not just about old people, but they are for everyone.

“It raised the union's profile and showed the union in action working for its members.”



View the Recruitment and Organising gallery on the [UsdawUnion Flickr page](#)

International safety day

Thursday 28 April is International Workers' Memorial Day (WMD) when the international trade union and labour movement commemorates all those who are killed by workplace accidents and disease across the world with the slogan 'Remember the Dead: Fight for the Living'.

Globally every year more people are killed at work than in wars. Most don't die of mystery ailments, or in tragic 'accidents'. They die because employers decided their safety just was not that important a priority. WMD commemorates those workers. The 28 April annual event is marked all over the world, as workers and their representatives conduct events, demonstrations, vigils and other activities to mark the day.

For 2016, the international trade union movement has decided on the theme 'Strong Laws – Strong Enforcement – Strong Unions'.

■ **Strong laws** because in many countries workers have inadequate legal protection from potentially deadly risks to their health at work and existing safety protection is under threat. For example, here in Britain protection has been removed from millions of self-employed workers and across Europe

WORKERS' MEMORIAL DAY ♦ 28TH APRIL Remember the Dead: Fight for the living

Union workplaces are safer workplaces!



the European Commission is pursuing a deadly de-regulatory strategy.

- **Strong enforcement** because even if we have health and safety laws in place, these are of no use if they are not enforced. Many countries pay lip service to legislation but allow employers to ignore their obligations. In Britain the HSE has suffered financial cuts and political restraint and the number of inspections by Local Authorities has been slashed by 95 per cent over the last five years.
- **Strong unions** because unions are the best protection for workers. Unionised workplaces are safer, yet the Government is trying to stop unions protecting the health and safety of their members by restricting the right of health and safety representatives to take time off to keep the workplace safer, and also trying to reduce our right to strike when things go wrong. Usdaw reps can get involved – either by promoting WMD in your own workplace or by attending one of

the local events organised around the country by Trades Councils or Hazards campaigners.

Details of local events are available on the TUC website:

www.tuc.org.uk/WMD2016

Follow the global campaign on the Hazards Magazine/ITUC website: 28april.org/

An Usdaw leaflet and poster for use in workplaces is available.

A range of materials including purple knotted ribbons, car stickers, t-shirts and posters can be ordered from Greater Manchester Hazards Centre. For details contact:

mail@gmhazards.org.uk

If any reps want more Usdaw materials please contact the health and safety section in central office.

The TUC has just published its **Health and Safety and Organising – a guide for reps**. This useful booklet is available to download at: www.tuc.org.uk/HandSandOrganising



Join the conversation on Twitter #IWMD16



Union safety reps save economy millions, says TUC

Britain's 100,000 union health and safety reps save the UK economy millions of pounds every year by making members more aware of the issues and giving them a voice, says the TUC.

During 'Heartunions' week the TUC report 'The Union Effect: How unions make a difference on health and safety' showed that union health and safety reps play a vital role. Evidence showed that unionised workplaces are far safer and healthier and union reps help to develop a positive safety culture.

Many examples are mentioned in the

report including a 2013 campaign involving Usdaw reps at Weetabix, which led to a reduction of more than 30 per cent in injuries across all sites in the first 12 months.

Government estimates suggest that safety reps save society more than £181m by cutting down on the time lost from workplace injuries, and save more than 286,000 days that would have been lost to work-related illness.

Despite the positive difference union health and safety reps make in the workplace the Government's Trade Union Bill will reduce and restrict the effect on

health and safety made by union reps.

TUC general secretary Frances O'Grady said: "Union health and safety reps play a huge role in protecting people at work and save the economy millions.

"Good employers recognise the importance of working with unions to ensure their shops, offices and factories are safe.

"It's a shame the Government is putting this good work at risk with its ill-conceived Trade Union Bill."

For more information visit:

www.tuc.org.uk/sites/default/files/Unioneffect2015.pdf

Helping GB work well

Occupational health and safety is set to get a boost after the HSE launched a discussion on plans to update its national strategy under the tag-line 'Helping Great Britain Work Well'.

The new strategy has six themes:

- Acting together - Promoting broader ownership of health and safety in Great Britain
- Tackling ill health - Highlighting and tackling the costs of work-related ill health
- Managing risk well - Simplifying risk management and helping business to grow
- Supporting small employers - Giving SMEs simple advice so that they know what they have to do
- Keeping pace with change - Anticipating and tackling new health and safety challenges
- Sharing our success - Promoting the benefits of Great Britain's world-class health and safety system

Usdaw's health and safety officer Doug Russell said: "Many of the aims are laudable – especially the focus on preventing occupational ill health – but we can't ignore the fact that health and safety has been a target for deregulation since the last Government.

"Both HSE and local authorities have had resources cut and have suffered political interference in their role as regulators. If we really want to see Great Britain working well, there needs to be clear message about the need for strong laws and better enforcement. There also needs to be more recognition of the vital role of trade union safety reps. Instead of attacking trade unions, the Government should be supporting the positive work that they do."

More details will be published on the HSE website. Meanwhile, Usdaw reps can add their voice to the conversation on social media using the hash-tag **#HelpGBWorkWell**.

TUC survey confirms violence risks

One in eight workers are subject to work-related violence with health workers most at risk (22 per cent), followed by education (12), hospitality and leisure (11) and retail (9), a survey carried out by YouGov for the TUC as part of its 'Heart Unions' week revealed.

TUC general secretary Frances O'Grady condemned the fact that millions of workers will suffer violence or abuse at some point in their working life but added: "All over the country, union reps play a key role in stopping violence at work and supporting union members who are victims of abuse. We need strong unions working with employers

to combat unacceptable

behaviour and protect workers – and anyone worried about violence in their workplace should join a union today."

General secretary John Hannett said: "All too often shopworkers encounter violence, threats and abuse for simply doing their job and this latest survey from the TUC confirms there is a real issue to be addressed. Life on the frontline of retail can be pretty tough for many shopworkers and there is still a lot to do to help protect them.

"We launched our Freedom From Fear Campaign in the face of growing concerns amongst retail workers about violence, threats and abuse. The campaign works with retailers to promote respect and make workplaces safer for staff and customers alike. All too often criminals who assault staff are not even sent to court, and those who are can receive derisory sentences.

"In other cases, where the offender often isn't charged at all victims are left feeling that no one cares that they were assaulted. Retail crime remains too high and there needs to be action to protect shopworkers. It is time for the Government to act by providing stiffer penalties for those who assault shopworkers."



In conversation with... Brian Judge

National health and safety award winner Brian Judge works in the warehouse at the Tesco Handforth Dean store in Cheshire.

Why did you become a health and safety rep?

I became a safety rep to try and make our workplace a better and safer place to be. There are six reps and two of us are safety reps. Incidentally the other safety rep is Janise Corfield who won the national safety award in 2014. I know there is still some work to be done around the store, but we are in a better and safer working place than a couple of years ago. We have meetings once a month but this may change to once a week.

What advice would you give to someone who's interested in being a safety rep?

Be passionate about health and safety and want to make a difference in your workplace. I've had lots of training from Usdaw, and I've completed both levels 1 and 2.

What is a typical day for you as a rep?

Looking out for the safety of everyone in the store, reporting any issues and following them up. Everyone sees health and safety as important, but getting people to think about it constantly is a different matter. I think the safety of everyone should be top priority for the company and the workforce at all times. I keep reminding anyone that is not following the safety rules that they are endangering themselves and others around them.

What has been your best moment as a rep so far?

A joint effort with Janise Corfield and our management team saw improvements on checkout chairs and the warehouse floor. Getting issues sorted out and making the workplace a safer place for both staff and customers is rewarding.





Your Letters & Pi

TWEET DECK

Some of Network's favourite tweets to @UsdawUnion

@mickmoo79

#LifeLongLearning #ulr getting people signed up for NVQ warehousing level 2



@TUC LaurieHeseld

#heartunions @UsdawUnion SE reps take a break from organising skills training to say 'proud to be a union activist'



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♥ UNIONS



SOUTHERN POLITICAL DELEGATION



MEDWAY COUNCIL OFFICES



TESCO, MOLD



USDRAW, MORDEN OFFICE



SOUTH WALES A

Respect Week



Respect Week in November 2015 at Tesco in Melton Mowbray.

Standing for right



On Wednesday 13 January, branch F148 took a deputation to Leeds City Council to ask it to oppose the Government's proposals to de-regulate Sunday trading. Although Usdaw has been pushing hard for councils to oppose this, the big Labour controlled authorities in metropolitan areas are yet to make a firm stance.

We had a very good reception with several members of the Labour group and leader speaking to us. Our deputation helped reinforce the opposition to these proposals and we are hopeful of a positive response.

We urge other Usdaw branches to do the same.

Iain Dalton,
Leeds PT F148

Membership boost

Membership week at my workplace, DHL in Stoke, was a great chance to meet the colleagues I wouldn't usually see as I'm on nights. It was also a great chance to see those I signed up on my last stand-down.

I spoke to some of the colleagues who didn't sign up in September who've since had an issue at work and wished they'd signed up. The support they'd have received from our reps would've helped them tremendously. It was good to get them signed up this time.

Covering all three shifts daily worked really well, although it was hard going, the results were good. In September 2015 I signed 41 new members and January 2016 I signed 39 new members.

Andy Firman, rep,
DHL Stoke K183

Youngs Seafood



I'd like to say a well-deserved thank you to long-serving reps Frankie Christie and Alex Moonan. Both have worked hard for many years representing members at Youngs Seafood in Fraserburgh through many changes. None more so than

over the last eight months since the factory was threatened with closure. The factory is now to remain open but with a reduced workforce. Sadly, after representing their friends and colleagues through months of consultations they have now both been made redundant. The factory won't be the same without them.

Kate Cumming, area organiser
Scottish Division

Vote Welsh Labour



Mike Hedges came to support the Freedom From Fear Campaign at Morrison's Morfa Swansea. Mike always comes to support Usdaw campaigns. He is re-standing for election in the Assembly and I urge everyone in Wales to vote in the elections as it is very important for us to get Labour Assembly Members.

We also held a woman's seminar in February on the importance of the Assembly and elections. Calvin Cooper from the Assembly came along. Calvin talked about how important it is for us in Wales to understand how our funding is allocated.

Anne Meacock,
Swansea General A196



ictures

A dedicated space to share your news, views and achievements. Let us know what you have been up to and you could win £50! Please send letters/emails and photos to either of the addresses given above. We reserve the right to edit all letters published.

Mental health day



Following my attendance at summer school last year, I have put the excellent tutoring to good use and arranged a mental health awareness campaign in my workplace, Tesco Extra Inverurie.

Being a sufferer myself, I feel it's my duty to raise awareness of this illness and support members. In addition we are also hosting a two-day event for the general public, with stands manned by local mental health organisations. This is such an important issue now with the pressures in the retail industry.

The photo shows myself and fellow rep Michelle Ferries with our campaign stand.

**Norman Donaldson,
North of Scotland Tesco G154**

National award winner Davy Moore



Congratulations to Davy Moore who was presented with his national and divisional equalities award by deputy general secretary Paddy Lillis

Courses deliver for active reps



Meanwhile Paddy Lillis also met up with reps at the branch officers' course in January during the five-day residential event in Warrington



Activists at the Union Learning Reps' introductory course held at the national training centre, Warrington in January for North West reps

Members celebrate reaching 30 years



**MARIA HAWES
TESCO PITSEA**



**JANE JONES
TESCO, EASTVILLE**



**ANDY REID
CO-OP INSURANCE**



**SIMON HILTON
SCOTTISH PARLIAMENT**



**AVRIL EVANS
TESCO PONTYPRIDD**



**PAULA REES
TESCO PONTYPRIDD**



ND WESTERN DIVISION



SERTUC MEETING



BRIDGWATER



THE BIG WORKPLACE MEETING, BELFAST



TESCO, BATLEY

Are you **Lesbian,** **Gay,** **Bisexual** or **Transgender?**



Manchester
11 & 12 June
2016

Usdaw is organising a national get-together for its LGBT members in Manchester on 11 & 12 June 2016

This is a chance to find out more about the issues LGBT members face and what support you'd like from Usdaw to tackle harassment, get more involved and organise your workplace.

To put your name forward, you can:

- Email lgbt@usdaw.org.uk
- Phone your local Usdaw office **0845 60 60 640**
- Visit www.usdaw.org.uk and download a nomination form.

Places are limited so don't delay – put your name forward by **Friday 8 April**.

