

NETWORK

The bimonthly magazine for *Usdaw* activists – July/August 2017

Sunday Trading victory in NI

Pensions conference



MEMBERSHIP WEEK IN FOCUS

•• RECRUITMENT •• HEALTH AND SAFETY •• EQUALITIES •• NEWS ••

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Comment

General secretary John Hannett

The way politics is dominating the news agenda is unprecedented in modern times.

The 2015 general election, the 2016 EU Referendum and the recent 2017 election have delivered a set of outcomes no one predicted.

We face uncertainty on the Brexit negotiations; the Conservatives have been forced into an alliance with the DUP after their election gamble backfired; a weakened SNP; and a resurgent Labour Party that defied all the so-called experts' predictions of an electoral wipe-out.

Where do we go next? Firstly we have to continue to lobby the Government and insist that any Brexit deal must protect jobs and workers' rights. We also have to speak up for the thousands of workers from the EU who have made their home here and made a big contribution to the UK economy – many of them Usdaw members.

Secondly we have to get more of our members and reps involved in the political life of the UK. It's important people we represent are part of the decision making process, whether that's in local councils, county councils or in parliament. The professions are over-represented in the House, let's see more shopworkers, drivers and distribution workers standing as MPs so that parliament is truly representative of the country.

To ensure this happens we have to have more reps getting involved with their local constituency party, standing in their local council elections and taking a more proactive role in the political arena.

It was refreshing to see so many young people energised by Labour's campaign and its manifesto, we have to build on that. We didn't win the election but we are now far better placed than we were a few months ago. I want Usdaw reps and members to be part of Labour's renewal and help get us across that all important winning line and into power.



John Hannett

Usdaw
 Union of Shop, Distributive and Allied Workers

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PRINTED BY
Buxton Press
 For circulation enquiries contact your divisional office.

Paper is sourced from sustainable forests.

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Network is published bimonthly and distributed to Usdaw activists.
Published by: USDAW
188 Wilmslow Road, Manchester M14 6LJ
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04 LATEST NEWS

The general election fall out, job losses at Tesco and Greencore, victory in Northern Ireland on Sunday trading and a safety call after tower tragedy.

09 ACADEMY1 CLASS OF 2017

This year's intake sees 66 activists take the plunge and join the union's award-winning training programme for an intense six month secondment.

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Scottish division's Frank Wilson, from Tesco Bank Glasgow, shares his thoughts and ideas on the role of the rep.

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This annual event now in its 13th year discussed the changes to the state pension, salary exchange, and the importance of saving into a pension pot.

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The second recruitment drive of the year saw reps from across the UK set up awareness days in their workplaces to raise the profile of the union.

18 LGBT WEEKEND

Rights for transgender workers and the issue of sexual harassment were the main topics at this popular annual event now in its 5th year.

20 WAREHOUSE & DISTRIBUTION

The conference celebrated its tenth year with discussions on all the main issues and a special presentation on recent legal developments.

24 RECRUITMENT & ORGANISING

The Supporting Parents and Carers Spotlight Day was used by many reps to help recruitment as were lifelong learning opportunities and Legal Plus days.

28 HEALTH & SAFETY

Back pain, mental health plans, the baking industry and a conversation with safety rep Laura Crompton all feature.

LET'S GET SOCIAL

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**election
2017**

2017 IN NUMBERS

**results
2017/2015**

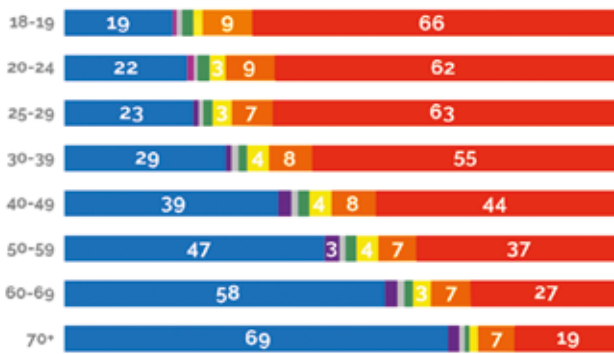
PARTY	SEATS 2017	+/- 2017	SEATS 2015	VOTES 2017	VOTES 2015	VOTE SHARE 2017	+/- 2017
Conservative	318*	-13	331	13,667,213	11,334,576	42.4	+5.5
Labour	262	+30	232	12,874,985	9,347,304	40.0	+9.5
Scottish National Party	35	-21	56	977,569	1,454,436	3.0	-1.7
Liberal Democrat	12	+4	8	2,371,772	2,415,862	7.4	-0.5
Democratic Unionist Party	10	+2	8	292,316	184,260	0.9	+0.3
Sinn Fein	7	+3	4	238,915	176,232	0.7	+0.2
Plaid Cymru	4	+1	3	164,466	181,704	0.5	-0.1
Green Party	1	0	1	525,371	1,157,613	1.6	-2.1
UKIP	0	-1	1	593,852	3,881,099	1.8	-10.8

In Northern Ireland (North Down) the seat was held by an Independent

*Includes the Speaker

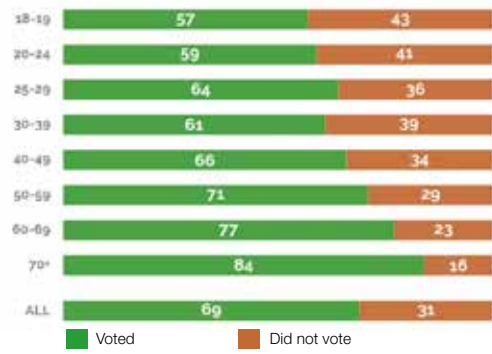
- Con
- Lab
- SNP
- LD
- PC
- Ind
- DUP
- SF
- Green
- UKIP
- Other

vote by age *

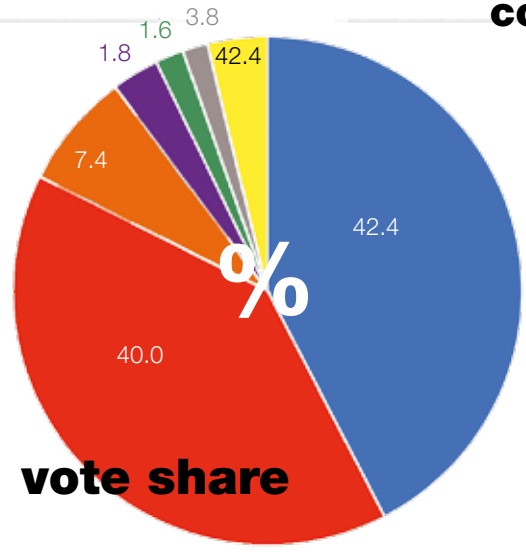


*based on a YouGov survey of 52,615 adults about how they voted

turnout by age *

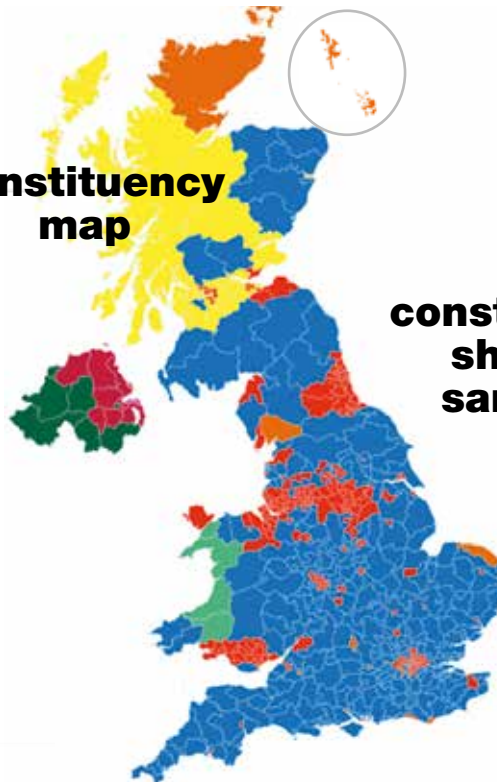


*based on a YouGov survey of 52,615 adults about how they voted



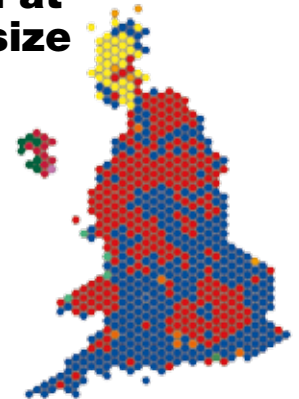
UK vote share 2017

constituency map



68.7%
of the 2017
electorate voted

All constituencies shown at same size



election
2017

NOT MAY'S DAY

Theresa May's decision to call a snap election rebounded spectacularly in June when her Conservative Party lost 13 seats and its parliamentary majority in one of the biggest upsets in recent political history.

Jeremy Corbyn's Labour Party unexpectedly won 262 seats and increased its share of the vote by almost 10 per cent to 40, just two percentage points behind the Tories.

It was also a sobering night for the Scottish National Party (SNP) who lost 21 seats, and while the LibDems won four seats, the UK Independence Party's (UKIP) share of the vote crashed to less than 2 per cent, an almost 11 per cent fall since 2015.

The result meant the Conservative Party had to call on the DUP (Democratic Unionist Party) in Northern Ireland with 10 seats to give it a working majority in the House. All this after Theresa May had called any future Labour involvement with other Parties a 'coalition of chaos' during the election campaign.

General secretary John Hannett said: "Thirty more Labour MPs was a great achievement, all the more



remarkable considering how far Labour was behind in the polls a couple of months ago. This is a great platform to mount an effective challenge next time to get Labour into power.

"The Tories are in disarray

and it's only a matter of time before Theresa May is replaced by her Party, who blame her for calling the snap, and some may say cynical, election. What's clear is the Tories do not have a majority in the country for their attacks on working people, their austerity agenda, and a hard Brexit which will threaten UK jobs.

"But let's not get carried away. Labour is still the opposition so we have to start working hard now and plan to win at the next election. Our reps could play a big part in that campaign."

Ruth George MP



Congratulations to Usdaw's former political officer Ruth George, 47, who is now an MP after she won a surprise victory in her High Peak Constituency (in Derbyshire) from the Tories with a 14.4 per cent swing to Labour.

"It's been a fantastic campaign from people across the area who want to see change and an MP who's out there working for them," she said. "I'm really grateful to everyone who has supported me."

Ruth reversed the Tory candidate's near-5,000 majority in to a Labour majority of 2,322 and becomes the first woman to represent the constituency since its formation in 1885.

Labour campaign consolidates strong seats

Stockton North MP Alex Cunningham also strengthened his position increasing his majority and share of the vote despite the Tory Party targetting his seat with high profile visits from senior government figures.

"The Conservatives thought Labour was vulnerable but they got a shock," he said.

"Not only did they fall further behind in my area but they

lost a seat in the neighbouring constituency!

"Labour's manifesto played out well on the doorstep with the NHS, social care, railways, education all resonating with voters. The threat to the local maternity unit was also important here.

"When I saw the exit poll on the Thursday night I didn't believe a word of it and I expected a Tory majority, so

we are all guilty of taking too much notice of the earlier polls.

"The Tories now have their very own 'coalition of chaos' with the DUP and have lost all credibility with the public.

"I was grateful for the help I had in the campaign especially from the growing number of young people getting involved. We have to build on that and do even better next time."

www.usdaw.org.uk/labour





HOURS VICTORY IN BELFAST



Usdaw deputy general secretary Paddy Lillis led the delegation in Northern Ireland

Pressure from Usdaw saw Belfast City Council reject proposals to extend Sunday trading hours on 18 weekends a year by exploiting a loophole in the law and designating the city centre a holiday resort.

The vote held in early June was defeated when councillors voted by 37 to 10 to retain existing arrangements.

The decision was welcomed

by deputy general secretary Paddy Lillis. "We were delighted that the committee listened to our evidence-based case and backed our members, who remain absolutely opposed to extended Sunday trading, but there was a chance that decision could be overturned by the full council. So we welcome that councillors blocked an attempt to refer the issue back to the committee and

overwhelmingly supported our position.

"This is the right decision for Belfast. The current Sunday trading arrangements are a fair compromise, which has worked well for 20 years, and gives something to everyone.

"Retailers can trade, customers can shop, staff can work; whilst Sunday remains a special day, different to other days, and shopworkers can

spend some time with their family."

An Usdaw survey of a representative group of over 600 of our members working in retail in Northern Ireland revealed 85 per cent of respondents thought that shops should not open longer on Sundays. It also showed almost two thirds of respondents said that they already come under pressure to work on Sundays.

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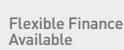
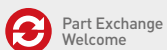


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Recognition for Tulip reps



Pictured l-r: Adrian Grabarski, Pete Barnett, Russell Miller, Michael French, Lukasz Szymanski, Mike Walker and Paddy Lillis.

Hard working reps at Tulip International in Bristol gave deputy general secretary Paddy Lillis a tour round their food manufacturing site in April.

The team of six reps look after more than 200 members and are pulling out all the stops to

increase that figure even further.

"I used to be a rep in the industry when I first became active in Usdaw, so I know the tough challenges the reps face," said Paddy. "The reps are doing a great job here under difficult circumstances and I'm sure they will build on their success."

JOBS THREAT AT TESCO

Usdaw is in talks with Tesco after it announced proposals to close its Cardiff call centre in February next year putting 1,200 jobs at risk.

Staff were briefed in late June and told some of the work and around 200 jobs will be moved to the Dundee site.

Divisional Officer Nick Ireland said: "This is clearly devastating news for our members and will have a wider impact on South Wales, with so many jobs potentially lost to the local economy.

"Tesco's Cardiff call centre

staff are understandably shocked by the announcement.

"We will now enter into consultation talks with the company over the coming weeks to look at the business case for the proposed closure.

"Our priorities are to keep as many members as possible in employment, whether that is with Tesco or other local employers, and to get the best possible deal for our members.

"In the meantime we are providing the help, advice and support our members need at this time."



IN BRIEF...

The scandal surrounding the collapse of BHS rumbles on after its former owner Sir Philip Green was accused of dodging his responsibility for the company's insolvent pension schemes, in a report from the Pensions Regulator.

In February, Green finally agreed, after months of pressure, to pay £363m into the BHS schemes.

The Pensions Regulator also came under severe criticism from MPs, who accused it of being asleep on the job and not acting quickly enough to protect the interests of the BHS scheme members, despite knowing the schemes were in a perilous position.

The regulator admitted it should have acted much more quickly and says that it will be more pro-active in the future, especially where it appears that an employer is trying to avoid its pension responsibilities.

CO-OP SUPPORTS CHARTER



The Co-op is the latest organisation to sign up to the TUC's Dying to Work Charter.

The Charter commits employers to keeping colleagues employed, if that is what they want, offering protection to any death in service benefits as well as providing a support network for them and their families.

National officer John Gorle welcomed the move. "All credit to the Co-op for adding its name to the Charter," he said. "Having to cope with terminal illness is unimaginably difficult to deal with so support from employers is crucial at this point in a worker's life. I'm hopeful

other big employers will follow suit."

Group head of employee relations Andy Clarke said: "Signing the Charter is an important way of underlining our commitment to supporting colleagues during the most difficult of times."

While the TUC's Jay McKenna added: "It's great to have the Co-op sign the Charter, putting in place a commitment to support staff at times when stability would be so important.

Pictured I-r: Lynne Royle (UNITE), Jay McKenna (TUC), John Gorle (Usdaw), and Andy Clarke (Co-op).

IN BRIEF...

Usdaw is in talks with chilled food manufacturer Greencore after it announced plans to close its factory at Evercreech in Somerset, putting 400 jobs at risk.

The site could close as early as April next year and is one of the main employers in the locality.

General secretary John Hannett said: "This proposed closure is devastating news for both staff and the local community.

"Our officials and reps have met with the company and plan further consultation meetings in the coming weeks. Our priority is to get the best possible deal for the members.

"There will be an inevitable knock-on effect on other businesses in the area. We are hoping that Somerset County Council and Mendip District Council can also offer support to the workforce."



IN BRIEF...

Supporting the LGBT community will remain a key priority for Usdaw, general secretary John Hannett told members in a Q and A session at the annual LGBT

Get-together in June.

"We want a union that reflects the diverse society that we are living in," he said. "The equalities forums have been instrumental in progressing the union's equalities agenda. I want to pay credit to those who work on the national and regional forums and to those that have given their time and effort to ensure that others have the chance to speak up and participate in events like this one."

Read the full report from the LGBT Get-together on pages 18&19.

Problems mount up for embattled retailer Sir Philip Green whose retail empire, which includes High Street fashion chain Topshop, saw profits plummet by 79 per cent last year.

The failure of BHS and tough competition in the clothing market contributed to the poor performance. A report filed with Companies House by Taveta investments (the holding company of Arcadia) showed pre-tax profits for the 12 months to August 27 2016 fell to £36.8m, down from £172.2m the previous year. Total sales fell 2.5 per cent to £2.02bn.

Arcadia's biggest brand, Topshop, also owns Miss Selfridge, Burton, Evans, Wallis and Dorothy Perkins. Profits were dented by £129.2m in one-off charges.

PAY DEAL AT TESCO

Usdaw has negotiated a 10.5 per cent pay rise for all retail staff in Tesco, which will take the basic hourly rate from its current £7.62 to £8.42 by November 2018.

The deal includes improvements to maternity and new starters' pay and a partial consolidation of premium pay into the hourly rate. The first stage of the pay increase will be paid from November this year.

The deal, agreed by the union's National Forum in June, follows the company's recent upturn in profitability.

National officer Pauline Foulkes said: "Tesco's recent difficulties are a matter of public record and the staff have played a big part in helping turn the company around. Last year they received a one-off 5 per cent bonus in recognition of that.



"So we are delighted to have negotiated a permanent substantial pay rise that averages over 5 per cent a year for the next two years. We have managed to retain premium pay for Sunday and bank holiday working, despite a partial

consolidation, even though most major retailers have now moved to a flat rate.

"This pay deal is a big step forward and shows that the company is prepared to invest in the staff to help grow the business."

Safety call after fire

The UK Government has been urged to scrap its approach to deregulation of health and safety legislation in the light of the Grenfell Tower blaze.

In an open letter to Prime Minister Theresa May, over 70 leading organisations and figures from the UK's safety and health profession have jointly called for a political sea change in attitude towards health and safety regulation and fire risk management following the tragedy.

The collective has also pressed the Government to complete its review of Part B of the Building Regulations 2010 – the regulations which cover fire safety within and around buildings in England – as a matter of urgency, and to include a focus on improved safety in the forthcoming Parliament.

The letter is signed by the Institution of Occupational Safety and Health (IOSH), Park Health & Safety, the Royal Society for the Prevention of Accidents (RoSPA) and the British Safety Council. It said:

"We believe it is totally unacceptable for residents, members of the public and our emergency services to be exposed to this level of preventable risk in modern-day Britain. We urge all politicians to re-emphasise the need for effective health and safety management."



Retail risks

The drop in the number of police officers has seen a marked rise in both shoplifting by organised gangs of thieves and incidents of violence against staff, a new report by the British Retail Consortium has revealed.

Retailers say that thieves have become more brazen because they felt they were unlikely to be prosecuted even if they were caught and this lack of a deterrent had fuelled the 40 per cent increase in violence or abuse against staff.

Shoplifting offences recorded by police forces in England and Wales went up by 8 per cent last year to almost 360,000. The number of reported thefts from shops has risen every year since 2010/11.



Organising specialists

This year's Academy1 intake consists of 66 active reps who will now spend six months on secondment from their day job organising and recruiting in their respective divisions.

Each organising officer will work closely with an area organiser, who acts as their mentor, to strengthen the union's presence across all Usdaw sectors – retail, distribution, transport, food manufacturing and SATA.

"The reps face big challenges during these six months," said deputy general secretary Paddy Lillis. "But we have a great training and mentoring system in place to make sure it's a win-win situation."



Midlands division l-r: Lauren Pearce, Olga Fiuta, Sara Farrar, Gareth Coates, Julie Haycraft, Rachel Birdsall, Michael Smith, Jayne Brailsford, Wendy Mills and Julie Sarson.



Eastern division standing l-r: Steven Tribe, Peni Bee, Robert Boulter. Sitting l-r: Jacob Haughey, Leanne McGregor and Philip Arthur Sasu.



South Wales and Western division l-r: Liam O'Donohue, Bryony Hamblin, Jagbir Singh, Elaine Arberry and (inset) Brett Johnston.



North Eastern division standing l-r: Paul Deane, Nathan Ward, Rebecca Blades, Melanie Glenwright, Susan Littlefair, Sharon Wilson, deputy divisional officer Cathy Godfrey, Roxanne Dean. Sitting l-r: Shirley Smith, Michelle Hargreaves, Agnese Antipina-Lejniece, training officer Tracey Howton, Sharon Armstrong and Radomir Mazurek.



Scottish division l-r: Louise Shepherd, Mark Payne, Paul Watson, Rikki Allen, William Brammer, Kimberley Savill, Graham Burns, Susan Donaldson, Robert Killin and Moira Maxwell.



Southern division l-r: Timothy Dark, Anthony Lampey, Michael Adamson, Neill Chisman, Faye Amos, Rebecca Barlow, Marie Clark, Joanne Gale-Chambers, Nadine Ellis, Roger Bourne and (inset) Tom Hemmings.



North West division l-r: Vanessa Morrison, John McMenamin, James Taylor, Samantha Davies, Paul Lord, Christine Sherratt, Sam Gooding, Paul Bickell, Trevor Oliphant, Stephen Gary Johnston, Allan Robinson, Nicholas Atton, Andrew O'Brien and (not pictured) Norma Robinson.

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*See Terms and Conditions for individual offers on the website.



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In the SPOTLIGHT



Scottish division's Frank Wilson answers Network's questions...

Why did you become active?

When I transferred over to Tesco from the Royal Bank of Scotland, a lot of the issues and concerns raised weren't adequately dealt with and quite a few people were treated badly by the company. I wanted to do my bit to stand up for people and stop things like that from happening again.

Are you part of a team of reps?

Yes. When I started there was only a couple of us with a very small membership. We've now got a dozen reps and over 800 members at the Glasgow site.

As part of a team, we all take on our individual roles. I've got the most experience so I generally take on the more complex cases, while advising and coaching the less experienced reps.

What are the ups and downs of the rep's job?

My favourite part is watching the other reps develop, I was the first to go through Academy1 last year from the site, and this year we've got two more reps on Academy1. Seeing their development makes me proud.

My least favourite part is when an unfair decision is made in a meeting, although it is rare. We do all we can for members but feeling you've let them down is horrible.

How hard is recruitment at your site?

Recruitment is a mixed bag for us. We go through phases of it being really good and then other times it's very slow. What works best for me is listening to people, if they feel you're engaged in the issues that matter to them they're more likely to join the union.

Have you changed since becoming active?

I think my confidence has grown considerably. I feel more able to speak up when dealing with people in senior positions. My values haven't changed as I've been active in the Labour Party since I was 18, but it has definitely made me realise our cause is worthwhile.

What did you think of the union's training courses?

I've been on quite a lot of training, the Academy programme has taught me a lot about organising, the branch officers' course was a really useful insight into Usdaw's structure. I'd recommend any rep takes every opportunity they can to go on training. It's one of the best parts of Usdaw.

How is Academy2 going?

I'm really enjoying it, the training is excellent and getting out of my comfort zone and visiting stores and distribution sites is an eye-opener. They're very different environments to call centres.

Best moment as a rep so far?

Our team of reps were nominated for an organising award. A few of us attended the event and it was a really special night.

But for me the best moment as a rep was being able to tell the management that we'd reached 50 per cent membership. When I first became a rep they told us we'd be lucky to get to 5 per cent, so being able to deliver that news was a great moment.

Which news items have caught your attention?

The Grenfell Tower story has dominated everything. I think it shows us how important it is that we challenge any rollback of health and safety regulations. Without them the desire to cut costs to increase profits can put us all in danger.

Thoughts on the general election?

I was surprised the result was as good as it was, I think there was a real under-estimation of the strength of anti-establishment feeling.

Advice to a member thinking about becoming a rep?

Do it. I couldn't have imagined how much I would thrive on being active in Usdaw. And seeing how the other reps in the bank have developed over the years, we're all having an amazing journey. It's the most rewarding role, it will build your confidence and you'll do things you never thought you could.

Fact File & trivia

EMPLOYER... *Tesco Bank*
JOB...

Capacity Planning Analyst

AGE... *30*

LIVES... *Glasgow*

Joined Usdaw in...
2011

Been an activist since...

Since I joined the union

Union positions held...
Rep, Academy officer and branch secretary

LAST FILM YOU SAW...

Wonder Woman, it is as good as the critics are all saying.

MY FAVOURITE MUSIC...

A Finnish band called

Apocalyptica are my favourites just now, they're a hard rock cello band so that's a bit obscure.

MY FAVOURITE TV...

I'm really into *Designated Survivor* at the moment, but have a real soft spot for *Father Ted*.

CURRENTLY READING...

I'm not a big reader of novels, but recently I read a German

book called *Look Who's Back*, about what would happen if Hitler woke up in modern day Germany. It was really good and I'd recommend it, it's especially relevant with the recent rise of populist politics.

ANY HOBBIES...

Aside from movies, chapping (knocking) doors and campaigning for a Labour government.

PENSION PERSPECTIVE

Delegates from across the UK gathered in Warrington at the National Training Centre in June for the pensions conference, now in its 13th year, for a day of workshops and guest speakers

Changes to the state pension, the BHS collapse, auto-enrolment developments and the Women Against State Pension Increases (WASPI) campaign has meant it was another momentous year in the sector, pensions officer Debra Blow told delegates.

“Pensions have never been more talked about,” she said. “Auto-enrolment (AE) has been a success, it has brought many workers into occupational schemes who otherwise would have missed out.

“But it’s not a silver bullet, there are still issues to resolve. The threshold to become eligible for AE is too high and many part-time workers miss out. People with two or more jobs whose earnings exceed the £10,000 minimum, are also excluded. We want AE to be more inclusive.

“We’ve also seen the BHS scandal and the issues around the TATA Steel scheme, that’s why the Government has introduced a Green Paper to look at these issues.

“The recent Cridland Review

also suggested an end to the triple lock on the state pension, which guarantees increases of either inflation, earnings or 2.5 per cent, whichever is the higher. It has also suggested an increase to 68 in the state retirement age for under 45 year-olds.

“All of this at a time when many of our members are struggling to make their wages last to the middle, never mind the end, of the month.

“Usdaw’s position is clear. We want to see occupational schemes improved with

bigger contributions from the employers. We do not support increases in the state retirement age because we know low paid workers in hard manual jobs do not live to a ripe old age.

“However, we also want to encourage more pensions saving among workers, if they can afford it, and in particular we want to emphasise to young workers – the sooner you start saving for retirement the less you will have to pay and the more chance you have of securing a decent retirement income.”

Salary exchange explained

Pensions expert Ian Barrett of First Actuarial explained the intricacies of salary exchange (also called salary sacrifice) and the impact it has on take home pay and national insurance savings.

“Salary exchange is a win-win situation for most workers,” he said. “It works as follows: Instead of your employer paying you your pension contributions and then you transfer them into your pension scheme; the employer pays them direct into the scheme for you. This means your pay is assessed for NI contributions based on your pay after the pension contributions have been

deducted and results in you paying less in NI.

“For example: Let’s say you earn £15,000 a year and pay 6 per cent in pension contributions, which equals £900. With salary exchange your NI deduction is calculated on £14,100 (£15,000 – £900). The saving on NI contributions is £108 and this will show up in your take home pay over the year. Because of the way NI is calculated without the salary exchange scheme you would pay NI on the total £15,000. And the more you earn the more you save, up until around earnings of £45,000.

“Many of the big companies Usdaw deals with often automatically sign up eligible workers for these salary exchange schemes and give their employees the choice to opt-out. In most cases if you are paying NI and tax, salary exchange will work for you.

“It is a sort of ‘loophole’ but perfectly legal and while it means the treasury receives less money HMRC are currently happy to continue with the scheme. It also means employers pay less NI.”



Ian Barrett

Reps eager to keep up to speed

Tesco rep Rachel Margetson was at her first pensions conference and the day added to her growing knowledge of the sector.

“Young workers in particular don’t think enough about pensions,” she said. “They think it’s boring. It can be confusing and hard to take in at first but once you get into it things become much clearer.

“I’m 29 and I know the sooner you start paying in the better it is in the long run.

“I think we should press for improved pensions at our forums. The more information we have the better. Conferences

like this are just what we need.”

Dental technician **Bill Lynch** used to sell pension policies in a previous job, and he came to the conference to catch up on the changes in the sector. “There’s so much to think about,” he said.

“The state pension, occupational schemes, legislation, things are moving at a dizzying speed.

“As reps we need to know what’s going on so we can tell our members and empower them to make the right decisions.

“I’d absolutely recommend this conference, it was informative, entertaining and enjoyable. After all, knowledge is power.”



Rachel Margetson



Bill Lynch



Pensions delegation 2017

Savings key to decent retirement pot

Are we saving enough for retirement? That was the question pensions assistant Neil Ashworth asked delegates during his workshop.

A number of surveys have thrown up a wide variety of statistics which showed:

- one in seven people approaching retirement don't have a private or workplace pension in place
 - half of women aged between 25 and 39 are not saving for retirement
 - about 53 per cent of the workforce are at risk of an inadequate income in old age.
- "It's important our members

think seriously about their pension provision," said Neil.

"We encourage workers to check their state pension entitlement and if there are any gaps, to consider filling those if they can.

"What many people don't realise is that it's not how much you pay in but the number of years you have paid in. To qualify for the full state pension these days you have to have 35 years of contributions.

"It's also a sobering thought that a recent survey by consumer magazine *Which* claimed the average amount a retired couple need to cover their household essentials like food, heating and

housing is £18,000 a year. And if they want to be able to afford extras, such as leisure activities and holidays, they will need an average of £26,000 a year in today's money.

"Good occupational pension schemes are key to ensuring a reasonable retirement for workers because both employees and employers contribute, with tax relief playing a role too.

"So our advice is to stay enrolled in your workplace scheme and if you can, and we know this may be out of reach for many workers, think about contributing more."

More at: www.usdaw.org.uk/pensions@usdaw.org.uk



Debra Blow



Neil Ashworth

Labour will tackle the injustices in the pension system

Labour's policy on pensions is clear and is based on providing security and dignity for workers in retirement, Labour MP and shadow pensions minister Alex Cunningham told conference.

"At present there are too many injustices in the system," he said. "With the money men creaming off too much of your hard-earned cash, which should be going

into your pension pot. We want to end rip-off fees and charges and restore confidence in the sector. All pension funds must be transparent on costs, no money should be allowed to 'leak' out. In government Labour would legislate to provide a framework which ensured protection for your pension funds.

"The Tories have abandoned pensioners, we saw that in their election manifesto with the

'dementia tax', the end of the triple lock, and their treatment of the WASPI women.

"Labour has pledged to keep the triple lock, the winter fuel allowance, free bus passes and to provide peace of mind for retired workers living abroad.

"The Tories want to increase the state retirement age even further while Labour wants to see a more flexible system to reflect the realities of modern life."



Alex Cunningham

Reps in the picture

Activists and members played a massive part in another successful week of organising and recruitment as Usdaw's second Membership Week of the year took place.

Teams of reps, supported by Academy organisers and officials, held events in workplaces and town centres across the country in June to build membership and

raise the union's profile.

Campaigns including Supporting Parents and Carers and Legal Plus were used alongside publicity materials and key publications to broadcast the many benefits on offer to new and existing members.

Usdaw general secretary John Hannett paid tribute to the reps. "I'd like to put on record my

thanks to our 10,000-strong army of reps who between them have held hundreds of recruitment events across the country.

"Our activists have continued to work tirelessly in the face of continued economic, industrial and political uncertainty and pulled out all the stops to host another fantastic Membership Week."

More at: www.usdaw.org.uk



10 GOOD THINGS TO KNOW

- BETTER PAY** Usdaw helps people at work by negotiating better pay and conditions. Every year, negotiable improvements to pay for thousands of members.
- BETTER CONDITIONS** Usdaw works to get union members holiday entitlement, good pension provision and improved arrangements for long-term sick leave. By negotiating with employers Usdaw makes your life at work better. Reps aren't just about pay as we aim to tackle the other things that matter at work: holidays, pensions, shift arrangements.
- PROTECTION AT WORK** By ensuring that union members have good effective representation, Usdaw protects people at work and helps resolve problems before they become major problems. Usdaw ensures that members are aware of their rights in the workplace.
- SAFER WORKPLACES** You are twice as likely to have an accident at work where there isn't a union. Usdaw's Health and Safety Reps, Usdaw ensure that your safety at work is taken seriously.
- LEGAL & ADJUSTMENT COSTS** Usdaw's legal service wins millions in compensation each year for members. Usdaw member, the legal service is free - you don't pay a penny. No one has an accident but if you do, Usdaw will support you with your claim for compensation. Usdaw will support you with your claim for compensation, anywhere and if you win you keep 100% of the compensation. Usdaw will provide you with free legal advice on your claim.

Usdaw
Union of Shop Distributors and Allied Workers

#JohnHannett
April 2017
Published by Usdaw



Reps promoted Membership Week across the country:

1. Ikea, Cardiff;
2. Tesco, Litchfield;
3. Primark Meadowhall, Sheffield;
4. Two Sisters Food Group, Scunthorpe;
5. East of England Co-op Distribution, Ipswich;
6. Tesco, Corstorphine, Edinburgh;
7. Tesco, Southampton;
8. Morrisons Oldham.

DISPLAY
ON YOUR UNION
NOTICEBOARD

10 GOOD REASONS TO JOIN USDAW



**BETTER
PAY**

Usdaw helps people at work by negotiating better pay and conditions. Every year Usdaw negotiates improvements to pay for hundreds of thousands of members.



**MORE JOB
SECURITY**

Usdaw works to protect jobs and deliver job security for members. Without a union you are on your own if faced with change at work or redundancy.



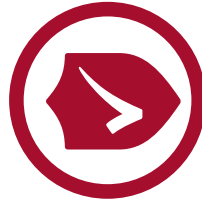
**BETTER
CONDITIONS**

Usdaw works to get union members better holiday entitlement, good pension provision and improved arrangements for time off work. By negotiating with employers Usdaw is able to make your life at work better. Negotiations aren't just about pay as we aim to improve the other things that matter at work such as holidays, pensions, shift arrangements, etc.



**FAIRNESS
AT WORK**

Union workplaces are fairer workplaces and are much more likely to have family friendly policies. By negotiating with employers, unions are able to secure better deals for members on issues such as career opportunities, flexible working arrangements and general support for family responsibilities. In short, unions help you achieve a work-life balance without being penalised for it.



**PROTECTION
AT WORK**

By ensuring that union members have strong and effective representation, Usdaw is able to protect people at work and help resolve issues before they become major problems. Usdaw ensures that members are aware of their rights in the workplace.



**ADVICE &
SUPPORT**

10,000 Usdaw workplace reps advise and support you at work and are backed up by highly trained Usdaw Officials. Specialists in the fields of pensions, health and safety, education, management, wages and employment law are all on hand to help.



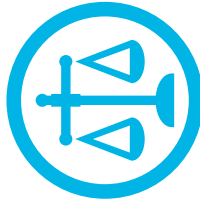
**SAFER
WORKPLACE**

You are twice as likely to have an accident at a workplace where there isn't a union. With 5,000 Health and Safety Reps, Usdaw makes sure that your safety at work is taken seriously.



**YOUR
VOICE**

With over 10,000 workplace reps, Usdaw gives you a strong voice at work. Without a union you are less likely to have a say in your terms and conditions and how your employer operates.



**LEGAL &
ACCIDENT COVER**

Ushaw's legal service wins millions in compensation each year for members. As an Usdaw member, the legal service is entirely free – you don't pay a penny. No one plans to have an accident but if you do, Usdaw will help you with your claim for compensation for any accident, anywhere and if you win your case you keep 100% of the compensation. Usdaw will also provide you with free legal advice on any issue.



**MEMBER
OFFERS**

Ushaw works with all of its affinity partners to get you and your family the best deals available on everything from theme parks, to home, car and travel insurance, to great discounts at high street shops and restaurants. Could Usdaw membership save you money? For more information visit: www.usdaw.org.uk/offers

Ushaw

*Union of Shop, Distributive
and Allied Workers*

#JoinUshaw

April 2017

To join visit our website
www.usdaw.org.uk/join
You can also contact your Usdaw rep
or ring our Helpline **0800 030 8030**



Published by Usdaw, 188 Wilmslow Road, Manchester M14 6LJ.

Poster R2

Union reps take pride in equality

Sexual harassment and supporting transgender members were the main discussions at the popular LGBT Get-together held in Manchester in June. The annual two-day event provides LGBT members with a safe space to discuss topical and relevant issues.

Sexual harassment still a big issue

There is just not enough spoken about the experiences of LGBT people when it comes to sexual harassment, equalities officer Ruth Cross told delegates.

Ruth was responding to a report published by the TUC showing that sexual harassment is still a big issue for members.

“Twenty years ago there was a lot of focus on sexual harassment and Usdaw negotiated with companies to try and stop it,” she said. “Today, with the added integration of social media, it’s back on the agenda.

“Sexual harassment can be difficult to

talk about because often there is a view that it is just a ‘joke’ or a ‘bit of banter’.

“But sexual harassment can be offensive and upsetting and leave our members feeling isolated and afraid.

“For our LGBT members it can be difficult to speak out about sexual harassment if you are not out at work.

“There is a survey on the Usdaw website asking members to tell us about their experiences of sexual harassment and we would encourage LGBT members to take part.”

You can find the sexual harassment survey at:

www.usdaw.org.uk/shsurvey

Network spoke to three of the delegates...

David Robinson

First-time delegate David is a sales assistant and social media co-ordinator at CEX Ltd in the North East. He joined Usdaw last year.

“I signed up for protection at work,” said the 33 year-old from Sunderland. “And there are so many benefits including the added bonus of being able to attend conferences like this one.

“I saw the LGBT Weekend advertised at a Pride festival. I knew the union supported the LGBT community but until this weekend I didn’t realise this conference has been going for five years.

“I imagined team building and ‘icebreaker’ activities, but it’s completely different, it’s very laid back, friendly and well organised.

“To see John Hannett and Paddy Lillis attend this event is great and it means a lot to members that they are here. I enjoyed hearing them speak about the recent election.

“I also found the trans discussion really

useful. I can take that information back into store and tell my colleagues so that we can move forward and respect our transgender customers.

“This is the first Usdaw event I’ve been to and it’s lit a fire. I’ve wanted to do more and being active within the union fits perfectly.

You can see how passionate everyone is about Usdaw and now I know why.”

Eileen Allardyce

Morrison’s Eileen was also at her first LGBT Weekend. She joined Usdaw in 2010 and became active in 2014. Last year she completed Summer School1 and also joined her divisional young workers’ committee.

“I heard about the LGBT Weekend at Usdaw’s Annual Delegate Meeting (ADM),” said the 25 year-old from Edinburgh. “I spoke to my branch officials and they put my name forward and here I am.

“It’s so important that Usdaw organises events like this one. It enables members who might feel quite shy and nervous to speak in a comfortable, inclusive and open environment.



JOHN HANNETT AND PADDY LILLIS WITH DELEGATE



DAVID ROBINSON

EILEEN ALLARDYCE

You feel at home even if you don’t really know anyone.

“I was pleasantly surprised to find transgender rights on the schedule. It’s a subject close to my heart as my auntie went through it.

“Hearing about Eli’s personal experience was fantastic, his courage is admirable.

“This weekend is about awareness and bringing subjects like transgender rights to the forefront of people’s minds. Everyone will go back to their workplaces and their friends and family and talk about this weekend.

“I’ll definitely come back, it’s exceeded my expectations and encouraged me to speak out more about the things that matter.”

Robin Abel

Tesco rep Robin was at his second LGBT Get-together. He’s worked at the Kings Lynn store in Norfolk for 23 years and is an active member of his divisional equalities forum.

“A lot of members don’t even realise the equalities forums exist,” said the 46 year-old who became a rep in 2008. “We meet several



ROBIN ABEL

Share your Pride photos with @UsdawUnion or email them to network@usdaw.org.uk

times a year, get involved with campaigns and support the reps in our division. Some forum members are on other Usdaw and TUC equalities groups so we share ideas, link campaigns and support more people.

“I joined the forum because I feel everything in the union is steered from big cities like London and Manchester. I come from a rural area where the challenges are very different. I like to think I contribute the non-city way of thinking. I’m also the only gay man so it’s important that this characteristic is represented.

“When I came to the LGBT Get-together last year I didn’t know what to expect but I found it interesting and very useful.

“You get to meet people from all over the country who work in different trades and companies so it’s good to hear alternative perspectives and learn from other people’s experiences.

“You can feel isolated in your own store or company and be stuck in your own bubble. It’s a big world and you should find out what’s happening out there.”

Being transgender

Everyone’s transgender journey is different, medically and emotionally, dotcom driver Elijah (Eli) Williams told delegates as he shared his story.

Eli, 45, was born a woman – Elizabeth Williams – but after becoming clinically depressed eight years ago, realised that she identified as male.

“For a while I was happy just acknowledging that I was transgender, but the urge grew and grew and in the end I knew I wanted to transition from female to male.

“My wife Naomi was extremely supportive. We went to see the doctor and subsequently I was referred to the gender identity clinic.

“Work has been very understanding and my colleagues now call me Eli – a name chosen by my mum.

“I’ve decided to be open about transitioning because my life is established. I have a job, I’m a union rep, I coach football and I’m in the karate team, I’ve got nowhere to hide so why not be honest and help pave the way for other people who might be feeling the same as me.



“Saying goodbye to Liz was hard. The realisation that I was suddenly losing someone that I love very dearly. But I’m grateful to Liz for where she’s got me, she ended up being a very confident young woman and paved the way for me to take over as Elijah.”

It is expected that Eli’s transition from female to male will take five years to complete, however he will remain on hormone replacement therapy for the rest of his life. We will be following his journey in future editions of Network and arena.

Delegates at the weekend held a raffle and raised **£353.64** for Guide Dogs For The Blind



Guide·Dogs
FOR THE BLIND

NATIONAL FORUM 2017

The national warehouse and distribution conference, now in its tenth year, brings reps from across the UK and a range of big and small companies to discuss the sector's big issues.



Usdaw is the biggest union in the distribution sector and plays a central role in the union's organising strategy, said deputy general secretary Paddy Lillis as he opened the annual two day event, held in Warrington in June.

"Our reps and members have a unique set of concerns," he said. "Yes they share some of the same issues with their retail counterparts on low pay and job security, but face additional pressures in terms of productivity, the use of agency workers and restructuring within the sector.

"This weekend is about providing a forum for the

activists to meet up, discuss their issues and find out what's going on in other companies.

The industry has been under massive pressure for the last few years and hard-fought victories on terms and conditions are under constant threat.

"The exploitation of agency workers and their over-use has been a main problem for many years in the sector and the impending Brexit will not make that any easier as the Tories could choose to bin many of the rights we have won from the EU.

"Our reps are doing a great job, it's not easy fighting on a number of fronts to recruit and organise members in the sector.

But I'm convinced we have the best reps in the movement, hard-working, well-resourced and supported by our team of officials.

"We know organised workplaces are on average better paid and the health and safety record is so much better than the unorganised sites.

"So Usdaw is committed to its reps and their members. We will continue to strengthen where we are already established and in addition we will look to break into companies who so far have tried to resist us. We've had success in B&M recently so we can break new ground and I'm determined we move forward with that strategy."

Labour halts Tory majority

Labour lost the election but its strong manifesto and energetic campaign leaves it well-placed to do even better should another national vote be called, **Paddy Lillis** told delegates.

"Theresa May made a monumental misjudgement and her opportunist grab for an increased majority backfired spectacularly," he said.

"Not content with attacking workers' rights for the last seven years, the Tory manifesto then sought to penalise pensioners, then performed a quick u-turn on the dementia tax and, to make matters even worse, she refused to meet ordinary people and did not show for the national leadership debates. No wonder Labour won additional seats.

"Contrast the Tories' dismal display with Labour's manifesto – fully costed, radical, a £10 national minimum wage,



investment in schools, education, the NHS and the transport infrastructure; and a pledge to restore police numbers.

"Labour's campaign energised young people in particular and saw many more Labour voters turn out on election day than in previous years. We still have a lot of work to do, but a united Labour Party could make even more progress next time around."

Tories threaten to slash inj



The Tories want to deny injured workers access to justice and prefer to reward their friends in the insurance sector by introducing shameful and damaging legislation, deputy head of legal services Steve Mitchell told conference.

Steve outlined how Tory proposals on whiplash injuries could be used to cut awards to

injured workers by thousands of pounds.

"The Tories want to perpetuate the myth that there is a compensation culture in the UK," he said. "There is no such thing. Even the Government's own report said this was a perception, made worse by claims management companies who pester people about bogus accident claims, with claims remaining at the same level for years. Other government figures also show fraudulent whiplash claims represent around 0.05 per cent of the total.

"So you have to ask yourself who would benefit from these changes. The answer is simple, it's the insurance industry who stand to gain hundreds of millions of pounds at the expense of injured workers.

"The Government talks about workers as 'claimants',

Warehouse & Distribution delegation



DELEGATES' CONCERNS

- Unrealistic picking rates
- Over-use of agency workers
- Pay rises below inflation
- Management ignoring agreements
- Other unions trying to poach members
- Some companies refusing to allow Academy officers on site
- Erosion of differentials



ury payments

they are not they are victims. Often victims of their company's negligence but the Tories want to cut compensation payments and potentially load all of the financial burden onto the individual. It's outrageous, it's shameful, it's disgraceful.

"However, Usdaw is not sitting back and watching all of this happen. We have started a campaign to inform MPs of what this proposed legislation could mean. We had a lobby of parliament planned just before the election was called so we had to postpone that, but we are ready. It's far too important for our members to let the Tories get away with this.

"Reps and members can help too by contacting their local MP and putting our case forward. Usdaw has shown in the past that its campaigns do work when everyone gets on-board."

Reps play vital part in winning accident claims

The role of reps in helping Usdaw's Legal Plus and FirstCall service win accident claims for members cannot be overstated, Steve Mitchell told delegates as part of his presentation on the work of the legal department.

Ushaw recovered more than £19m for members injured at or outside of work last year providing an unequalled service both on the high street and in the trade union movement.

"With hundreds of thousands of workers injured every year and fewer HSE inspections, it's unlikely these figures will come down anytime soon," he said.

"So our reps play a pivotal part after any accident to collect evidence, talk to witnesses, take photos and provide any additional information, for example, details of previous similar accidents or near-misses

at the site.

"If we can get our reps on the scene as soon as possible after the accident, that will help our solicitors enormously.

"So we might call on minutes of health and safety committee meetings, or accident reports, anything that would strengthen our case if the claim goes to court. We also need to know if the employer changes working practices or systems or machinery after the accident.

"Ushaw has forms HS2 and HS3 to help reps record and report incidents and I would urge all reps to have a supply of these in their depot. They're available from your local or central office.

"It's also important the accident book has an accurate description of the incident and members should also advise their doctor, or the hospital, exactly how the accident

happened. All of this is very important and will be used to bring a claim.

"Ushaw's panel solicitors are excellent and that's reflected in the £19m figure from last year, but it's not easy to prove a case. We have to establish negligence, and foreseeability, that is, prove the employers could have reasonably anticipated the incident.

"Finally, tell your members not to go to a high street firm or one of the claims management companies advertised on the TV. They will invariably take at least 25 per cent of any award and individuals could be forced to pay medical fees upfront with no guarantee of repayment.

"If last year's £19m figure had been won by private practice, almost £5m would have been taken from the pockets of injured workers!"

Latest developments



PETER REES-FARRELL



PAUL NOAKES



KAREN WHITEFIELD

Two retirements and a new role for the campaigns officer in Scotland....

Peter Rees-Farrell

Network and arena editor Peter Rees-Farrell retired in July ending an almost 40 year association with Usdaw.

The 55 year-old joined the union after leaving school in 1978. He was a rep, ADM delegate and branch secretary at the former Savacentre store in Washington, Tyne and Wear. He was also a delegate to his local constituency Labour Party.

In 1985 he was awarded an Usdaw scholarship to study at Ruskin College in Oxford and two years later went on to study politics and modern history at the University of Manchester. He graduated in 1990 and after a short stint at the inland revenue joined the union's research department in 1991.

Three years later he moved to the union's publicity department as a reporter on *Urdaw Today* then the union's in-house newspaper. Shortly after he qualified as a journalist and in 1995 he was promoted to editorial and information officer. Over the coming years he played a pivotal role in the move to

producing two magazines arena for the members and Network for the reps – at the time a major departure for the union.

"I've thoroughly enjoyed being part of Usdaw," he said. "From being a teenager finding out about unions and politics, all the way through to now where the political and industrial landscape looks very different, although not without some similarities.

"What was the publicity department, and now the media and communications department, has changed massively while I've been here, so it's been a fascinating department to work in.

"I'll take some great memories with me, but now I'm looking forward to the next chapter. That might involve teaching English as a foreign language abroad. It will probably involve travel, reading and maybe trying to learn Spanish for the umpteenth time!"

Paul Noakes

Southern division's Paul Noakes is retiring in August on his 55th birthday after more than 21 years on the union's staff.

Paul was appointed as an area organiser in 1996 and worked out of the Andover office.

He joined Usdaw in 1984 as a

dairy operative at St Ivel in Devon and went on to become a rep and branch official. He later sat on the divisional council and was secretary of the Wyvern federation.

"The role of an area organiser was much simpler in those days," said Paul. "No emails or mobile phones. We had charge cards and would be stood in a phone booth tapping in a 14 digit code to access a phone line before ringing the office or a member – not much fun on a cold winter's night!

"We were much more reactive years ago with few planned campaign days. As technology improved and members had more ways of contacting us our roles changed.

"My favourite part of the job has always been representing members. I am also lucky to have made a number of really good friends who I will stay in touch with.

"The biggest thing I will miss is the support of my reps and the clerical team in Andover – they have always looked after me.

"The future is unplanned. I'm running the Great South Run again this year in October then the Gosport half marathon in November so I'll be busy training

for those while walking my two greyhounds and tending to our chickens.

"I'd like to thank all of my colleagues for their comradeship and I hope to see the 450,000 membership barrier broken soon."

Karen Whitefield

It's all change for Scotland's Karen Whitefield who was appointed training officer in April working out of the Glasgow office.

The former MSP has made the move from campaigns officer five years after joining the union's staff.

"I've definitely hit the ground running," said the 47 year-old. "I was straight into teaching an emergency health and safety course during my induction.

"I'm really enjoying the new role. I have much more direct contact with members and I'm particularly enjoying meeting reps and activists who are just starting out on their union journey.

"I'm looking forward to working with the union's organising Academy. It's a huge responsibility to know I'll be helping the organising officers achieve their goals."

Would you like to be involved in the Union's equalities work?
Are you interested in issues like disability rights, women's health, tackling racism and lesbian, gay, bisexual or transgender equality?
Usdaw is looking for members to

take part in a Divisional Equalities Forum. There are seats on the forum for the following groups of members – women, black and ethnic minority members, disabled members and lesbian, gay, bisexual and transgender members (LGBT).

The reason why these members sit on the forum is because they are under involved in the Union's structures. Usdaw believes this needs addressing and wants to find ways to reach out to these groups of members.

Nomination Form for Usdaw Divisional Equalities Forums

for more information
or to apply online visit:
www.usdaw.org.uk/DivEqualForum

Name: _____

Address: _____

Postcode: _____

Usdaw branch (if you know it): _____

Contact phone number: _____

email: _____

mobile: _____

Name of employer (this is to help get the right balance of members on each forum
– Usdaw will not make contact with your employer about your nomination):

Finally please tick one or more of the following boxes to tell us which apply to you. We need this information to make sure that the forum is fully representative of the groups of members (women, black and ethnic minority, disabled and LGBT) who are under involved in the union. The information provided will be used for no other purpose.

- | | | |
|--|---------------------------------|--|
| <input type="checkbox"/> Male | <input type="checkbox"/> Female | <input type="checkbox"/> Another gender identity |
| <input type="checkbox"/> Black and ethnic minority | <input type="checkbox"/> White | |
| Do you have a disability? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Are you lesbian, gay, bisexual or transgender? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Please say why you would like to be involved in the forum.

This form is available in alternative formats ie Braille, large print on request.
It can also be downloaded from the Union's website at www.usdaw.org.uk

Please return your completed form to either of the following:

- Your nearest Usdaw office (you can find the address by calling Usdaw's Freephone Helpline on 0800 030 80 30).
- The Equalities Section at Usdaw's Central Office, Just write **FREEPOST USDAW** on the envelope and put it in the post.



Spotlight on Campaign days

Legal Plus and Supporting Parents and Carers played key roles in recruitment drives across the divisions during May...

Tesco Hornsea

It's been a busy year for fishmonger Janet Haggis who has so far recruited more than 160 members during stand-down from her Tesco Extra store in Cleethorpes.

Janet graduated from Usdaw's Academy2 programme last year and has been spending her time supporting this year's organising officers and other activists across her division.

She recently joined the four reps at Tesco Hornsea in Humberside for their combined Legal Plus and pensions awareness campaign day.

"There's a great team of reps at the store and it was a really successful day," said the 55 year-old from Grimsby.

"We managed to recruit three new members and a solicitor from Beecham Peacock held meetings with 30 existing members to offer free legal advice.

"We chose to combine the Legal Plus day with a pensions awareness campaign because it's an important subject for all of our members.

"Reps can feel nervous when talking to members about pensions because it can be difficult to understand. Some reps are worried that they might misinform members but they don't need to feel like that when they have the union on hand to help them.

"Usdaw produce a selection of very informative guides to help reps support members and make the subject much easier to understand."

Tesco South Queensferry

Usdaw rep Alison Gow chose a Legal Plus day to raise the profile of the union in her Tesco store in South Queensferry and invited a local solicitor along to offer free legal advice to members.

"I had a lot of staff asking about the free will writing service so I thought it would be good to organise a Legal Plus day," said the 55 year-old. "We were able to highlight all the legal services available to members including FirstCall."

"Having the solicitor there was a great addition. Lots of members spoke to him and he was happy to contact those who had asked questions but couldn't be there on the day."

Customer assistant Alison has been a rep since 2014 and is also a health and safety rep. "We're hoping to get involved in as many campaigns as we can in the future and we're always looking on the website to see what we can do next."

Academy graduate Refal Kowalski was on stand-down from his Tesco store in Corstorphine to lend a hand. "I really enjoyed helping with the campaign at South Queensferry," said the 40 year-old. "We were able to take the campaign around the store and talk to the staff that couldn't make it to the stall. It was a really successful day."

Tesco Seacroft

Mobile union learning rep Tracy White joined reps Kathryn Sheldrake and Charlotte Armitage to run a combined Legal Plus and Supporting Parents and Carers campaign day at their Tesco Extra store in Seacroft in May.

Tracy, who works for Tesco in York, has been a rep for 12 years and has



TESCO HORNSEA



TESCO SIDCUP

been involved with Usdaw's learning agenda since 2006 when she became a union learning rep.

"The campaign at Seacroft was very positive and we managed to recruit a few new members," said the 45 year-old. "There was a lot of interest from the staff wanting to know information about the union and in particular from the staff who were, or are going to be, grandparents.

"They were very interested to hear about the Spotlight Day campaign and what rights and benefits they could be entitled to.

"We also used the day to promote 'Getting Online with Usdaw' – a course designed to help members



View the Recruitment and Organising Gallery on the UsdawUnion Flickr page

Membership for week ended 17 June 2017

South Wales and Western	50,331
Eastern	64,490
Midlands	56,407
North Eastern	58,777
Scottish	44,728
Southern	63,018
North West	93,757
Total	431,508



TESCO SOUTH QUEENSFERRY



TESCO SEACROFT

improve their computer skills and learn how to use the Internet.

“Reps and members are increasingly finding that things they need to do in everyday life are now online so this information was very useful to them.”

Area organiser Shirley Savage also attended the event to offer her support. “The reps at Seacroft are great at organising campaigns and it was really well structured event.”

Tesco Sidcup

Mobile union learning rep Chhaya Patel is working hard to raise Usdaw’s learning profile across south London by running in-store campaign days.

“We held a combined lifelong

learning and Legal Plus day at Tesco Sidcup and managed to recruit five new members,” said the 54 year-old, Academy graduate. “Existing members also signed up to learning courses including British Sign Language and computer studies.

“We were even approached by a member who was interested in becoming the night-shift rep – it was a very positive day.”

Chhaya works at Tesco dotcom in Croydon and has been an activist since 2003. “I’m passionate about lifelong learning and my aim is to get non-members to see all the benefits of joining Usdaw, including the learning opportunities, and let them know how

they can get involved.”

Chhaya was supported during the campaign day at Sidcup by Academy2 organising officer Juraj Zilik and in-store rep James Flack. “I’ve been involved with the union for over 20 years and I still enjoy it,” said James, 65, who is also a health and safety rep and branch chair.

“The day was very enjoyable and we were able to impress members by having the union solicitor from Slater and Gordon on hand to give out free legal advice.

“We had lots of members interested in getting involved with lifelong learning too which is very encouraging.”

Equality reps take action

Tesco Eastville, Bristol

Customer service assistant Liam O'Donohue and fellow reps Kishan Kaur and Miranda Francis took part in a busy Supporting Parents and Carers campaign at their Tesco store in Eastville, Bristol during Spotlight Day.

"We held a Legal Plus day at the beginning of the year so this was my second campaign day," said Liam, 25, who works in the home shopping department. "There were a lot more people involved this time, which meant we were able to reach more staff around the store and bring a lot more energy to the event."

The team of reps were joined by area organisers, Academy organising officers and members of the South Wales and Western divisional equalities forum.

"The team of reps at Eastville were very active," said divisional equalities forum rep Ray Brunnock, 30, from Newport. "They set up a stall in the canteen providing lots of information about the campaign.

"Our divisional team went down to the front of the store to speak to customers about the campaign and ask for their support. We handed out information and asked them to sign pledge cards calling for improved rights for parents and carers.

"By the end of the day we had given away 400 Usdaw carrier bags containing information about Usdaw. It was a big success."

Belfast City Centre

Academy2 organising officers Denise Callaghan and Liam English joined stand-down reps in Belfast City Centre in May to host their Supporting Parents and Carers campaign outside Tesco Metro on Royal Avenue.

"Everyone involved had fun running this campaign," said Denise, 39, a sales assistant at Primark in Lisnagelvin. "We wanted to hold it on a busy street in the city centre so that we could speak to as many members of the public as possible.

"We spoke to a few people who had been forced to leave work because they needed to care for family members and couldn't get time off.

"We asked people to fill in surveys and gave them goody bags filled with campaign leaflets.

"The stall was eye-catching and a lot of people stopped to speak to us."

Denise and Liam were also joined by reps currently on Academy1 and North West divisional equalities forum rep Jackie McNeill. "Spotlight Day took place two days before a vote at Belfast city council to extend Sunday trading hours," said the 55 year-old. "So we used the opportunity to get a petition signed and thankfully we were backed and the council voted overwhelmingly not to change the rules.

"The campaign day was a good learning curve for all involved. The atmosphere was brilliant."

Reading Town Centre

Husband and wife team Frank and Shirley Dunaway linked their Spotlight Day to mental health awareness for the young and took their campaign to the streets of Reading.

Although retired, lorry driver Frank is still very active with the union and sits on the retired members' committee and the divisional political committee. He believes that the Supporting Parents and Carers campaign goes hand in hand with mental health awareness. "It's all about supporting the membership of the future," said Frank, 65. "There's a lot on the shoulders of young parents and carers and we need to make sure they're listened to.

"It was a really positive event with a great turnout. Lots of people filled in the feedback forms and we even spoke to young people currently dealing with mental health issues and offered them support."

Shirley, a floral assistant at Sainsbury's in Reading, has been a rep for 15 years.

"I really enjoyed speaking to members of the public," said the 60

year-old. "I even encouraged a local member to go back to her workplace and become a rep.

"The *Reading Chronicle* sent a photographer along too so hopefully our campaign day will be featured in the local news.

"Frank and I are both passionate about the union and helping people and we work really well together. Next on our agenda is the Tolpuddle festival in July."

Sainsbury's Distribution Enfield

The Eastern divisional equalities forum brought Usdaw's Parents and Carers Spotlight Day to Sainsbury's distribution, Enfield in May. The team, along with area organiser Ku Baiden, set up a stall in the staff canteen to promote rights for grandparents.

"We managed to recruit five new members and the campaign was a good opportunity to catch up with existing members and remind them about union benefits," said forum rep Tracy Gloster, 49, who is currently on stand-down from her Tesco store in Borehamwood. "It's amazing how many people don't know about offers like the free will writing service and FirstCall Usdaw.

"We spoke to quite a few members of staff and lots of people filled out surveys. We didn't have much time in advance to publicise the event so hopefully next time we'll have the chance to liaise with the in-store reps and make it an even better day."

Edna Young, chair of the divisional equalities forum, was part of the team. "The forum is all about raising the profile of minority groups and campaigning for equality rights," said the 51 year-old team leader from Argos in Harrow. "I became involved because I feel very passionate about equality and putting an end to discrimination.

"We played a major part in Spotlight Day at Enfield. Our area organiser Ku Baiden was marvellous and very supportive."



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



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



TESCO EASTVILLE BRISTOL



READING TOWN CENTRE



SAINSBURY'S DISTRIBUTION ENFIELD



BELFAST CITY CENTRE

IS WORK BECOMING A PAIN IN THE NECK?

A new occupational health policy which focuses on the prevention of work-related ill health has recently been launched by the HSE, after it revealed around 1.4 million people are suffering some form of work-related health problem.

The HSE identifies three priority issues:

- Occupational lung disease which includes asthma caused by exposure to flour dust.
- Stress which causes physical and mental health problems and accounts for 37 per cent of work-related ill health cases and 45 per cent of days lost to ill health at work.
- Musculoskeletal disorders (MSDs) which make up 41 per cent of cases and 34 per cent of days lost.

In the next few issues *Network* will cover each topic in more detail and explain the tools that have been developed to help health and safety reps to deal with these hazards in their workplaces, starting with MSDs.

What are MSDs?

The term refers to any injury to the joints, muscles, nerves or soft tissue in the back, legs and arms. Some MSDs can be the result of a single incident at work – eg. slipping while carrying a heavy load.

Others can be cumulative as a result of repetitive work or sitting/standing with an awkward posture. In 2015/16 there were over 530,000 cases of work-related MSD.

There are many possible causes of MSD in the workplace – especially where the work involves manual handling. One suggested approach to assessing the risk is to think about four key issues – Task, Individual, Load and Environment.

TASK Does the work involve twisting, stooping or bending? Carrying loads for excessive distances, precise handling of the load or team handling? Is there adequate rest or recovery time? Are performance targets realistic? Is the pace of work controlled by machines?

INDIVIDUAL Are there any characteristics which mean that certain workers may not be suitable for the task – e.g. health issues, stature, pregnancy?



LOAD Is the object easy to carry? Not just the weight but also how easy it is to hold. Is it hot, cold, slippery or unstable?

ENVIRONMENT Is there enough room to work? Are there any uneven floors or stairs or steps? Is the lighting and ventilation alright?

Manual Handling Operations Regulations

These regulations impose duties on employers to avoid hazardous manual handling tasks as far as is reasonably practicable, to assess the risk of injury where manual handling cannot be avoided and to reduce the risk to the lowest reasonably practicable level.

The HSE provides detailed guidance on the regulations which includes a couple of simple risk filters that can be used to identify when there is likely to be a risk of injury and therefore a need for a more detailed risk assessment.

[www.hse.gov.uk search L23](http://www.hse.gov.uk/search/L23)

HSE has also developed a number of tools which can be used to assist with the detailed risk assessment. The Manual

Handling Assessment Chart (MAC) tool can be used for many common tasks. Where repetitive work is involved the Assessment of Repetitive Tasks (ART) tool is useful.

For work which involves pushing and pulling there is the Risk Assessment for Pushing and Pulling (RAPP) tool and for work which involves handling of lots of different weights over a shift (such as picking in a warehouse) there is the variable MAC or v-MAC tool.

[www.hse.gov.uk search MSD](http://www.hse.gov.uk/search/MSD)

Usdaw has produced its own guidance for health and safety reps on the Manual Handling Operations regulations. Health and safety reps have a crucial role to play in identifying MSD risks at work and in negotiating for better control.

Often the risk assessments are not very good and employers rely too heavily on generic manual handling training. While training can be important it is no substitute for looking for ways to remove the need to carry out the hazardous handling in the first place. Any training which is provided should be task-specific.

Body Mapping

One of the tools that reps can use to

THE BACK?



identify potential risks is body mapping. Body mapping involves getting a group of workers around a chart with front and back views of a body. They are asked to mark on the chart where they get pain or injuries when they are working.

The discussion should quickly identify any common concerns. Where it is not practical to get a group of workers together in one place, Usdaw produces body mapping questionnaires which the rep can use to do a simple survey of the members. Reps should contact the health and safety section at central office for more information.

Eliminating the risks

HSE makes it clear in their new policy that their overarching aim is to reduce the incidence and severity of MSDs at work.

As part of the strategy they will be looking at ways of putting pressure on employers to do more to remove the risk. For example, prevention of MSDs has been identified as the main topic for targeted inspection in the food and drink manufacturing industries.

To see the HSE policy statement of MSDs go to: www.hse.gov.uk

Disappointing Tory mental health plan

The TUC has expressed scepticism about Conservative plans to 'transform how mental health is regarded in the workplace'.

The Conservative Party election manifesto stated: "We will amend health and safety regulations so that employers provide appropriate first aid training and needs assessment for mental health, as they currently do for risks to physical health."

The TUC said this approach has been around for years, with over 100,000 people already trained in mental health first aid. "There are two things wrong with the proposals," said TUC head of safety Hugh Robertson. "Mental health services in many areas have been consistently slashed with the manifesto offering no new funding and they are saying nothing about prevention."

Baking industry under scrutiny

The Workplace Health Expert Committee (WHEC) and has issued one of its first reports on the health issues for workers in the baking industry.

The advisory group set up in 2015, looked at two main topics; high temperature in the workplace; and exposure to flour dust and enzymes which are known to cause bakers' asthma.

The report has lots of useful information about heat stress but simply concludes that there is not enough scientific research to show that there is an issue in bakeries.

On asthma it concludes: "What information is available suggests that exposures to flour in UK bakeries is frequently higher than the level at which occupational asthma could develop; and that the incidence of bakers' asthma is high and unremitting.

"Progress on prevention of occupational asthma in the industry has been disappointing. WHEC recommends that in close collaboration with the key stakeholders in the sector an evidence-based sector-wide intervention study is developed, implemented and evaluated."

It also points out that dust exposure is much lower in large automated plant bakeries but is much more of an issue in specialist bakeries and in smaller bakeries such as scratch bakeries in supermarkets.

In conversation with safety rep Laura Crompton



Tesco shopworker Laura became a health and safety rep five years ago because she believes everyone has the right to a safe workplace.

She is part of a team of six reps at the Redruth Extra store in Wales where there are around 450 members of staff.

"We do regular store walkabouts to look for obvious problems," said the 52 year-old. "We check the 'clean as you go' drawers are full and speak to colleagues about any new or ongoing problems.

"We had an issue when the tap water in the ladies toilets wasn't running warm. There was a risk of spreading germs and it was causing pain to staff who suffer with arthritis in their hands.

"I raised the issue at our in-store forum and we now have separate hot water heaters for the toilets."

Laura is currently seconded to the union's Academy2 programme and admits health and safety isn't something you leave behind.

"While I'm on Academy and visiting different stores I'm generally on the look out for issues, if I notice something I'll let reps and management know.

"My advice is to be aware of any potential issues and communicate with management. A good relationship is always the best way to resolve any issues."



Your Pictures



Popular activist Pat Buttle celebrates 60 years with Usdaw



North Eastern division's Pat Buttle marked 60 years of union membership last month with general secretary John Hannett, divisional officer Joanne Thomas and friends.

Picture round-up



Pictured from top: Campaigning outside the Marks and Spencer store on Princes Street in Edinburgh; Jane Barley from Sainsbury's Tamworth gets commended for her excellent organising work.

Young workers help children's charity



I wanted to say a massive thank you to everyone for their generosity and help with the charity work undertaken by the National Young Workers' Committee at ADM this year.

We managed to raise a total of £1,674.49 by holding collections on the Young Workers' stall at ADM and at the disco.

We also held a raffle, with prizes generously donated by the Co-op, Next, Tesco, Poundland, Argos, Alliance Healthcare, Morrisons, Boots, McVities, Ocado, Kellogg's, and

Usdaw K21 Branch, amongst others.

Executive Council member Chris Winwood (centre) kept his promise to Go Green for Barnardo's and coloured his hair bright green for ADM, raising money for Barnardo's through a JustGiving page.

We are really grateful to everyone for donating. The funds raised will help support the most vulnerable children across the UK.

Jasmin Askew
National Young Workers' Committee (Eastern Division)

Ann bows out after a life-time of activity

Usdaw veteran Ann Hills retired from her branch duties in the spring after decades of service.

She set up the branch in the '60s and has also sat on the executive and divisional councils.

Best wishes from everyone at the branch.

Freddy West, Tesco Retail C21



Two Midcounties reps get floral send off

Denise Allen (left) and Viv Fones (right) with Michelle



This is a fond farewell and good luck to Denise Allen, left, and Viv Jones, right, two Midcounties reps who have been transferred across to Asda under TUPE regulations.

Michelle Whitehead, branch chair, Midcounties Co-op E70



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.

Supporting Parents & Carers campaign day shines the spotlight on grandparents



PICTURED L-R first row: Tesco Boots Logistics, Nottingham; Morrisons Bathgate.
Second row: Princes Mead shopping centre, Farnborough; Sainsbury's Aberdeen; Sainsbury's Oldbury; Sainsbury's Richmond.
Third row: Tesco Greenford Customer Fulfilment Centre; Tesco Chineham, Basingstoke; Tesco Cleckheaton; Tesco Fraserburgh.
Fourth row: Tesco Bank Newcastle; Tesco Henley; Tesco Portstewart; Tesco West Durrington.
Fifth row: Sainsbury's Marsh Mills; Tesco Erith Dotcom.



Our Services and Benefits Package Cannot be Beaten

Usdaw's services and benefits package offers fantastic value for money and ranks amongst the very best of all Britain's trade unions whilst ensuring the subscription rate you pay remains one of the lowest.

At our recent Annual Conference, Usdaw delegates, representing all 429,000 members, voted overwhelmingly for an increase in the weekly subscription from 3 July 2017. This increase will ensure that the Union retains a sound financial base and can continue to offer you a comprehensive range of professional services.

Our legal services can make a real difference



Legal Plus offers you and your family a wide range of legal services. In 2016 more than £19.2 million was won in compensation for our members. Key aspects of the Legal Plus service include:

- **FirstCall Usdaw – 0800 055 6333 – FREE** Accident Claim Line.
- Advice from lawyers who specialise in accident or work-related disease and injury cases.
- You are covered for any accident in the UK, any time, any place.
- You are covered for accidents abroad.[†]
- Your children are covered for accidents in the UK and abroad.[†]
- Your immediate family are fully covered for road traffic claims.
- If you win, you keep all your compensation and Usdaw meets all your costs.
- **FREE** will-writing service for you and your partner.
- **LOW COST** probate and conveyancing service for you and your partner.
- **FREE** initial legal advice on any matter not connected to work and follow-up assistance at competitive rates.

Professional services from a modern union

- **FREE** professional assistance and advice on all employment matters including grievance and disciplinary hearings.
- **FREE** cash benefits.
- Health and safety/pension advice.
- Union education and training.
- Special member offers and discounts from well-known companies.

Full details of Usdaw's benefits and professional services are available from your Union rep or visit our website at www.usdaw.org.uk or call the Usdaw Freephone Helpline on **0800 030 80 30**.

The Legal Plus service is offered subject to the Rules of the Scheme. A member must be fully paid up at the time of the problem and remain so. Legal assistance will not be granted to a family member if they should have been in Usdaw themselves. Legal assistance cannot be granted to bring proceedings against the Union.



[†]If covered by the Package Holiday Regulations.

WEEKLY CONTRIBUTION RATES

Scale	A	C
Weekly Subscription	£2.36	£1.49

SICKNESS GRANT*

Scale	A	C
Payment after continuous period of 6 weeks	£30	£15
Payment after 20 weeks	£100	£30
Payment after 40 weeks	£75	£35
Payment after 52 weeks	£100	£40

*Please note each Sickness Grant is a 'one-off' payment for the period stated and is not payable weekly.

PERMANENT DISABLEMENT GRANT

Scale	A	C
Total	£4,000	£1,000
Partial	£2,000	£500

MATERNITY/ADOPTION BENEFIT

Scale	A	C
Grant	£30	£20

PATERNITY/ADOPTION BENEFIT

Scale	A	C
Grant	£30	£20

DEATH GRANT

Scale	A	C
Funeral	£650	£140
Industrial Accident	£6,000	£1,500
Non-Industrial Accident	£2,000	£500

DISPUTE BENEFIT

Scale	A	C
Weekly Benefit	£50	£50

Benefits are payable in accordance with the Union rule book and any entitlement depends on paying your contributions regularly and not falling into arrears. Benefits can only be claimed (except dispute benefit) after 12 months' continuous membership. All rates effective from 3 July 2017.