

NETWORK

The bimonthly magazine for Usdaw activists | www.usdaw.org.uk | July/August 2010



MEMBERSHIP MILESTONE

Usdaw now has more than 390,000 members thanks to hard-working reps

■ Organising your workplace

Team work is the key to a successful union set up on site
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■ Legal Plus Toolkit will help you recruit

The Repls' Toolkit is a must have for new and experienced activists
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■ David Miliband – wants your vote for Labour leader

Former foreign secretary David Miliband MP on his leadership bid
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Use your vote

General secretary John Hannett's comment



I'm delighted to report that our membership continues to grow even in the most difficult of circumstances. Earlier this month we passed the 390,000 mark which is a great achievement and I'd like to place on record my, and the executive council's, thanks to all of our energetic reps and officials who made this happen. If we can stay focused and continue to deliver a first-class service for our members I'm sure we can reach 400,000 by the end of the year.

Election time

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

For members in London they will get the chance to vote in the Mayoral election where Usdaw is backing former MP Oona King. I'm confident Oona would make an excellent Mayor, her values are our values and her commitment to improving the lives of ordinary hard-working Londoners is something I would recommend to our members. Voting papers for both elections will be sent out in the autumn issue of *Arena* so look out for it dropping through the letter box soon. As an activist you can play a major part in reminding your members to use their vote when they receive their ballot papers in early September.

Looking ahead

Usdaw's democratic structures are in for a busy time from September through to November with key conferences for retail and transport workers coming up. There is also the Black Members' and Youth Weekends. All of these give our members the chance to have their say and put their point of view to a wider audience. I would urge all reps to consider putting their name forward for these conferences and playing a bigger role in the union. Take my word for it - you'll enjoy it.



“David Miliband MP is a man who can deliver for Labour and our members and I hope Party members and trade unionists will join me in supporting him”

USDAW

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Published by:

USDAW

188 Wilmslow Road
Manchester M14 6LJ

T 0161 224 2804

F 0161 257 2566

E network@usdaw.org.uk

W www.usdaw.org.uk

**HEAD OF MEDIA &
COMMUNICATIONS**

Mike Glover

EDITOR

Peter Rees-Farrell

REPORTER

Mairead Bradley

EDITORIAL ASSISTANT

Sarah Bailey

OTHER CONTRIBUTORS

Jo Bird, Ruth Cross, Tony Dale, Tony Larkin, Doug Russell and Nick Walker

PHOTOGRAPHERS

Della Batchellor, Don Clements, Andy Doherty, Five Valleys Photography, Ross Findon, Kim Gregory, Michael James, Warren King, Rod Leon, George Mahood, Pacemaker, Ross Parry, Doug Scott, Kevin Shaw, John Snowdon and Richard Wood

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ADVERTISING

Century One Publishing Ltd

T 01727 893 894 **F** 01727 893 895

E enquiries@centuryonepublishing.ltd.uk

W www.centuryonepublishing.ltd.uk

ADVERTISING MANAGER

Oliver Kirkman

T 01727 893 894

E ollie@centuryonepublishing.ltd.uk

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The coalition Government's first Budget is bad news for Usdaw members with cuts in tax credits and an increase in VAT set to cost working people hundreds and hundreds of pounds.

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Government will cut cash benefits

DEVIL IS IN THE DETAIL

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

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

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

■ £275 more in VAT

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

■ £200 less Income Tax

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

■ Lower NICs on low wages

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

■ Higher Child Tax Credit but fewer will qualify

Child Tax Credit will rise by £150

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

Change	Gain	Loss
20% VAT (from Jan 2011)		£275
Income Tax (April 2011)	£320	
Nat Insurance (April 2011)	£155	
Freeze Child Benefit (April 2011, 2012 & 2013)		£50
Child Tax Credit (April 2012)		£545
Total	£475	£875

By April 2012, the family will be £400 a year worse off

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

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

■ £1,500 less for babies

Child Trust Fund reduced from £250 to £50 for babies born after 31 July 2010 and abolished for those born after 31 December 2010. Health in Pregnancy grants of £190 abolished for babies due after 1 January 2011.

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

Baby element of Child Tax Credit worth £545 – abolished for babies under one year-old at April 2011. Child Benefit frozen for three years – costing families around £50 a year for the first child and £35 each for other children.

■ Massive cuts in services

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

Jim takes up his new role

SOUTHERN DIVISIONAL OFFICER

Jim Carty has been appointed as the divisional officer in the Southern division following Dennis Beddoe's retirement in May.

Jim brings with him a wealth of experience having spent seven years as the deputy divisional officer and 21 years as an area organiser before that.

Jim first became active when he worked for Tesco after leaving school and he was also secretary of South East London branch. In 1980 he won an Usdaw scholarship to study at Ruskin College, Oxford where he was awarded the Labour Studies Diploma in 1982.

"I'm taking over the divisional officer role at a very uncertain time both politically and economically," said Jim, 55. "The new Coalition Government is planning massive cutbacks in public expenditure, which will affect our members in terms of a loss of services and rises in unemployment.

"This together with their plans to roll back much of the positive legislation introduced by the Labour government over the last 13 years is going to mean there are difficult times ahead for our members.

"However, I believe Usdaw is in a very strong position to respond to our members' needs and I'm looking forward to working with the staff and reps in the Southern division to build on the great work done by my predecessor Dennis Beddoe. I wish him a long and happy retirement."

On course

Newly elected reps from the North West division were at the National Training Centre in Warrington for their three-day introductory course.

The activists from a variety of companies were given their first taste of the union's training programme and looked at their role and rights in the workplace. More at: www.usdaw.org.uk/training



Jim Carty

Reps can increase voting turnout

Usdaw wants as many reps as possible to encourage their members to use their votes in the forthcoming elections for Labour leader.

Members in London will also get a ballot paper for the election for the Mayor of London.

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

London (see page 12).

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

"Our members, who pay the political levy, will receive their ballot papers in the autumn issue of *Arena*,



David Miliband MP and Oona King have won the backing of Usdaw's executive council for the forthcoming Labour and Mayoral elections



which should be hitting the doorsteps early September. The ballot closes on September 21. I would urge reps to remind members to use their votes."

BRANCH OFFICERS GET THE KNOWLEDGE AT TAILOR-MADE 5-DAY TRAINING COURSE



The latest batch of branch officers made the most of their time during the five-day residential course held at the National Training Centre, Warrington in June. The course gives a comprehensive explanation of how the union works on a local, divisional and national basis and is open to all branch officers. More at: www.usdaw.org.uk

Co-op agrees to compensate redundant Vergo Retail workers

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

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

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

redundancy pay from the Government and will total several hundreds of thousands of pounds.

While national officer Sharon Ainsworth welcomed the payments she drew attention to the lack of legal protection for workers. "These payments will be of great assistance to members at this very difficult time," she said. "But this unprecedented gesture again highlights the failure of the law to protect workers.

"I also very much welcome the Co-op's decision to join Usdaw in calling for the

Government to investigate how workers can be better protected when their employers go bust."

East of England Co-op chief executive Richard Samson said: "The failure of Vergo Retail has created many victims across the country and the lack of protection for employees highlights a serious failure in the law.

"Although there is no legal obligation for the Society to make this contribution, we are concerned that the law has been ineffective in protecting their employment rights in this situation."

IN BRIEF

Boxing Day hours to stay on Sunday

Calls by some retailers to relax the Sunday trading laws ahead of this year's Boxing Day which falls on Sunday have been quashed by a government minister. Large shops will have to abide by the six hour trading limit on December 26 after the minister said the government had no plans to change the rules on Sunday trading at present. The move has been welcomed by Usdaw (see page 10).

Usdaw condemns call for low pay freeze

Usdaw has slammed a call by trade group The Association of Convenience Stores for a freeze on the national minimum wage. Low Pay Commission member and general secretary John Hannett said: "The adult rate will go up in October to £5.93 an hour not a massive rate, and we will resist any attempts to let the minimum wage wither on the vine."

Pay cuts stand for millions of workers

Over three-quarters (77 per cent) of the 8,680,000, of employees who took a pay cut during the recession have still not had their pay re-instated, according to a report.

Mick Greene area organiser

As *Network* went to press Usdaw heard the sad news that area organiser Michael 'Mick' Greene, 49, had died.

Mick was based at the Morden office in the Southern division.

A full obituary will appear in the September/October issue of *Network*.

DAVID MILIBAND – WANTS YOUR VOTE

The Labour Party leadership election is just weeks away. *Network* puts the former foreign secretary David Miliband MP under the spotlight to find out why he is standing, his plans and his policies

Q. What do you make of the Government's first few months in office?

I am deeply concerned. They have taken a massive gamble with our economic future and the livelihoods of millions of working people. Their own figures say that their budget will cut growth and raise unemployment.

Just as in the 1980s, the Tories are putting ideological dogma before economic reality. They are missing the obvious point: the best way to cut the deficit is to create jobs and support growth.

This is not an abstract political game being played out in Westminster, it is about real people. It is about the care assistant worried she will be out of a job or the pupil who will be denied the promise of a new classroom.

I will relentlessly challenge and expose the Government's economic extremism – because the people I came into politics to serve need Labour to stand up for them. This government certainly won't.

Q. What would you do differently?

My priorities are different. Introducing a Mansion Tax on £2m homes would raise the same revenue as the cuts to Housing Benefit that risk increasing homelessness.

Doubling the Bank Levy would mean not having to cut the capital allowances supporting investment in industry. The Government shouldn't cancel Labour's planned expansion of Free School Meals whilst maintaining subsidies for private schools.

In the long-term I would craft an economic policy that targets jobs and growth outside the South-East and outside of finance. I want a new industrial revolution with jobs in all sectors of our economy. I want a fairer international economy with a Robin Hood tax

Picture to right: David Miliband speaking at ADM earlier this year

which is, put simply, a levy on transactions by banks and other financial institutions, to raise money for our anti-poverty goals.

Q. I know it must seem like an age ago now but what are your reflections on the general election?

We failed to tackle the weaknesses of New Labour and make the best of our strengths.

Where we were engaged in communities, listening to people's everyday concerns we bucked the trend. Trade unions like Usdaw played a major role in the best of our general election campaign – especially in our key seats and against the BNP.

But we lost that election and we need to understand why. It was partly about policy, but just as much about our political organisation, style and culture. We lost touch and our authentic voice.

We need the Labour Party to be a powerful, organised movement that is a vehicle for people to achieve change. We need to learn from the trade union traditions of building alliances and showing solidarity. That's why I have used my campaign to train 1,000 future leaders who will help renew our party by reaching out in their communities. We need to be the people's party not the politician's – listening to concerns on the doorstep, not civil servants in Whitehall.

Q. You talk about our movement, what role do you see for trade unions?

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



“The trade union link is non-negotiable. I will defend it nationally and strengthen it locally – I will oppose any attempts to weaken it”

Our partnership secured many successes over the past 13 years: the national minimum wage, investment in our public services, rights in the workplace, sure start and flexible working. We left our country fairer and stronger.

But there is more to do. I would toughen the enforcement of employment rights with proper inspection and follow up of breaches – including through stronger co-ordination of enforcement agencies. I would reform corporate governance by requiring an employee representative on the remuneration committees of firms. Employees need a say in how their top managers are paid.

Q. What would you do about low pay which still blights our society?

A fair day's pay for a fair day's work has always been a core principle of the Labour movement. That's why the minimum wage is one of Labour's proudest legacies – and we were right at the general

election to argue that it should rise at least in line with average earnings over the next few years. But when nearly five million people earn less than £7.15 an hour, we know we have more to do. I want the public sector to be a living wage employer and I will join with community and trade unions to campaign for fair pay in the private sector too. I want Labour to return to its roots as a living, breathing movement for change so it can play its part in these community actions.

I will complement my fight for a living wage with a high pay commission. I want this to look at drivers and impacts of spiralling pay at the top, including gender imbalances.

Q. Usdaw has been campaigning for more flexible working, a fair deal for carers and protection for workers. What are your views on these issues?

Labour needs to win back power precisely so we can deliver on these issues. I pay tribute to all your tireless campaigns including 'Freedom from Fear' and 'Supporting Parents and Carers.'

Working with you we made progress in Government with new rights to request flexible working and money for carers' respite. But we need to go further and make sure people can balance their caring and working responsibilities and are supported in both.

I want carers to be properly recognised for the fantastic work they do; including extension of respite periods. I also want to extend the right to flexible working to all employees and work towards equalising maternity and paternity

rights, prioritising increasing paternity pay.

On safety at work, we need to make sure we stamp out all forms of abuse. I want to work with you to ensure the Tory review of health and safety doesn't put workers at risk. I will oppose any watering down of protections.

Q. Usdaw is keen on expanding access to non-unionised workplaces. What's your position on this?

Trade unions are central to the modern workplace. That's why I support voluntary collective organisation and I support the idea of the Central Arbitration Committee looking at issues surrounding rights of access.

Udaw has a fantastic record both in defending workers rights and supporting members with training and advice. During the recession Usdaw members showed particular resilience. Workers across the country benefit from your work and I want to help you extend your network.

Q. The Government has made cutting back pensions a key aspect of their agenda. What is your approach?

My priority is tackling pensioner poverty and enhancing pension provision in our country, not engaging in a race to the bottom. Despite what the Tories say the real pension's apartheid is between the low and high paid.

The biggest problem we face is that two-thirds of private sector workers have no employer backed pension scheme. It is estimated that seven million workers are not

saving enough for retirement, with 750,000 employers in the private sector still not operating an occupational pension scheme.

Labour's pension reforms addressed this problem – and any government delay to our plans for workplace pensions, with compulsory employer contributions, would be a massive hit to the future of British pension provision, especially amongst the low paid.

Q. What are your top three policy priorities?

The economy is number one. I want jobs and growth – they are the best defence against government debt. We need to make sure the poorest don't suffer because of the excesses of the rich.

Education is my passion. I want world-class teaching in every classroom every day. I want students to have a broader curriculum and I want them to be taught by outstanding teachers.

I want to rebuild the party with a thriving union partnership and engagement with the wider community. We must once again become a living breathing movement.

Q. Finally, why would you be a good Labour leader?

Our country cannot afford a Tory government. I ask for your support to be more than a fighting opposition – we need to be an alternative government.

I know what it takes to rebuild our party in communities and workplaces. I can turn the promise of a more equal society into real change. I can fire the imagination of the party and the public, I can unite our talents and I can be a credible prime minister.

Pictured below left to right: David Miliband and John Hannett, and David chats with members at the Wincanton site in Northampton



GET ONLINE TODAY

Introducing the union's newly designed and updated website www.usdaw.org.uk giving you everything you need to keep in touch, stay informed and up-to-date with all things Usdaw

The union launched its new look website in early July.

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

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

The Advice and Resources area hosts masses of information for you to view, download or print.

Make sure you visit the union's award



“Visitors to the site will now find it easier to find information thanks to the new user-friendly layout”

winning Campaigns area to see how you can get involved with the latest campaign activities.

The new *My Union* area details Usdaw training opportunities

and how to get involved.

If you want to know everything about Usdaw visit the brand new website now – there is something for everyone!



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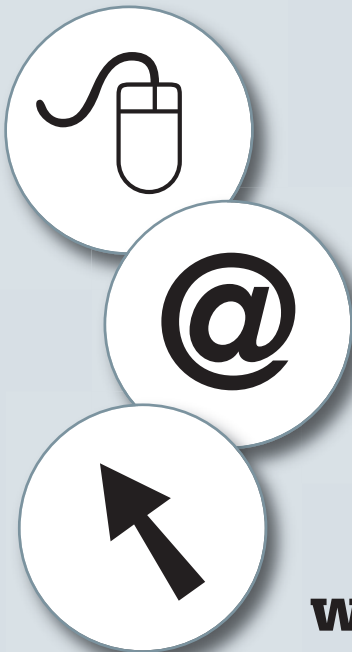
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When we look to the future we realise the importance of preparing for the time when we are no longer here. Many of us want the reassurance that our funeral will be taken care of when the time comes, and we want to do everything we can to reduce the burden on our friends and family.

The Co-operative Funeralcare is the UK's leading funeral director and offers a range of Funeral Plans. Many of their clients have already made their arrangements by taking

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that dates back over 150 years. Backed by this strength, the Funeral Plans offer both flexibility and security.

“Most people choose to pre-arrange a funeral to make it easier for their family and friends”

You can buy a plan for yourself or for someone close to you and there are a number of payment options available, including the opportunity to spread the cost over a period of time.

As an USDAW member, you and your immediate family are entitled to £25 OFF our Funeral Plans. For more information, please contact your local Co-operative Funeralcare (Quote reference – MKT/10/069), or visit our website at www.co-operativefuneralcare.co.uk



DON'T BANK ON FESTIVE HOLIDAYS

Your working hours over Christmas and New Year will be determined by your contract not what it says on your calendar or in your diary but Usdaw is pushing for a decent break for all

U sdaw's Executive Council met in July and agreed to call for the longest possible break over the Christmas and New Year holiday period for shopworkers and other workers employed in Usdaw sectors.

Usdaw wants to see:

- Shops closing early on Christmas Eve and New Year's Eve
- All shops owned by the big retailers to remain closed on Christmas Day and Boxing Day.
- Shopworkers, and workers in the distribution and supply chain, to have the right to time off over the festive holiday period.
- Workers who have to work on Public or Bank Holidays over the Christmas/New Year period to receive premium pay.

The union is urging employers to recognise that Christmas and New Year are major public holidays when workers will want to spend time with their family and friends.

Public transport will be restricted and will make it more difficult for people to get to and from work at their normal time. All this supports Usdaw's case that Christmas and New Year is a special time.

Market competition will, however, mean that many retailers will re-open their doors on Boxing Day. Despite most of the shopping public saying it would understand if shop doors remain closed for just



a couple of days over the Christmas holidays. If retailers do re-open on Boxing Day (Sunday 26 December) Usdaw believes that any store should only be staffed by volunteers on premium rates.

The Christmas Day Trading Act

The Christmas Day (Trading) Act came into force in 2004 preventing all large stores from trading on 25 December.

This regulation of trading on Christmas Day only covers large shops with a retail area exceeding 280 sq m/3,000 sq ft. Smaller shops, including many convenience stores run by the large food retailers are allowed to trade normally.

This year Boxing Day falls on a Sunday and trading hours in the retail sector are covered by the Sunday Trading Act which restricts opening times of larger stores to a maximum of six hours between 10am and 6pm. In Scotland there is no regulation of shops trading on a Sunday and in Northern Ireland large shops can only trade between 1pm and 6pm.

Boxing Day pressure rebuffed

Some retailers lobbied the Government for a relaxation in Sunday Trading laws for this year's Boxing Day.

However, when asked in the House of Lords if the Government has any intentions to relax the current Sunday Trading Act in the light of Boxing Day falling on a Sunday the Conservative minister baroness Wilcox said: "I can confirm that the Government has no plans to change the rules on Sunday trading at the moment."

In the debate in the House of Lords, in answer to another question, the Government Minister gave a commitment that shopworkers will maintain their current right to opt-out of working on Sundays.

So far, the Conservatives have not announced any plans to further de-regulate Sunday trading but that commitment is only 'at the moment'.

Usdaw's concern is that the Government's view might change if its retail business friends start lobbying more heavily.

When is a Bank Holiday not a Bank Holiday? When it falls on December 27 & December 28

Workers' basic rights to time off on public or bank holidays are very limited. It needs to be remembered that there is no automatic right to paid time off on a Public Holiday. Statutory rights are limited to the statutory holiday entitlement of 5.6 weeks per year.

This year Christmas Day and Boxing Day falls at the weekend. As a result, many Monday-to-Friday workers will get Monday 27 and Tuesday 28 December off work as 'Bank Holidays'.

Bank Holidays do not have the same impact in industries that operate seven days-a-week. Many Usdaw members who work in sectors such as retail and distribution do not qualify for the same time off on these Bank Holidays.

A number of Usdaw agreements will treat Saturday 25 and Sunday 26 December as the customary holidays to ensure that workers are allowed paid time off on Christmas Day and Boxing Day. Some other agreements will designate Saturday 25th and Monday 27th as the holidays to ensure that as many days as possible will receive premium pay.

In parts of the retail sector – such as the many clothes shops that don't recognise trade unions – every day over the festive period, apart from Christmas Day, may be treated as a normal working day.



ACTIVIST IN-DEPTH

North West division's **Karen Bibby** answers our questions on her experiences as an Usdaw rep

“ I would say go for it! It's good exposure and it really builds up your confidence. ”

Why did you decide to become an activist?

We needed a new rep in our store and I felt it would be a great opportunity to be able to help other members with their problems.

What do you like the most about being a union rep?

Helping members and meeting new people. I also enjoy working with our management who are very supportive.

Have you changed at all since becoming a rep?

I feel as if I've become more confident in myself as a person and as a rep, I can approach problems and management without worry.

What's surprised you if anything about being an Usdaw rep?

The amount of trust put into you by not only your members but by the management too.

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

Being able to help the members in one-to-one sessions and in the wage negotiations.

Have you been on any union training courses?

Yes, I've been on lots of courses and enjoyed them all. The branch officers' course was very good and I'm looking forward to attending Summer School in September.

What advice would you give to a member thinking about becoming a rep?

I would say go for it! It's good exposure and it really builds up your confidence.

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

Wage negotiations and change in contracts to flexi hours.

What changes to Usdaw do you think would help it improve?

Reduce the membership fees.

Which news items have caught your attention recently?

The expenses scandal, the change in Government and the World Cup.

What law would you introduce if you were prime minister?

Reduce VAT to a minimum.

Looking back on your life is there anything you would change if you had the chance?

I wouldn't change a thing. My children are my support in life, they keep me going in the bad times.

What's next for you?

To keep helping our members to my full ability. To continue to work well with our management and to be a good branch chair.

And the last word...

It's been hard at times in the last 12 months in Makro due to three lots of consultations but working as a team with my other rep Lindsey Cottrell, and the management, we are now starting to see a light at the end of the tunnel.

FACT FILE & TRIVIA

FAST FACTS

- **Employer** Makro Queensferry
- **Occupation** Receptionist
- **Age** 50
- **Lives** Connah's Quay North Wales
- **Children** Three and one grandchild (aged 2)
- **Joined Usdaw in** 2006
- **Union positions** Branch chair and rep
- **Branch** NW Makro K173
- **Activist** Since 2008

MY FAVOURITE...

- **Singer/group** Elvis Presley and Motown music
- **TV Show** Four Weddings and America's Next Top Model
- **The last film I saw was...**
The Fourth Kind
- **I spend my spare time...**
Playing darts for two teams

watch this space...

Do you want to volunteer to be Network's next activist in-depth?
Email:
network@usdaw.org.uk

IN BRIEF

Retirement age set to change

The Government is planning to scrap the default retirement age in the UK from October 2011. Under the proposal, employers would not be allowed to dismiss staff because they had reached the age of 65. The government has launched a consultation process about scrapping the rule. While age charities welcomed the plan the employers group the CBI criticised the speed of the proposed changes saying it left firms 'with many unresolved problems'.

Forthcoming events for your diary

September

13 – 16 September

TUC Conference

25 – 26 September

South Wales and Western Divisional Conference

26 – 30 September

Labour Party Conference

October

02 – 03 October

Scottish Divisional Conference

02 – 03 October

North Eastern Divisional Conference

09 – 11 October

Black Members' Weekend Workshop

16 – 17 October

Retail Trades Conference

November

06 – 07 November

National Youth Weekend

20 – 21 November

Midlands Divisional Conference

20 – 21 November

National Transport Conference

December

04 – 05 December

North West Divisional Conference

Usdaw supports King for Mayor

FORMER MP IN MAYORAL RACE

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

The decision comes after Oona King was endorsed by twelve London MPs and public figures including Lord Alli and Simon Schama.

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

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

"The lack of decent affordable housing is a key concern for our members in London and Usdaw is particularly impressed with Oona's plans to urgently address the capital's housing problems.

"Oona's commitment to make London a safer, more affordable and above all, fairer place to live has already struck a chord with our members and we are confident that Oona can deliver a Labour victory for London."

Oona King said: "I am honoured and



delighted to receive the support of Usdaw, the UK's fourth biggest trade union and one of the country's most forward looking and effective campaigning organisations.

"This decision demonstrates the momentum my Mayoral campaign – based on a positive vision for London's future – is building across the Labour movement and beyond. I look forward to working with every one of Usdaw's 25,000 London members to take back City Hall.

"Working with partners like Usdaw will be crucial to taking forward my vision for of a fairer capital, such as through a Mayor's Mortgage that will enable more people to get on the housing ladder – and a register of all landlords to start driving up standards in rented accommodation.

"We need to apply new thinking and new ideas to change London for good and create and maintain a world class city to invest, work and live in."

10

The number of years the modern role of the elected Mayor of London has been in place



New agreement at Vion Food Group

Usdaw has signed a new agreement with VION, which will improve the set up at existing and new sites. National officer John Gorle said: "It reflects the good relationship we've had with VION over the last few years."



Signed, sealed and delivered... national officer John Gorle with senior management and the team of reps from across the UK to sign the Vion Food Group agreement in June at Usdaw's central office

LONGER WAIT FOR STATE PENSIONS

STATE RETIREMENT AGE DELAY

In the coalition government's emergency budget the chancellor announced that he will review the age from which workers can claim their state pension.

The government's intention is to help cut the deficit by bringing forward the rise in state pension age so that it rises to 66 for men by 2016 and 66 for women by 2020.

The previous government's plan had been to raise state pension age to 66 for men and women by 2024.

General secretary John Hannett said: "People living in the more deprived areas of the country – where improvements in life expectancy trail behind the rest of the country – will be unfairly disadvantaged.

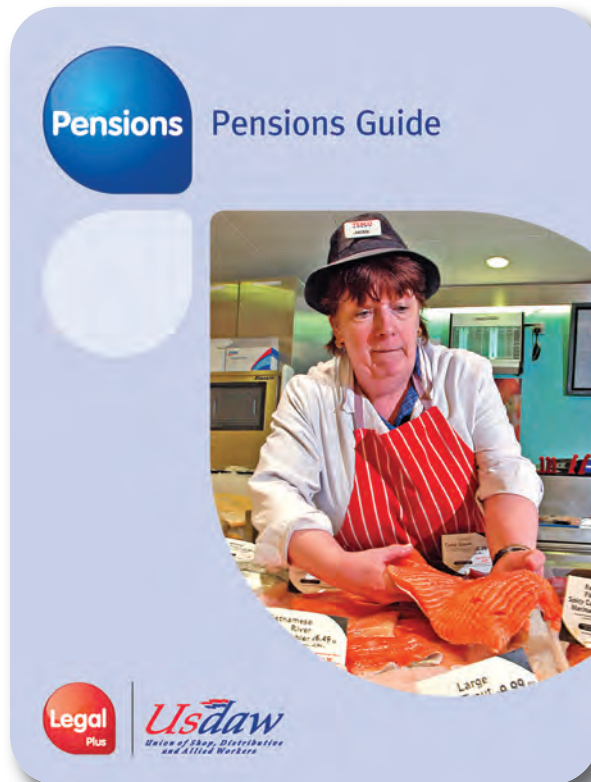
"It also means that someone who is 60 today – who has already put plans in place for their impending retirement – will suddenly and unexpectedly face the prospect of having to work for an extra year longer before they can claim their state pension – this isn't the right thing to do."

Elsewhere in the budget, changes to the way the Basic State Pension increases every year were also announced. From April 2011, the Basic State Pension will increase by whichever is the highest of the following three:

- the rise in the Consumer Price Index (CPI), or
- the rise in National Average Earnings (NAE), or
- 2.5 per cent

Key benefits for older people, including Winter Fuel Payments, free off-peak local bus travel, eye tests and prescriptions for those aged over the female State Pension Age, and free television licences for those aged over 75 are all to be protected.

The government will also consult on phasing out the Default Retirement Age – that's the age at which your employer can dismiss you. The previous government already held a consultation on this earlier this year. It is expected that the Default



Usdaw provides a wealth of material to help reps understand the complexities of pensions

Retirement Age will definitely go – but how soon and how quickly is not yet known.

The current rule that says you have to convert your pension savings into a pension annuity no later than your 75th birthday is to go. The idea is to enable individuals to make more flexible use of their pension savings but in truth most people will have annuitised their pension savings well before age 75.

Finally, the government will stick to plans to restrict the tax relief that high earners receive on their pension savings but are going to look into achieving it by reducing the annual allowance.

The annual allowance is the amount of pension benefits you can build up in a year and receive tax relief. At the moment the annual allowance is £255,000. The government may reduce it to as low as £35,000.

- Reps can contact the pensions section at central office by email: pensions@usdaw.org.uk

Private sector hit

The government has proposed changing the way that increases are applied to private sector pensions.

This means millions of people would be likely to receive lower increases to their pensions.

At the moment, pensions are linked to rises in the Retail Price Index (RPI) – a measure of price inflation which tracks the rise in the price of a typical basket of consumer goods and the rise in housing costs.

The government plans to change the measure of inflation that they use for the purposes of increasing state pensions and public sector pensions from RPI to the Consumer Price Index (CPI) instead – and they want to extend this to include private sector pensions too.

The CPI is different to RPI in that it doesn't include the rise in housing costs and is also worked out differently.

Pension experts predict that because of the different way that CPI is calculated, future pension increases will be an average 0.5 per cent lower every year.

However, others have argued that lower pension increases might reduce private sector pension fund deficits by as much as £100 billion and help those employers who are still running a final salary pension scheme to keep their scheme going.

- For more information on these stories and other pensions-related material visit: www.usdaw.org.uk/pensions
- You can also download booklets and leaflets, and posters for your noticeboard.

MEMBERSHIP SERVICES

Usdaw works with all of its affinity partners to get you and your family the best deals available.

Find out now if your union membership can save you money.

For more information visit:

www.usdaw.org.uk/memberservices

MERLIN ENTERTAINMENT

Usdaw members can make great savings on the following UK attractions and theme parks:

Alton Towers Resort, Chessington World of Adventures, LEGOLAND Discovery Centre Manchester, LEGOLAND Windsor, Madame Tussauds London, SEA LIFE Centres and Sanctuaries, the Dungeons, Thorpe Park and Warwick Castle. To find out more or to book call **0871 222 4001** and quote **REWARDS** for your special discount or visit www.usdaw.org.uk/merlin



£25,000 WOMEN'S CANCER COVER

- Covers 7 female-specific cancers (including breast, ovarian, cervical)
- £25,000 cash sum paid directly to you on diagnosis to help with bills, childcare, private drugs etc.
- Or £1,000 for cancers usually treatable by day surgery
- Advice and support from the Care Advisory Service
- £10 Boots voucher (sent within 28 days of receipt of first premium)
- The WellWoman Plan from Usdaw approved partner UNAT Direct



For an information pack, call 0800 072 6178



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

HOME, MOTOR & TRAVEL INSURANCE

As a member of Usdaw, you are entitled to great value, low cost insurance from UIA. Members can choose from home, motor, travel or pet insurance.



Call UIA free on **0800 376 0300** quoting reference USDG or visit www.usdawinsurance.co.uk to buy and receive up to **15% online discount** on home and travel insurance.

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THE CO-OPERATIVE FUNERALCARE

Our caring staff are on hand to give you individual support, care and reassurance when it matters most. Usdaw members and their families are entitled to a £25 discount on our funeral plans and 10% discount on professional services fees on funeral arrangements.

Visit www.co-operativefuneralcare.co.uk for your nearest Co-operative Funeralcare or call **0800 083 6301**

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

SAVE ON GAS AND ELECTRIC

Uchange4better can help you save on your gas and electricity bills. Try our free and unique **100% impartial energy search engine** which allows you to compare the prices of all gas and electricity suppliers and find the very best deal for your home.

You can compare by savings alone, CO₂ savings, customer service standards or a combination of all three. Simply key in your postcode, your current supplier and charges and the site will do the rest for you. **It couldn't be easier.**

To see how much money you can save visit: usdaw.uchange4better.co.uk or call **0845 652 1683**



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Usdaw Health Plan

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Usdaw Dental Plan

Get 100% of your money back on the cost of your dental treatment. NHS and Private plans available. White fillings and crowns covered. To apply online visit:

www.usdawdental.co.uk or call **0800 037 2092**

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Starting from just **£10 per month**, you and your family can save tax exempt, and at the end receive a **TAX FREE** payout. It includes Life Cover and no medical is required.

To find out more call: **FREE on 0808 1 444 288** or visit www.usdaw-unisaver.co.uk

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BRITANNIA

With Britannia, Usdaw members benefit from a great range of mortgage products and an exclusive instant access savings account.

YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT KEEP UP REPAYMENTS ON YOUR MORTGAGE

To find out more call free on **0808 156 2838***, Visit your local branch or britannia.co.uk/usdaw

*Our lines are open 8am-8pm weekdays and 9am-12noon Saturdays. Calls may be recorded and/or monitored. Calls from landline phones are free however mobile providers may charge. Britannia is the trading name of the Co-operative Bank plc.



TAX REFUND SERVICE

Over **71,000 members** have used this service and so far received tax refunds in excess of **£1.7million**. Refunds average **£167.94** each!

To find out if you are due a refund, go to www.taxrebates.com/ref/usdaw, call the application information line **0845 058 2288** or send a SAE for an application form to: The Tax Refund Co. 43-47 Middle Hillgate, Stockport, SK1 3DG.

NEW AND USED CARS

Risk free, hassle free car purchase scheme for Usdaw members and their families.

- Massive choice
- Save £££s
- Total peace of mind
- Convenience
- Free nationwide delivery

Part exchange welcome Finance available



To enquire online visit: www.usdawdrive.co.uk or call **0845 122 6916**

FREE DEBT ADVICE

Usdaw and Consumer Credit Counselling Service (CCCS) have launched a new service providing debt advice and solutions for all Usdaw members

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

If you are an individual struggling to repay your debts use the CCCS Debt Remedy online assessment of your financial circumstances: <http://www.cccs.co.uk/usdaw>

Telephone debt counselling
Freephone **0800 138 1111**
Mon to Fri 8:00am-8:00pm



25 YEARS WITH BRITANNIA RESCUE

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

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

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Discounted rates on Gym Membership exclusive to Usdaw Members

Visit the following Usdaw websites for more information:

Fitness First: www.usdaw.org.uk/fitnessfirst
LA Fitness: www.usdaw.org.uk/lafitness
Nuffield Health: www.usdaw.org.uk/nuffield



USE YOUR TOOLKIT TO HELP MEMBERS

Usdaw is all about improving workers' lives and winning for members. In 2009 more than £17.9m was recovered for members proving that Usdaw's Legal Plus Service is at the heart of that mission

Usdaw's Legal Plus Reps' Toolkit is the ideal way to promote the union's excellent legal services, recruit new members, and to protect existing members.

The latest addition FirstCall Usdaw - the dedicated claims service - has proved to be a great success with both reps and members alike and plays a key role in ensuring members are protected if they have an accident either at work or travelling to and from work.

This Toolkit has everything a rep, or team of reps, need to help promote awareness of the range of legal services which are available under Legal Plus and to ensure that everyone is aware of the

FirstCall Accident and Injury Service, should they ever need it.

The Toolkit is designed to help you to:

- Promote Legal Plus in your workplace.
- Inform your co-workers how to access the different services under Legal Plus.
- Make sure members are aware of FirstCall and encourage them to use it if they have an accident or injury.
- Update your noticeboard.

Calling new reps

While most reps will have received their Toolkit earlier this year, newly elected reps who missed out can get theirs from their divisional office. Call 0845 6060640.

Legal Plus Reps' Toolkit is a must-have for all activists

Legal Plus Noticeboard Pack

The new Noticeboard Pack contains everything that you need to make a striking display about Usdaw's Legal Services.

Included is the new FirstCall Cardholder which allows members to help themselves to cards from the display, so please make sure that you keep the cardholder topped up.

In addition to the posters and leaflets there are FirstCall banners and balloons.

It is a good idea to freshen up your noticeboard from time to time and if you need new posters or any other Legal Plus/FirstCall literature please use the order form enclosed in the pack.

The Noticeboard Pack includes:

- Guidance Information
- FirstCall Usdaw Cards and Cardholder
- Noticeboard Banners
- Various Legal Plus Posters
- *Looking After You and Your Family* leaflet no.312
- FirstCall Usdaw Balloons
- Order Form
- Sample Display

If you haven't got a pack and you'd like one then get in touch with your divisional office and they'll be happy to send one out.

We hope that you will find the pack useful. Please contact the legal department at central office with your feedback as to what works best and let us have your ideas for improving the pack.

You can call 0161 224 2804, or email:

brendan.duggan@usdaw.org.uk or write to The Legal Department, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ.



The toolkit includes;

- Stationery order form
- FirstCall leaflet
- FirstCall poster
- FirstCall Reps' Link leaflet
- Legal Plus Reps' Handbook
- Looking After You and Your Family leaflet
- Noticeboard Display - activity sheet
- FirstCall Card Holder
- Legal Plus Questionnaire
- Legal Plus Challenge - Questions and Answers
- Legal Plus Promotional Stand.

REPS ARE OUT IN FORCE FOR MEMBERSHIP WEEK

Recruitment isn't easy but Usdaw's activists are going the extra mile to ensure the union keeps its position as the fastest growing union in the UK, *Network* caught up with some of the reps

Usdaw's growing army of activists have helped push membership through the 390,000 barrier as they turned out in their droves at hundreds of workplaces across the UK during Membership Week in June

"It's been another tremendous effort by our reps giving us a real chance of reaching our 400,000 target by the end of the year, which will be a remarkable achievement," said deputy general secretary **Paddy Lillis**.

Network spoke to a variety of reps who made the effort at their workplaces. "The week went really well," said **Gordon Orchard**, one of 11 reps who make up the team at the new Tesco Distribution Centre in Avonmouth in Bristol.

"Membership is up around 70 per cent now. We signed up 30 new members in no time including new starters and staff in our transport section."

Stand-down reps **Sharon Newson** and **Angie Dewing** visited the Morrison's store in Fakenham, Norfolk. "We have had a lot of experience recruiting in a variety of stores," said Angie. "This particular store has a good team of reps, one on nights and two on days, who are doing a tremendous job. I think our visit to the store



helped give the reps a boost and they picked up ten new members on the day."

Academy organiser **Warren Scott** recruited three young workers at the Tesco Express store in Saintfield Road in Belfast, Northern Ireland. He said: "I'd signed up a couple of their mates the week before and said I'd be back for a visit and speak to them again. They all signed up. It was an

70

The percentage membership at Tesco Distribution Centre Avonmouth, Bristol

excellent feeling."

Meanwhile Morrison's rep **Carrie Fineran** from Newport on the Isle of Wight said: "I recruited 14 members in two days pushing membership in my store up from 37 per cent to just over 50 per cent. The event worked well and members showed a lot of interest in the union, I'm convinced more will join up."





“ It’s been another tremendous effort by our reps giving us a real chance of reaching our 400,000 target by the end of the year, which will be a remarkable achievement ”



- Membership Week**
1. Tesco Redcar
 2. Tesco Bognor Regis
 3. Tesco Belfast, Northern Ireland
 4. Tesco Colney Hatch, London
 5. Morrison's Fakenham, Norfolk
 6. Tesco distribution Severn Beach
 7. Tesco distribution Severn Beach
 8. Morrison's Newport, Isle of White
 9. Tesco Colney Hatch, London
 11. Morrison's Clifton, Nottingham



ACTIVISTS ON THE

Network gets the lowdown from hard-working Diane Palmer, Jean Hession, Jayne Fisher and Phil

Hard work, team work and commitment have turned around a once non-unionised depot in Fareham to one of the best organised in the UK and it's all down to **Diane Palmer** and her team of reps at the Co-operative Retail Logistics site.

The turnaround happened after CRL bought the former Alldays company and Diane set about on her mission to get involved in the union. "We've gone from having no members and no reps in 2004 to having four reps and around 80 members now, that's around 70 per cent of the total," said Diane, 42, who works as an admin assistant. "It has been as high as 87 per cent so we've a recruitment drive planned to get the level back up."

The union team are well organised, cover both shifts, have their own office, and are given a half an hour induction session with every new starter. Regular reps meetings keep everyone in touch and the notice board is updated every month. "At our site we had to adapt to having been employed by an anti-union firm to one which actually



encourages union involvement like CRL," added Diane.

"There's major restructuring going on in CRL at present. Our depot will close next year with a new one opening at Andover with similar changes around the UK.

"The CRL is a very good employer. We are always allowed time off for training, subject to work commitments of course. I've been to the annual delegate meeting three times now and even plucked up enough courage to speak this year. That was both terrifying and exhilarating.

"I've had fantastic training from Usdaw and I'm going to second series summer school this year. I've done stand-down and I'm on the Co-op national committee – not bad given I didn't have a clue about unions six years ago!"

Academy organisers in Scotland teamed up to lead a campaign to raise the union's profile with Marks and Spencer staff in Glasgow in July.

"We targeted three M&S stores where we already have an established membership which has been steadily growing over the past four years or so," said **Jean Hession**, 52, from the Morrison's store in Airdrie. "We got there early in the morning so we could approach people as they were going into work.

"Most of the staff we spoke to said their jobs had changed and they needed a union. We handed out all the leaflets, only two people at the Braehead store refused to take them and one of them turned out to be a manager. Later a security guard came and asked us to leave saying we were on private property!

"All in all we were very pleased with the interest and will be checking our records



to see how many we signed up after the session."

Jean is one of a team of six Scottish activists seconded to this year's Academy. She has been a rep for two years, she is also a health and safety rep, divisional councillor and branch chair.

"This has been the best thing I've ever done. Going into different workplaces seeing it first hand how other companies work and it's great letting people know the union is there and cares about them.

"I also get a lot of satisfaction helping support reps in the stores especially the ones who've been trying to do the job on their own."

“The security guard came and asked us to leave because he said we were on private property!”



Diane and her team at CRL Fareham



Jean and her team at M&S in Glasgow

THE FRONTLINE

Phil Monaghan on how they are making an impact on the Academy in their workplaces and beyond

Plain speaking Morrison's supervisor Jayne Fisher's direct approach to recruitment is paying dividends with more than one hundred new members signing up over the last 18 months.

"Basically it's short and sweet," said Jayne, 42, from Kirkstall in Leeds.

"I tell workers if you're not in the union then I can't help you and if they want sound advice and support then they will join up."

Jayne, a single mum with two boys aged nine and seven, has been the only rep at the store for four years.

"I'm proud of the recent increase. We're running at around 50 per cent membership, that's over 200 members including managers in Supervisory

Administrative and Technical Association (SATA), and that's fantastic.

"I've built up a good relationship with both my colleagues and managers which helps resolve things very quickly.

"I enjoy helping people. It's very satisfying when you get the right result for members and then on the back of this people who haven't joined decide to sign up.

"I've picked up more than 20 new members on the back of the wages ballot alone recently and I'm hoping to keep the momentum going, it seems to go like that, one joins and others follow.

"And as more members come on board my efforts will be focused on recruiting another rep and hopefully see membership grow even more."



Jayne Fisher



Phil Monaghan



Different approach works for the Academy's Phil

The Academy is giving warehouse team manager Phil Monaghan the perfect platform to develop his skills as a recruiter and organiser.

"It's been a fantastic experience," said Phil, 33, who works for Tesco at its Distribution Centre in Hinckley, Leicestershire, and who has just completed four months with the union's Academy1.

"I've been a SATA rep for a year and wanted to get more involved with the union. So I spoke to my area organiser Eve Ballinger who suggested I try some stand-down.

"I did 12 weeks earlier in the year and thoroughly enjoyed it so I decided to apply for the Academy1.

"I've often heard previous organisers say that their time with the academy has changed their lives and although I never thought I'd hear myself say it, I have to

agree, I've learned a lot.

"I've achieved some of the objectives and personal goals I set myself when I first joined the academy and I've been ticking them off as I go along.

"Working in retail has given me the opportunity to stretch myself. It's just the challenge I needed.

"You have to think in a different way when you come from distribution, where the union is well established, into a new working environment such as retail where each store has a different level of organisation.

"Work patterns and shift patterns are not the same and the issues are different, for instance there are a lot of part-time workers in retail but in distribution nearly everyone works full-time and membership is high.

"You just have to adopt a different approach and people will join because the reasons why they need the union are just the same."

IN NUMBERS

MEMBERSHIP FOR WEEK ENDED: 31 JULY 2010

South Wales & Western.....	45,450
Eastern.....	55,086
Midlands.....	52,969
North Eastern.....	53,608
Scottish.....	41,872
Southern.....	52,576
North West.....	89,272
TOTAL.....	390,833

REPS PROUD TO BE PART OF THE UNION

John Hannett reflects on the positive results from Usdaw's recent survey of activists



Back in 2007 we were very pleased with the responses we had to our Reps'

survey. Seventeen per cent of reps responded and gave us invaluable feedback on life as a rep, our campaigns and ability to deliver for our members.

The survey was re-run at the end of 2009 and I'm pleased to report that more reps responded this time round (21 per cent) and that in most areas the results were better than in 2007. A big thank you to everyone who took the time to complete and return the survey.

As this report shows, the results are very positive and it is clear that Usdaw reps are proud of what they do and find their role interesting and rewarding.

That does not mean that we will be resting on our laurels and there are clearly some areas where we can improve the support we give to our reps. A number of initiatives are underway to ensure that reps are able to participate in rep team meetings and are developed in their role by their area organiser.

In addition, the survey results tell us that we need to be more clear in our campaigning messages and we will be paying attention to this over the coming months and years. Our award winning campaigns are an important part of our organising work and we want to ensure that our campaigns are the right ones and are effective.

Our survey results confirm that Usdaw is a vibrant and dynamic union with a fantastic network of hard working reps.

Life as an Usdaw Rep

The results speak for themselves. Not only do the survey results show that Usdaw reps have a positive experience in the workplace but the results also indicate that a good situation is getting even better.

Reps are proud of their work, enjoy it and believe that it makes a real difference to our members.

There are, of course, some areas that we need to focus on and to improve:

- It is encouraging that 70 per cent of reps feel that they are taken seriously by their manager but we need to build on this so that all reps get the respect they deserve
- We also need to do more to build the image and profile of Usdaw in our workplaces (and work is already underway on new publications and posters for noticeboards).

Training and Development

Usdaw reps receive good quality training that equips them to carry out their role – that's the finding of the survey with regard to training and support.

More can be done to support reps in the workplace and we will be working on this over the coming months and years.

Team meetings are an important way of ensuring that training and

support isn't just provided on formal training courses. It is good to see that the number of reps who participate in regular meetings is on the increase.

Persuading employers of the need for these meetings to take place is often half the battle and we are clearly getting better at doing this.

We also asked new reps how long they waited for their first course. About a third were on their course within the first three months with another third attending within six months:

Amongst other things, the survey also told us that:

- Most reps are able to travel to their courses with only 25 per cent needing to stay overnight
- The most popular courses are the shop stewards introductory and follow-on courses
- Home study courses are also popular including the new pensions modules.

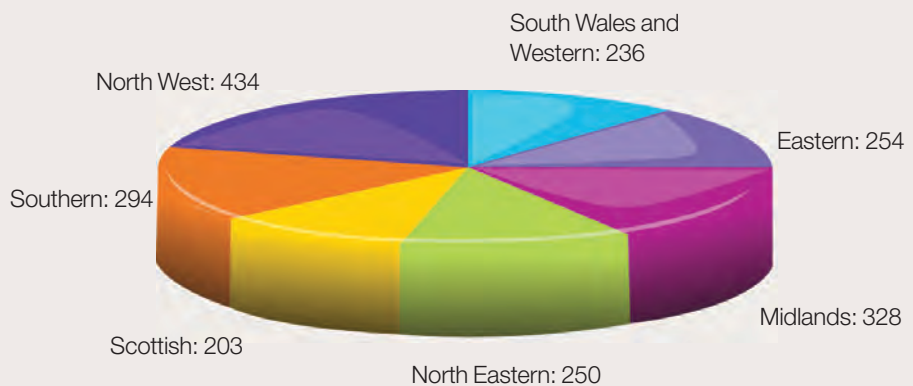
Campaigns

You have told us that the campaigns we run are the right ones for our union. Nearly 90 per cent of survey respondents agreed that we should be running our four main campaigns:

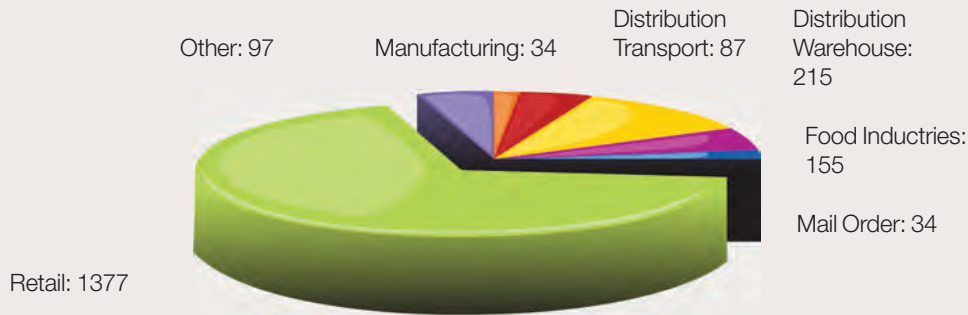
- Freedom From Fear
- Supporting Parents and Carers
- Young Workers and the Minimum Wage

The Pie Chart below shows the number of Reps that completed and returned their survey from each division

NUMBER OF REPS WHO RESPONDED BY DIVISION: TOTAL 1,999



NUMBER OF REPS WHO RESPONDED BY SECTOR



■ Pensions Awareness
Our other campaigns are also well supported.

Reps also feel more informed about the majority of campaigns than last time round. However, it should be remembered that:

- The Protect Scottish New Year campaign is only running in Scotland (where a large proportion of reps felt well informed about the campaign).
- The Checkout Learning Campaign has only run in a number of retailers.
- The Migrant and Agency Workers campaign has largely focused on getting legislation implemented.

Usdaw is the campaigning union and it is especially pleasing to see the extent to which our reps have bought into our campaigning agenda.

Communication

Our *Arena* and *Network* magazines remain the main way in which reps get their information, and, together with letters through the post and visits by their area organiser, they are also the ways in which reps want to be communicated with.

There is clearly a growing demand for electronic communications via the website and email. A new website has been launched and will help meet reps' expectations in this area.

A sizeable group of reps are also interested in using social networking sites and text messaging as other communication channels.

Survey data such as this is invaluable when mapping out

our communication strategy. Look out for further developments over the coming months.

Other Findings

With regard to our legal service, the survey tells us that:

- 90 per cent of reps believe that our members are aware of our FirstCall legal service.
- 24 per cent of reps, however, are not confident that our members would use the service (the survey has provided lots of reasons why, which we can now work on).
- 92 per cent of reps are satisfied with our legal service (with only three per cent not satisfied and the rest not saying).

The most popular ideas reps have for improving their experience as a rep are:

- More training.
- More time away from the job to do their union duties.
- See more of their organiser.
- More information.

Reps who attend such events give the thumbs up to branch meetings, divisional conference and the annual delegate meeting:

- 76 per cent agree that attending branch meetings keeps them in touch with issues relevant to their members.
- 76 per cent agree that trade and divisional conferences are relevant to their members.
- 91 per cent agree that the ADM gives them a clear sense of Usdaw's direction and purpose.
- 79 per cent agree that the issues debated

The Pie Chart above shows the number of reps in each sector that completed and returned the survey

at ADM are relevant to their members.

- 83 per cent agree that the ADM inspires them to do a good job for their members.

Where Next?

There's no point going to the time and expense of carrying out an extensive survey such as this one if you don't act on the results.

Our divisions, national officers and central office departments are all working on their own action plans to ensure that they act on the findings of the survey.

As well as ensuring that these action plans are implemented, I will be overseeing three important areas of work for the union as a whole:

- We will be carrying out a fundamental review of our campaigning strategy to ensure that our campaigns are relevant to our members and hit home (this will be especially important in light of the outcome of the General Election).
- We will improve how we communicate with reps and members (and will make the most of the latest development around websites and email).
- More will be done to provide greater support and development for reps in the workplace including promoting rep team meetings, following up training courses and reviewing development needs.

As the survey shows, Usdaw has a lot to be proud about. I assure you, however, that we are not complacent and that we will be forever looking for new ways to help you help our members.



SCOTTISH SUCCESS

While Usdaw is universally known as the shopworkers' union it has more than 100,000 members employed in other sectors including transport, distribution, chemicals, home shopping and food manufacturing – including household names like Kelloggs, Weetabix, and United Biscuits to name just a few. *Network* travelled north to find one more.

One of Scotland's most successful companies – Walkers, which exports its famous shortbread and other products to more than 75 countries – is home to almost 200 Usdaw members.

From humble beginnings in the tiny village of Aberlour in scenic Speyside in 1898 the Walkers name has grown from a single shop opened by founder Joseph Walker to occupy five factories at two sites employing 1,000 core workers and more than 400 additional staff to cope with seasonal demand.

The company's continued success means that no matter where you go in the UK or planet earth you are never far away from a Walkers' product.

Member Liz Stuart has worked at the Aberlour site for five years and now looks after orders coming in via the internet. "I enjoy the job I do," said the 53 year-old. "It's a nice company to work for. I used to work in the bakery and on deliveries but now as well as being in the 'web room' I also look after the pool cars and the fleet of mini-buses."

The company's importance to the local economy cannot be over-stated and it remains committed to the community more than 100 years after it was founded.

It is still run by Walker family members and the traditions that began in the late 19th century still endure today with a commitment to quality, continuity and innovation. You won't find any artificial colourings, flavourings or preservatives in any of its products. Its distinctive image, which



The on-site shop is open to the public with discounts available to staff

adorns its tins and other merchandise, involves a distinctive red tartan and often the picture of Bonnie Prince Charlie.

As business grew so did the company. It now has 250,000 sq ft of production space and 140,000 sq ft of warehouse space conveniently attached right next to the factories. The sites have two shifts – mornings and afternoons with night shifts added as and when needed.

The production process is both capital and labour intensive. As the company has expanded it has invested massively in new premises and purpose built sites, which are large, clean and airy. Hygiene figures prominently as does health and safety.

The workforce is evenly split between men and women. Free bus travel is provided to workers based at Aberlour, the more rural of the two sites, whose workforce is gathered from within a 25-mile radius.

There are many long-serving staff at Walkers with often three generations of the same family on the payroll. Migrant workers, mainly Poles and Portuguese, have been recruited to fill seasonal demand for the last eight

years – reflecting the company's continual growth year-on-year up until the recent slowdown.

"The company remains a family business despite the pressures of the market," said personnel manager Stephen Milne, himself an employee of the company for more than 40 years. "With a large workforce such as ours you do get a variety of issues to deal with but it's surprising how well it works. I suppose we're very lucky in that sense."

"We have noticed the recession with customers ordering a little more cautiously and so we've had to adapt our working patterns to reflect this, but nothing too drastic. There's been no redundancies and we haven't compromised on the quality of our product."

The factories boast state-of-the-art machinery from the mixing process through to the highly automated baking and packing facilities.

Millions of items are produced every day with the set up big enough to cope with massive orders and flexible enough to satisfy smaller more specialist runs. Walkers produce can be found at Harrods, Selfridges and in most of the department stores.

Area organiser Melanie Greenhalgh looks after the sites. "Our two reps here Yasmine Nicol and Christopher Skene do a really good job," she said. "It's not easy to recruit and there's a lot of ground to cover with hundreds of workers spread over the factories and warehouses. Jacqueline Prentice has also joined the team and between us we're aiming to raise our profile by introducing lifelong learning to the sites over the next few months. There's a lot of work to do but the potential is massive."

FACT FILE

- Products: Shortbread (which accounts for 80 per cent of production), oatcakes, meringue, Christmas and mince pies, cakes, biscuits
- Supplies both the multiples and independent grocery sector, as well as hotels, airlines, department stores and gift shops
- In the UK it has a 50 per cent share of the shortbread market and a 75 per cent share of the overseas shortbread market.
- Turnover is around £100m.
- Won The Queens Award for Export Achievement in 1984, 1988, 1999 and 2010.

Next?
Do you want your workplace to be featured in *Network*?
email: network@usdaw.org.uk



DISTRIBUTION SECTOR TO FOCUS ON ORGANISING

The third National Warehouse & Distribution conference was held in June this year proving once again that Usdaw gives a voice and listens to all of its members in all of its sectors



Members and reps in the warehouse and distribution sector face difficult times ahead especially with the coalition government determined to make cuts in the public sector which will undoubtedly affect the private sector, general secretary **John Hannett** told delegates.

"We have to articulate our members' concerns wherever they work and whatever type of government is in power," he said.

"We are committed to all sections of the union, we are growing and compared to other unions we are the best at organising, yet there is still a lot to do.

"We can't divorce organising from influence and in too many companies our senior officials often have to represent members where membership figures as a percentage of the workforce are very low.

"The onus is on us to grow the union. We have invested in our internal structures and the way we manage ourselves. We have appointed six more area organisers, expanded our

Reps and officials at the third National Warehouse and Distribution Conference

Academies and improved our training for reps.

In fact no other union has the number of high profile conferences we do whether that's for our retail, transport, distribution sectors and for different sections of our membership all the way up to the annual delegate meeting – giving our activists plenty of opportunity to have their say."

The trade union movement could well come under attack from the coalition government if the business lobby is able to persuade it to introduce anti-union laws, deputy general secretary **Paddy Lillis** warned conference.

"We have already seen the Confederation of British Industry (CBI) call for restrictions on strike ballots and let's be clear, anti-union laws effectively mean anti-worker laws no matter how they are dressed up.

"From 1997 until this year we recruited one million members which gave us a net increase of membership of 95,000, an incredible achievement and that's down to the hard work of our reps

and officials. In the last three years membership has increased by 45,000, that's the equivalent of a new division. We should all be very proud of that but we won't be getting complacent.

"We have around 36,000 members in the warehouse and distribution sector making us a major player but recruitment, while vital, is worthless without sustainability. We can't just sign up members and walk away. We have to train our reps, support them and make sure we increase not only our membership but our influence in the companies where we operate."

Paddy told conference that an audit of Usdaw's industrial and semi-industrial sector would be held to take a close look at the union's presence, strengths and weaknesses.

"We are also having a root and branch review of our education and training methods for reps and with a 25 per cent turnover (that's around 2-2,500) every year of reps, that is something we have to get right.

"Our groundbreaking Academies have trained 203

activists with 32 of these now on the staff. Our National Organising Awards, now five years old, attracted 400 nominations last year which shows we care about and value reps – and we don't say that enough to reps."

The warehouse and distribution sector has to operate in a 'brutal marketplace' with 'continual consolidation' guest speaker **Trevor Ashworth**, director of food retail at the Co-operative Group told conference.

"There has been an incredible amount of change," he said. "Tough conditions with costs rising faster than sales and we're not out of woods yet. There's more pressure to come. A programme of closures and openings had seen new sites developed, often near old ones and a strong commitment by the Group to keep the same workforce where possible.

"Cost increases on fuel, light, power and wages coupled with the challenge of the internet and its impact on the way consumers spend would continue to put pressure on the sector."

He said the 'ethically driven' Co-operative Group had led the way on fair trade, community activity, animal welfare and ethical banking. It had also cut the number of road miles covered by its vehicles by around 10 million after working collaboratively with other companies.

"Vehicle tracking systems have revolutionised work arrangements so we now know where all our vehicles are," he added.

"The stores are king and with

4,000 stores to service (of varying sizes and spread across the UK) we need flexibility in labour, multi-skilling and access to non-core agency staff. But that does not mean we want to cut staff or attack the terms and conditions of our workforce."

On the agenda

A number of issues were raised during the question and answer sessions at the conference. These included:

- The need to put pressure on the coalition government to protect workers terms and conditions.
- Communication problems with agency workers whose first language is not English.
- The variation in terms and conditions at depots within the same company.
- Health and safety advice on manual handling
- Dealing with absence procedures
- The increased use of agency staff and the impact on permanent staff.
- The importance of training for new reps.
- A legal advice line for reps as a backup when local officials are not available.
- A dedicated area on the website for warehouse and distribution workers.
- An internet forum for Usdaw reps.

"This is a consultative conference and this type of discussion is very important," said deputy general secretary Paddy Lillis. "We will take these issues away, consider them and act accordingly."



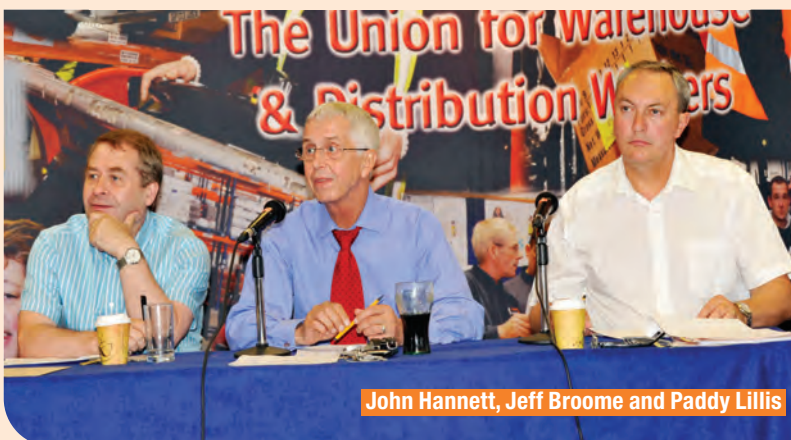
Delegates took part in discussions ...



... and question and answer sessions ...



... at the Daresbury Hotel, Warrington



John Hannett, Jeff Broome and Paddy Lillis



The Co-op Group's Trevor Ashworth

LATEST APPOINTMENTS

Congratulations to Sue Merrell and Cathy Godfrey who have recently been promoted to deputy divisional officers and to Stephen Muir on his recent appointment to area organiser

Job vacancies

Three vacancies exist for area organisers, two in the North Eastern and one in the Eastern division, at the Newcastle, Leeds and London offices respectively.

Interested reps should request an application form (which includes a copy of the selection procedure, job description and other relevant information), from the general secretary's office and must be completed and returned no later than Friday 3 September.

The successful applicant will be required to live within a 50 mile radius of the office and must hold a full, valid driving licence.

The successful applicants will be responsible for providing detailed advice and representation for union members on matters such as employment law, health and safety legislation and union agreements. They will also be required to negotiate with employers on a wide range of issues. Recruiting new members is a major part of the job. Self-motivation and the ability to motivate others for recruitment activity are essential.

The commencing salary is £31,365 a year with generous holiday provision and a contributory pension. Write to:

**General Secretary,
(Organiser), Usdaw, 188
Wilmslow Road,
Manchester M14 6LJ.**

DEPUTY DIVISIONAL OFFICER SOUTHERN DIVISION SUE MERRELL

Area organiser Sue Merrell is the new deputy divisional officer in the Southern division. She takes over from Jim Carty following his promotion to divisional officer.

Sue took up her new role in May and will bring with her 13 years experience as an area organiser. Before that she was an activist at Sainsbury for around six years.

On appointment as an area organiser she was initially based at the old Croydon

office and moved to Morden following the relocation. "I'm looking forward to working with my fellow area organisers as we look to push the division onwards and upwards," said Sue, 58.

"The Southern division has grown during the last few years and that's testament to the hard work of my predecessor Jim and our former divisional officer Dennis Beddoe and all our hard-working officials and reps.



"It's a hectic and exciting time for all of us and I'm keen to play my part in the union's future success."

DEPUTY DIVISIONAL OFFICER NORTH EASTERN DIVISION CATHY GODFREY

The North Eastern division is the first to have two women holding the two most senior positions simultaneously following Cathy Godfrey's appointment to deputy divisional officer in June.

The 53 year-old has teamed up with divisional officer Joanne Thomas who was appointed last year at the Leeds office.

"I've been over-whelmed by the level of support I've had from all of my colleagues, it's been fantastic," said Cathy,

who joined the union's staff in 2004 as an area organiser.

She became active in 1989 as a rep at home shopping giant Redcats, mainly at the Wakefield site in Yorkshire, and went on to serve as an executive and divisional councillor, five years as a full-time convenor and sat as a lay member on employment tribunals. "My new role is very different but I'm really loving it. I'm aiming to bring my personality and enthusiasm to support my colleagues and



reps so we can provide the team work which will see the division continue its success in representing our members."

AREA ORGANISER SCOTTISH DIVISION STEPHEN MUIR

Former driver/team manager Stephen Muir was appointed area organiser in the Scottish division late last year.

He becomes the latest in a long line of reps who have been on the union's own Academy to join the staff.

The 40 year-old who has been a rep since 1993, two years after he joined Usdaw, has extensive experience of the union. He was an activist on the divisional and national youth committees and went on to complete Academy1 in 2008 and Academy2 in 2009.

He has also been a regular at the annual delegate meeting for around the last ten years.

"The Academies were vital for me," said Stephen, who worked for Home Delivery Network in Irvine. "They were a real eye-opener and gave me an excellent grounding into what to expect in my new role as an area organiser.

"I'm really enjoying my job. I have a lot of Tesco stores to look after and one or two branches with members who are bakers and/or butchers. I'm based at the Glasgow



office and I've had a lot of support from the officials and staff there. It's busy, hard work but I'm enjoying it. I'd recommend it."

CONFERENCE CALL

The national TUC Lesbian, Gay, Bisexual and Transgender conference was held in July this year highlighting that reps play an essential role in tackling discrimination in the workplace

Hate crime and harassment at work topped the agenda at the TUC Lesbian, Gay, Bisexual and Transgender (LGBT) conference held in July.

The supportive role union reps could play was identified as being key to the success of tackling discrimination and homophobic abuse in the workplace.

"The conference was held against a backdrop of a steep rise in the number of attacks on LGBT people including the recent murder of two gay men, one in London and one in Liverpool," said equalities officer Ruth Cross. "Everyone expressed horror at these attacks and at the abuse that LGBT people face, sometimes on a daily basis.

"Usdaw delegates spoke about the need to tackle homophobic harassment at work and the important role reps have in helping to do this. Many delegates spoke about the support their rep had

given them when they faced homophobia at work, without which they would not have had the courage to stand up for their rights."

Conference was followed by one of the biggest LGBT festivals in the world – London Pride. Usdaw members have always taken part in London pride but this year for the first time the union had a stall. "Reps and officers spoke to hundreds of LGBT people and raised awareness of our work to represent them at work,"

added Ruth. "Usdaw reps gave out new rainbow flyers which promote Usdaw as an effective voice for LGBT people.

"Our reps had a fantastic day, we showed the LGBT community that Usdaw cares about their issues and we won best stall – not bad for a day's work."



Above: Delegates at the LGBT conference
Below: Members enjoying London Pride



New budget will bring bad news for members

Reps and members will want to know about the changes to benefits for working parents announced in the recent budget.

Unfortunately it is bad news for Usdaw members with new mothers on lower incomes set to lose an estimated £1,200 a year in their baby's first year.

Many of the benefits Usdaw has long been raising awareness of with our Supporting Parents & Carers Campaign are to be either abolished or cut back.

■ **Health in Pregnancy Grant**
This Grant, introduced by the Labour Government two

years ago and available to all pregnant women is to be abolished from 1 January 2011. The Grant is worth £190. If you reach your 25th week of pregnancy by the 1 January 2011 you should still be able to claim it.

■ **Child Trust Fund**
This is to be reduced from £250 to £50 for all parents with a baby due on or after 31 July. It will be scrapped altogether from January 2011. From 31 July 2010 the £250 payment to children on their seventh birthday will also be abolished. The fund will be scrapped altogether from January 2011.

■ **Sure Start Maternity Grant**
From 1 April 2011, this £500 grant for parents on lower incomes (those in receipt of more than the basic family element (£545) of Child Tax Credit) will only be paid to parents for their first child.

■ **Child Benefit**
This benefit is crucial in tackling child poverty and is to be frozen from the 5 April 2011 costing parents between £50 and £150 a year, depending on the number of children they have.

■ **Child Tax Credit**
A number of changes to

Child Tax Credit are due to be introduced over the next two years. From April 2012, families with an annual income of just over £26,000 are likely to lose their entitlement. Treasury sources estimate that almost 6 million families will lose out as a result.

Watch this space for more news about Usdaw's response to these changes.

contact...

For more information on the work of the equalities section contact Ruth Cross or Jo Bird on:

■ 0161 224 2804
■ equalities@usdaw.org.uk
■ www.usdaw.org.uk/equalities

REPS ARE KEY TO SAFETY

Usdaw health and safety reps are the answer to increasing employee involvement at work

WORKER INVOLVEMENT

Worker involvement is one of the main planks of the new Health and Safety Executive policy launched in 2009, according to the TUC.

Large employers are all looking for ways to engage with their workforce and there is a growing industry for consultants and advisors on the topic.

However, in an article in *Hazards* magazine, head of health and safety at the TUC Hugh Robertson argues that if employers and the Government are serious about worker involvement they must change their attitude to unions and start seeing them as an asset making real reductions in both injury and ill-health in the workplace.

Robertson points out that the 'union safety effect' is well established and should be expanded. There is no evidence

that consultation without union involvement achieves the same results. In fact it can often be a way of trying to shift responsibility away from the management response to hazards and toward blaming workers for unsafe behaviour.

Robertson's full article can be read at: www.hazards.org/unioneffect/bettertalk.htm

Usdaw strongly supports the TUC view that union workplaces are safer workplaces. We aim to assist our health and safety reps and last year sent them all a copy of *Hard Times* a leaflet on the basic steps they needed to take to protect the health and safety of workers.

Copies of this leaflet are available on the website: www.usdaw.org.uk/hardtimes



Unions warn against the Lord Young review

LORD YOUNG'S REVIEW

Usdaw, the TUC and other unions have all expressed grave concerns over the recent review of health and safety laws by Lord Young.

The review was promised by the Tories in the run-up to the election. Its purpose according to Lord Young is to 'investigate and report back to the Prime Minister on the rise of the compensation culture over the last decade coupled with the current low standing that health and safety legislation now enjoys and to suggest solutions'.

Unions and other organisations for health and safety professionals have all voiced concerns about the review and Lord Young's comments to the press surrounding the review.

The TUC has warned that the review must not be allowed to undermine essential workplace protection. Workers do have a right to claim compensation if their employer's negligence cause injury or illness. There is a strong

need for more investment in health and safety and there is no case for exempting particular employers or sectors from health and safety law.

In its response to the review, Usdaw pointed out that there is no evidence of a growing 'compensation culture' over the last 10 years. In fact, with the exception of road traffic accidents, the number of claims has been falling over that period.

The union has also criticised the examples quoted by Lord Young and David Cameron to suggest there is a problem with health and safety law. Stories of customers being refused tooth picks in restaurants, people being made to walk in a pancake race and children being forced to wear goggles to play conkers have nothing to do with health and safety. Many of the stories quoted have turned out to have little basis in truth.

In Usdaw's response, general secretary John Hannett said: "Far from a review that promotes the

idea that there is such a thing as compensation culture and which supports the idea that there is a problem at the root of health and safety law, what we need now is a clear commitment from Government to uphold the principle that employers do have a fundamental duty to manage health and safety responsibly.

"Our members' concern is that health and safety standards may already have slipped as a result of cost-cutting pressures arising from the recession.

"Now, they also face reduced inspection and enforcement from the regulators in HSE and in local authorities as a result of the spending cuts in public sector funding.

"Given that pressure from regulatory inspection was already low, because of the limited number of inspectors, a review which appears to support the false claims that there is excessive health and safety regulation is less than helpful."

Clearer rules on drugs and alcohol

The TUC has produced two new guides for health and safety reps on drugs, drug-testing and alcohol at work to give clearer guidance and stop confusion.

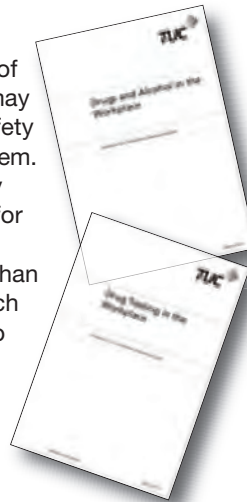
Drugs and Alcohol in the Workplace explains why employers should have a policy. A separate guide, *Drug Testing in the Workplace* gives advice about introducing drug-testing as part of that policy.

The TUC argues that testing may not be very helpful and could be of 'dubious legality'. Its general secretary Brendan Barber said: "Clearly no employer can ignore

drug use in the workplace. Individuals who come to work under the influence of any kind of performance-influencing drug may not only be risking their own safety but also that of others around them.

"We can tackle this danger by having proper policies in place for dealing with drug and alcohol abuse in the workplace, rather than introducing random testing which is a breach of a person's right to privacy and dignity."

Copies of both guides can be found on the health and safety pages of the TUC website www.tuc.org.uk



IN BRIEF

■ Summer is here – beware high temperatures

We are now in the hottest part of the year and temperatures in the workplace are rising.

Employers have a duty to maintain a 'reasonable' temperature under Workplace Regulations. Minimum temperatures are defined but at present there is no maximum. Unions continue to push the Government for a maximum of around 27 Celsius.

Excessive temperatures can lead to sweating, irritability, nausea, headaches, dizziness, fainting, muscle cramps, extra strain on the heart and ultimately heat stroke. Effects can be relieved by measures including air conditioning, ventilation, rest breaks, cold drinks, job rotation and relaxation of dress codes.

For an Usdaw guide on high temperatures at work visit: www.usdaw.org.uk/healthandsafety/

■ Get involved online

Ushaw has a fantastic new website with an informative and exciting health and safety section for members and reps. You can visit the health and safety section at: www.usdaw.org.uk/healthandsafety

We have a new Forum where reps can share their experiences and advice. Register today at: www.usdaw.org.uk/forums

If you were registered with the old site then you'll need to register again on the new site.

We will be e-mailing a more interactive version of our reps Newsletter *SafetyNet* on a regular basis. To sign up visit: www.usdaw.org.uk/emailupdates

Contact for health and safety information

Email Doug Russell on healthandsafety@usdaw.org.uk or visit the website: www.usdaw.org.uk/healthandsafety

Campaigning for maintenance

Maintenance has been chosen as the European Union's latest Health and Safety Campaign.

The main focus of the campaign will take place at European Health and Safety Week from 25 to 29 October, when employers and unions are encouraged to work together on the campaign theme.

Regular and appropriate maintenance of workplaces and equipment is essential for the protection of workers.

However maintenance itself is a risky job, especially when equipment is shut down and dismantled for cleaning and repair as workers are often exposed to greater risks.

Maintenance work can also disturb asbestos that may be present in the walls of a building. It is essential that maintenance work is planned and carried out safely. This will be the focus of the campaign.

For more information on the European campaign visit: osha.europa.eu/en/campaigns/hw2010

The TUC has produced a guide for union health and safety reps on maintenance. Visit: www.tuc.org.uk/h_and_s/tuc-18233-f0.cfm



Have you got toilet break trouble?

Being denied access to the toilet when you need it can have significant consequences to health, hygiene, privacy and dignity at work.

The Labour Research Department (LRD) recently found that many British workers are suffering because of inadequate toilet facilities and restrictive toilet break rules.

The LRD surveyed unionised workplaces and found that the transport sector was particularly badly affected. In addition, some call centres restrictive practices meant that workers could be penalised for taking time off to go

to the toilet.

Researcher David Statham said "For most workers, toilet breaks are not an issue: they go when they need to, but for some it's not so simple, and the consequences can be unpleasant, unhealthy and humiliating."

Regulations covering toilets are contained within the Workplace Regulations 1992 which can be downloaded free at:

www.hse.gov.uk/pubns/priced/124.pdf

If you've had to raise the issue of toilet breaks where you work, please let us know about it – healthandsafety@usdaw.org.uk



SEND YOUR LETTERS TO:

Network Editor, Usdaw,
188 Wilmslow Road,
Manchester M14 6LJ

Email: network@usdaw.org.uk



★ £50 UP FOR GRABS!

Write to the editor of Network and you could win £50 if your letter is chosen as the star letter.

RETIREMENT

Best wishes Beldie



Shop steward Beldie Blackhall has recently retired after 21 years at Macraes Seafoods in Fraserburgh. Beldie is pictured here receiving flowers and various gifts from area organiser Jack Faulds.

FRANK CHRISTY, Fraserburgh Food Manufacturing G108

MENTAL ILLNESS

Raise awareness

I read with interest the star letter in *Network* May/June.

I too have a non-visual disability and am in remission from a very aggressive form of cancer. I am therefore automatically covered under the DDA, something many employers don't realise.

Sadly both employers and employees don't always give workers with non-visual disabilities the respect and understanding they would give to workers with visual disabilities.

With cancer on the increase and thankfully cancer survival rates on the increase, there's many of us walking around coping with the after effects of aggressive treatment.

Maybe we need equality reps? Maybe a stage 3 H&S Course which would include Mental Health?

Help me raise awareness just by reading this and remembering next time you meet a survivor, we don't need sympathy, but we do need respect and understanding.

HEATHER MORRIS, Exeter A87

RECRUITMENT PRIZE DRAW

Carry on recruiting Carrie



Chris Skilton, divisional co-ordinator for Morrisons presents Carrie Fineran with a cheque for £25 for winning a recruitment prize draw held recently.

PAUL NOAKES, area organiser, Andover Office

SPONSORED WALK

A big thank you from Ken

I'd like to thank everyone at ADM who sponsored me for the recent walk I completed for the Royal National Lifeboat Institution. I walked from East Bridgeford to Hoveringham raising £147. I'd also like to thank Graham Parkin for collecting the money. I know how much the RNLI will appreciate the donation.

KEN COLLIER, East Midlands Non Foods, E85 ★

LIFELONG LEARNING

A taste for success in Morrisons

Learners in Morrison's Aberdeen were delighted after being presented with their certificates for a taster course in sign language. They are now going to continue and complete level one British Sign Language. Both courses are fully funded and the members attended in their own time.

One member of staff commented "attending these courses has opened our eyes to the difficulties deaf people encounter and hopefully by learning to communicate we can help in a small way."

KATE CUMMING, union learning rep G242



MEMBERSHIP AWARDS ACROSS THE DIVISIONS

Celebrating 30 years with Usdaw

Pictured from left Pamela Watson G148, Andrew Green A111, Pauline Scott and Geoffrey Walsh K228, Mo Williams and Pauline Wisniewski A98, Peter Pares E4



BURY COLLEGE AWARDS

A toast to Tesco

Myself, union learning rep Robert Bell, project worker Denise Gordon and TUC project worker Joan Lyall were invited to attend the Employer Awards Night at Bury College. Robert was privileged to represent Tesco Bury.

The Principal commended all the employers that were nominated for the awards for their excellent promotion of adult education within their workplaces. Tesco Bury were thrilled to be presented with an award for their commitment to training and development initiative. Well done Tesco Bury.

BRENDA BELL
branch chair, NW Tesco
Retail No.7 K227

CHECKOUT LEARNING

Witham Flower Power

A double event took place recently at Tesco Witham to recognise the achievement of staff who participated, completed and gained their qualifications in literacy.

Paul Brown, George Shoebridge, Kim Burgess and Val Mathems collected their certificates at a Celebration Evening which also coincided with their Adult Learners Week event 'floristry'. The evening was attended by area organiser Tracey Low and Tesco Witham Store Manager Sam Blackbeard.

Sam was delighted that staff were being encouraged into learning skills for life and even trying something totally new. The staff now want to continue their self-development with numeracy and are also hoping that another session of 'floristry' will be available for Christmas time. Well done and congratulations to all!

HELEN KING,
mobile union learning rep, Anglia Tesco C54



CELEBRATING HISTORY

Cradley Women Chainmakers' Festival 2010

Usdaw activists in the Midlands are being urged to attend the Black Country Living Museum to commemorate the centenary of the 1910 Cradley Heath Women Chainmakers strike.

Saturday September 18 will be a great day of entertainment, speeches, music and theatre to ensure that the legacy of the Women Chainmakers lives on.

Their struggle lasted 10 weeks and fought to establish the right to a minimum wage.

Trade unionists can take part in the reconstruction of the famous victory march which goes through the museum and is led by local performers who play the parts of the Women Chainmakers and their leader Mary Macarthur, one of the most important female figures in trade union history.

Tickets are limited so get in touch soon. We are also looking for volunteers to help out on the stall. If you are interested in attending this event and either carrying the Midlands banner, working on the stall or supporting other Usdaw activists then please get in touch with Claire Simpson, training officer, Midlands division at: claire.simpson@usdaw.org.uk or telephone Katie Batchelor on 01527 406290.

★ *Network has sent Ken Collier a cheque for £50 payable to the RNLI to add to his total.*

MEMBERSHIP AWARD

Gretta given her 50 year award

Retired area organiser Mrs Margaretta (Gretta) Rogers received her 50 Years' Membership Award recently at a dinner held in her honour at the Aberavon Beach Hotel.

The Ceremony was organised by Maria MacAndrew, Secretary of the Aberavon branch. Executive councillor Dennis Stinchcombe, presented the certificate to Gretta along with a badge and pen set. An engraved silver plate and a Bouquet of flowers were also presented to Gretta by Maria and retired divisional officer Pat Phillips.

ANGELA HICKS, Cardiff Central A51



MEMBERSHIP AWARDS ACROSS THE DIVISIONS

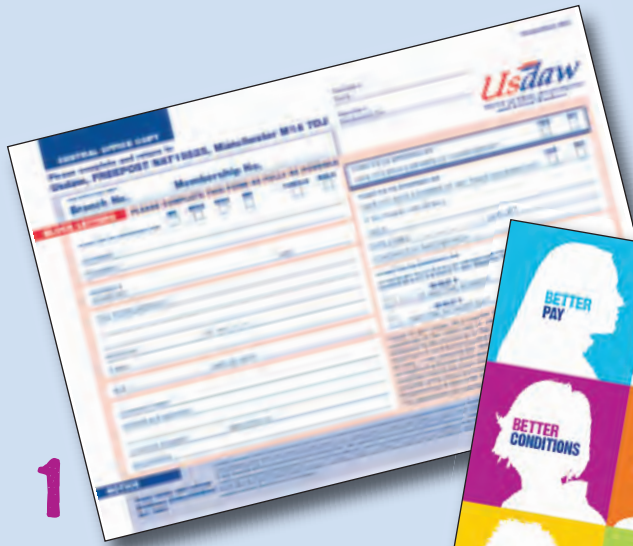
30 years and beyond

Pictured from left, Mick Whiteaway H65, Mair Williams, Alun Murphy (celebrating 50 year award), Enfys Jones and Bethan Williams A108, Huw Thomas A108, Vera Logan pictured with Store Manager Carolyn Laycock H65



NOW'S THE TIME... TO JOIN USDAW

New recruitment leaflet and posters are available to order now!



1



2



3

1. USDAW MEMBERSHIP FORMS (F1A)

These membership forms are essential for recruiting new members. Make sure you're always fully stocked.

2. NOW'S THE TIME TO JOIN USDAW (261)

A leaflet showing in detail why workers should join Usdaw and what benefits are available to them if they do.

3. INTERESTED? JOIN USDAW TODAY (R47)

A colourful poster available in A4 and A3 about joining Usdaw. A great recruitment aid for your union noticeboard.



To place an order: Simply tick the quantity you require of each leaflet, fill in your details and return to **The Stationery Department, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ.** You can also telephone on 0161 224 2804 or download the resources from **www.usdaw.org.uk**

- | | | | | |
|--|---------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 1. Usdaw Membership Form (F1a) | <input type="checkbox"/> 1 copy | <input type="checkbox"/> 10 copies | <input type="checkbox"/> 25 copies | <input type="checkbox"/> 50 copies |
| 2. Now's the time to join Usdaw (Leaflet 261) | <input type="checkbox"/> 1 | <input type="checkbox"/> 10 | <input type="checkbox"/> 25 | <input type="checkbox"/> 50 |
| 3. Interested? Join Usdaw today A4 size (Poster R47) | <input type="checkbox"/> 1 | <input type="checkbox"/> 10 | <input type="checkbox"/> 25 | |
| Interested? Join Usdaw today A3 size (Poster R47) | <input type="checkbox"/> 1 | <input type="checkbox"/> 10 | <input type="checkbox"/> 25 | |

Name: _____

Address: _____

Branch: _____

email: _____

Postcode: _____

Membership No: _____