

NETWORK

THE BIMONTHLY MAGAZINE FOR USDAW ACTIVISTS - SEPTEMBER/OCTOBER 2018

TIME
FOR
BETTER
PAY

Usdaw

RECRUITMENT | HEALTH & SAFETY | EQUALITIES | NEWS | CAMPAIGNS

TIME FOR BETTER PAY

£10 PER HOUR

MINIMUM 16 HOUR CONTRACTS

RIGHT TO 'NORMAL HOURS' CONTRACT

NO TO ZERO HOURS MISUSE

MINIMUM PAY

Minimum pay of £10 per hour from the age of 18.

MINIMUM HOURS

A statutory minimum contract of 16 hours per week for those who want it.

CONTRACTS

A right to an employment contract that reflects the normal hours of work.

ZERO HOURS

An end to the misuse of zero hour contracts.

Visit our website for some great campaign ideas and resources.

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or call **0800 030 80 30**

*U***s**daw
Union of Shop, Distributive
and Allied Workers





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TIME FOR BETTER PAY CAMPAIGN

Usdaw launched its Time for Better Pay campaign in September at the TUC conference.

The campaign is based on a survey we conducted over the summer. With over 10,500 responses collected, this is one of the largest surveys of low-paid workers in recent times.

The findings make grim reading as the survey shows that the current labour market model isn't working for most people. The model is characterised by low pay, short and zero-hours contracts and insecure work. This leaves workers struggling to pay rent and bills, missing meals to pay for basic necessities and using food banks to get from one month to the next.

There is a desperate need for change. Yet the Government



isn't listening. But we are.

That's why I'm asking everyone to get behind this campaign so that we can make a real difference to workers' lives.

Look out for further details in the coming weeks.

Usdaw General Secretary

Paddy Lillis



Paddy with Usdaw reps launching the campaign at the TUC conference



It's good
to talk

Usdaw

Campaigning
For Equality

For information and advice visit
www.usdaw.org.uk/mentalhealth

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IN THE NEWS

Don't forget to email the editor your view network@usdaw.org.uk

FIRE DESTROYS BELFAST LANDMARK

In August a devastating fire destroyed the historic Primark building in Belfast. Usdaw area organiser Michala Lafferty was at the site to offer her help and support.

Since the fire, Usdaw has been in regular contact with the company to discuss what would happen to the 360 members of staff who worked at the store. Usdaw also met with the Lord Mayor to explore what support members will receive following the fire.

After a number of constructive meetings, the company confirmed that staff will be paid until Monday 31 December 2018. The company aims to have staff back in work from mid-September and would be allocating individuals to other Primark stores.

Usdaw general secretary



Over 200 Primark reps attended a meeting called by Usdaw and hosted by the Lord Mayor Deirdre Hargey

Paddy Lillis said: "Usdaw has been supporting members and reps affected by the fire.

"What we have agreed so far provides some future security for staff and we will continue to support, advise and represent our members through the transitional period and beyond.

"This has been a tough time for the staff and all concerned and it is going

to take time to get things back to normal, if that is even possible.

"We welcome the company restating their commitment to Belfast and we will be working with them to deliver on that.

"I also want to thank Michala and the reps for all their hard work. The support they have provided our members has been second to none."



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INSTITUTE FOR PUBLIC POLICY AND RESEARCH FINDINGS

BETTER PAY AND CONDITIONS FOR WORKERS

A paper by the think tank Institute for Public Policy and Research (IPPR) proposes that the decline of union density and collective bargaining has

contributed to a decline in national income and a rise in inequality. This decline has been driven largely by a government that has been hostile to the trade

union movement.

To improve wages and working conditions the paper recommends that the Government should promote collective

bargaining and trial auto-enrolment into trade unions. In the face of automation unions should be partners in developing industrial strategy.

OBITUARY

PAT MCCORMICK

Usdaw was saddened to hear about the death of former Scottish divisional officer Pat McCormick following a short battle with cancer. He was 85.

Pat retired in 1998 after 30 years with Usdaw. He was originally appointed as an area organiser based in Glasgow. In 1984 he was promoted to deputy divisional officer and then became divisional officer a year later. Pat was also a former president of the Scottish TUC and a lifelong Labour Party activist. His Usdaw connection goes back to 1949 when he joined the union as a grocer's assistant.

In his retirement, Pat stood for two terms as a well-respected Larkfield councillor. He also spent time volunteering with the Inverclyde Tourist Group.

Usdaw general secretary Paddy Lillis paid this tribute. "Pat was a very kind, caring and well-respected man who was devoted to his work within the trade union and labour movement. He was a very supportive colleague when I first became a divisional officer and I really enjoyed working with him. Our condolences go out to his friends and family."



SAINSBURY'S AND ASDA MERGER

USDAW MAKES PLEA FOR THE CMA TO CONSULT WITH STAFF

Usdaw has called on the Competition Markets Authority (CMA) to ensure the concerns of the staff are heard, as they formally launched an investigation into the proposed Sainsbury's and Asda merger.

Usdaw is calling for the role and function of the CMA to be extended to include:

- Consultation with trade unions regarding any proposed mergers or takeovers.
- Permanent trade union representation.
- A full review of UK takeover laws to consider the impact on, and interests of, workers.

Usdaw general secretary Paddy Lillis said: "The CMA has an important role to play in ensuring that companies do not have excessive control of the market,

but at present their decisions are wholly in the interests of consumers and business, not in the interests of workers. All too often the staff are the last consideration as businesses are bought, sold or restructured and that needs to change.

"There should be permanent trade union representation within the CMA's internal structures and requirement to consult with the appropriate trade unions on the impact of mergers and takeovers. The CMA must also consider the socio-economic implications of store disposals on communities that rely heavily on retail.

"I have written to the CMA requesting that the best interests of workers in Sainsbury's and Asda are fully represented and considered and that is best done through their trade union."

WEAR RED ON 19 OCTOBER



SAY NO TO RACISM

For the fourth year running Usdaw is linking in with the UK's leading anti-racism educational charity Show Racism the Red Card.

Usdaw general secretary Paddy Lillis said: "Wear Red Day is a reminder that everyone has the right to be treated with dignity and respect at work. Regardless of their race, religious belief or national origin, everyone must be allowed to go about their lives free from the fear of abuse."

www.theredcard.org

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OFFENSIVE WEAPONS BILL

USDAW CALLS ON THE GOVERNMENT TO PROTECT SHOPWORKERS

Following the increase in acid and knives being used as offensive weapons the Government is looking at tightening the laws on the sale of these items.

Usdaw supports the strengthening of the law but there is no protection for shopworkers who will be responsible for enforcing the sale of these items at the checkout.

The union is calling for amendments to the Bill that will make it an offence to:

- attempt to purchase corrosive substances and knives underage
- intimidate or assault a worker enforcing the law on age-restricted sales

In September an amendment was

tabled to the Bill to make it a specific offence to obstruct a shopworker in their duty to enforce the law on the sale of offensive weapons.

General secretary Paddy Lillis has welcomed the amendment. "Shopworkers will play a vital role on the frontline of policing this new law, as they already do on the sale of alcohol and other age-restricted products. Yet they are offered no additional protection under the law and shopworkers can be treated like criminals if a mistake is made at the point of sale.

"I'm urging our members to contact their MPs asking for their support on this very important issue."



LOBBY YOUR MP

Members can email their MP using the link below.

www.usdaw.org.uk/ShopWorkersEmailMP

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IN BRIEF

HOUSE OF FRASER

In August, Sports Direct acquired retail company House of Fraser.

Following intense discussions with landlords over rents Usdaw understands that seven out of the 47 stores have so far been saved.

General secretary Paddy Lillis said: "We continue to urge Sports Direct to listen and fully consult with their staff and that is best done by recognising Usdaw as the trade union for House of Fraser."

XPO - JOBS AT RISK

Sports Direct's refusal to settle debts with XPO, the online fulfilment centre at Wellingborough, has put over 300 jobs at the risk of redundancy.

Usdaw area organiser Dave Thom said: "We strongly urge Sports Direct and the administrators for House of Fraser to do the right thing and come to a satisfactory agreement over the money owed to XPO."

MACARTHUR TRUST

The Trust provides financial assistance to enable women, without any realistic hope of a holiday, the possibility of enjoying a break.

If you know a woman work colleague who has fallen on hard times and would benefit from a holiday please get in touch.

Please contact your local union representative or visit the MacArthur Trust website: www.mmht.org.uk

JUSTICE FOR INJURED WORKERS

STOP THE GOVERNMENT TRIVIALISING WORK INJURIES

Usdaw is disappointed that the Government is ploughing ahead with proposals that will restrict injured workers' access to justice, by forcing more cases through the small claims court in England and Wales. This is despite cross-party calls for a rethink during the second reading debate of the Civil Liability Bill.

Government proposals will double the threshold for cases taken in the small claims court to £2,000. Usdaw is backing the cross-party Justice Select Committee recommendation of a £1,500 limit, which reflects inflation since the limit was last adjusted in 1999.

Usdaw is deeply concerned that the Government is trivialising serious injuries incurred at work where the employer is at fault, by forcing victims into the small claims court.

The impact of these reforms is that genuinely injured employees will simply choose not to enforce their legal rights and will not pursue a claim.

RAMIFICATIONS

One of the main drivers for maintaining health and safety in the workplace is the risk of court proceedings arising from an injury. The proposed reforms will therefore increase the likelihood of workers being injured while simultaneously removing their ability to seek redress for those injuries.

General secretary Paddy Lillis said:

"Usdaw fears that an increase in the small claims court threshold to £2,000 will not only restrict access to justice for injured workers, but also have a damaging effect on workplace health and safety as negligent employers are less likely to face the consequences in court.

"The proposed reforms are unfair, unnecessary and will significantly restrict access to justice for injured workers in England and Wales. The only beneficiaries of these reforms will be unscrupulous employers and the UK insurance industry.

"We support a reasonable and fair compromise of raising the threshold to £1,500, which is recommended by the cross-party Justice Select Committee."

LOBBY YOUR MP

Members can help the campaign by asking their MP to oppose the Government's plans. It's quick and easy to do with Usdaw's online *email your MP* facility at: www.usdaw.org.uk/Justice4InjuredWorkers

As *Network* went to print it was confirmed that the Civil Liability Bill committee rejected the compromise of a £1,500 threshold. Usdaw will continue with its campaign and will be seeking a vote of the whole of the House of Commons.



CAMPAIGNING FOR MEMBERS AT THE TUC

The Usdaw delegation played a major part in a number of debates including mental health and industrial strategy

Usdaw sent a delegation of reps and senior officials to the TUC conference in September where they spoke about a number of issues important to Usdaw members.

SEXUAL HARASSMENT

Usdaw supports joint action on sexual harassment as the TUC puts it at the top of their agenda.

Newly elected TUC general council member and Usdaw's equalities officer Ruth Cross said: "We know how hard it can be for women and men who have faced harassment to speak up about what has happened to them and most sexual harassment still goes unreported. We are determined to change this and we will continue to give a voice to and support members of our union who are in this situation."

GENDER PAY GAP

The union backed a call for action to tackle the gender pay gap.

Usdaw general secretary Paddy Lillis said: "Our Time for Better Pay campaign research reveals that the gender pay gap remains a major issue for women in low paid sectors like retail who are clearly not progressing up pay scales at the same rate as male colleagues. Only 37 per cent of workers earning over £10 are women, so our call for a minimum wage of over £10 per hour would help address the gender pay gap for low paid women workers.

"The ability to balance work and caring responsibilities, along with enough hours to make a living weekly wage are significant

challenges for many low paid women workers."

MENTAL HEALTH

Usdaw president Amy Murphy said: "The TUC estimates 3.2 million people are employed in insecure work in the UK. Low pay, short-hours contracts and the rise in insecure work have left working people under increased pressure to make ends meet. There is an endemic low pay problem in the UK and the 'National Living Wage' is in danger of being completely undermined as it is simply not high enough to live on.

"Workers are being forced into a cycle of debt and repayment, relying on loans and borrowing to cover essential bills. Financial stress is a well-known trigger for mental health issues like anxiety and depression. Our Time for Better Pay research reveals that the 63 per cent of workers reported financial worries were having an impact on their mental health.

"We need urgent action from government and employers."

INDUSTRIAL STRATEGY

Usdaw called for an industrial strategy for retail to combat the crisis on the high street.

Usdaw deputy general secretary Dave McCrossen said: "The retail sector is facing one of the most challenging periods in its history. It employs nearly 3 million people, contributes 11 per cent to the UK economy and is the largest private sector employer in the UK. Retail jobs lie at the heart of our communities and town centres. In

some areas, retailers are the major employer and we see a huge local impact when store closures or redundancies take place.

"It is clear that the current economic framework is not working for the retail sector. This is why Usdaw is calling for a proper industrial strategy for retail, developed in partnership with business, government and unions. A strategy that makes practical changes and provides economic reforms, offers decent pay and secure work and changes attitudes towards retail work, giving retail workers the respect and acknowledgement they deserve."

UNIVERSAL CREDIT

In his address to the TUC the Archbishop of Canterbury Justin Welby backed Usdaw's call for the roll out of universal credit to be halted. "Universal credit has left too many people worse off and put people at a heightened risk of hunger.

"When universal credit comes into a local area the need for foodbanks goes up very significantly. If they can't get it right then they need to stop rolling it out."

General secretary Paddy Lillis welcomed the comments. "Despite the number of organisations raising serious issues about the design and impact of universal credit the Government has so far neglected to address these concerns. Usdaw is calling for the rollout of universal credit to be stopped and for a fundamental rethink of the policy."



Pictured clockwise from top; General secretary Paddy Lillis; Deputy general secretary Dave McCrossen and president Amy Murphy



IT'S TIME FOR BETTER PAY!

Usdaw launches new campaign at the TUC to tackle the causes of in-work poverty

At this year's TUC conference in Manchester, Usdaw general secretary Paddy Lillis launched Usdaw's Time for Better Pay campaign.

A survey conducted by Usdaw of over 10,500 workers in retail and associated sectors has laid bare the issues that working people are facing as a result of low pay, short and zero-hours contracts and insecure work.

Usdaw general secretary Paddy Lillis told conference: "This is one of the largest surveys of low paid workers in recent times. Our findings show very clearly low paid workers are struggling to pay gas and electricity bills; missing rent and mortgage payments, missing meals to pay for essential bills, and using food banks to feed themselves and their families.

"I urge support for our campaign, because it is completely unacceptable that working people and their families are living on the breadline. It is not right, in the 21st Century that there are millions of people in this country, going out to work, doing the jobs that we all need and rely on, who are earning such low pay that their wages have to be subsidised by the state, just so that they can survive.

"It is not right that the worker putting food on the supermarket shelves, is worrying about whether they can put food on the table for their family. Yet we have a government that doesn't even

accept this is a problem.

"We cannot stand for it. We need to fix our broken economy. We need to end the scourge of in-work poverty. Now is the time for better pay."

Of the members who completed the survey:

- Over 6,000 earn below £8.50 per hour and many of these workers are employed in part-time and insecure work.
- Three quarters of workers are relying on loans and borrowing to pay essential bills.
- Two thirds of workers say financial worries are impacting their mental health.

The results of the cost of living survey reflect the three major challenges facing our members and workers like them in the current labour market; low pay, short hours and insecure work.

LOW PAY

Low pay is one of the biggest issues facing workers in the UK. The cost of living is rising sharply but wages are stagnating for the lowest paid. As inflation continues to outstrip average earnings, low paid workers and their families are under pressure to make ends meet. Workers are seeing a dramatic drop in their standard of living as pay increases are eaten up by rising house prices, private rental increases and energy price hikes.

The majority of individuals



Usdaw delegation launch 'Time for Better Pay' at the TUC

responding to the survey (55 per cent) earn close to the National Living Wage, between £7.83 and £8.50, and there is evidence that this group of workers are finding it the hardest to meet basic living costs.

- 73 per cent of members are struggling to pay gas and electric bills, with one in three of those saying they are having difficulty meeting payments every month.
- 36 per cent of all members said they had missed, or been late with, rent and mortgage repayments, with one in four missing payments regularly.
- 50 per cent of members have missed meals to pay essential bills, with well over a third missing meals on a regular basis.



Conference in Manchester

SHORT HOURS

Falling unemployment statistics mask the issue of underemployment. Increasing numbers of job roles are offered on zero and short-hour contracts leaving workers struggling to get the hours they need. Our survey results show one in four members are contracted to 16 hours or less.

Short-hours contracts can enable workers to fit their job around their lifestyle, childcare and caring commitments, however we know many workers on these types of contracts want to work more hours but are unable to increase hours with their employer.

■ Usdaw's 2017 survey into insecure work found one in three workers wanted to work longer hours but

were not able to increase their contract with their employer.

- As a result, 28 per cent of members either had, or were looking for, a second job.
- 80 per cent of workers contracted to 16 hours or less earn £8.50 or under.

INSECURE WORK

In recent years, we have seen a massive increase in the number of individuals working on an insecure basis. The TUC has previously estimated that there are 3.2 million people with working hours that are not guaranteed from one week to the next.

At the end of 2017, Usdaw's Insecure Hours survey of over 6,000 members showed that:

- 64 per cent of members are regularly working hours not guaranteed in their contract and of this 68 per cent would like to see their normal working hours guaranteed.

TIME FOR BETTER PAY AIMS

- £10 per hour minimum wage for all workers over 18.
- Minimum contract of 16 hours per week for all employees who want it.
- The right to a contract based on an individual's normal hours of work.
- An end to the misuse of zero-hours contracts.

GDPR: KNOW THE RULES

Usdaw has produced a booklet on data protection that provides Usdaw reps and branch officers with guidance on how to deal with members' data.

The General Data Protection Regulation (Data Protection Act (DPA) 2018) governs the way organisations deal with personal data. If an organisation, or people who work on behalf of an organisation, break the rules in the GDPR (DPA 2018) they can be subject to legal penalties and the organisation's reputation could be badly damaged.

DATA PROCESSING PRINCIPLES

Usdaw strictly abides by the data processing principles set out in the GDPR (DPA 2018).

This means that Usdaw will process data:

- Lawfully, fairly and transparently.
- For specific and legitimate purposes.
- Only in ways that are adequate, relevant and limited to what it needs.

- Accurately.
- For no longer than necessary.
- Securely.

WHAT IS PERSONAL DATA?

Personal data for members can include:

- Names and addresses.
- Telephone numbers.
- Whether they pay their Usdaw contribution by check-off or direct debit.
- Employment details (where they work, their job, their pay and bonuses, their hours worked, etc).
- Equal opportunities information (age, gender, ethnic origin, etc.)
- Details about their work pension.
- Details relating to grievances or disciplinary proceedings.
- Details concerning accidents at work.
- Personal injury claims, employment tribunal cases, or

other legal matters.

- What union education and training courses they have been on.

STORING INFORMATION

Start to think now about where and how you store information about your members.

- How secure is your computer and is it left switched on for others to see?
- Is it password-protected?
- Can the union-related information on your computer be accessed by other people including members of your own family?
- Do you have a secure, specific file where you can store Usdaw-related information and which cannot be accessed by other users of the computer?
- Do you have somewhere, either at home or in work, where paper



documents can be securely stored?

- Do you have secure storage facilities available in the union agreement with the company?
- Can you lock your briefcase, filing cabinet or storage boxes?
- Do you leave paperwork about members on your desk where they can be accessed by third parties?

HOW LONG CAN I KEEP INFORMATION OR DATA?

The GDPR (DPA 2018) requires that personal data is not retained for any longer than is necessary. This means that once you no longer have a need to keep the data on any member then that data should be destroyed. You should only keep data if it is likely that it will be necessary for you to use this information in the future.

PERSONAL DATA BREACH

There is a personal data breach if a member's personal data is:

- Lost.
- Destroyed accidentally. (This does

not mean where you deliberately shred personal data that you no longer have a justifiable need for.)

- Altered without the authority of the member.
- Disclosed to a third party without the authority of the member.
- Accessed by a third party without the authority of the member.

If you think there has been a personal data breach, you should:

- Inform the union's data protection officer immediately.
- Inform your area organiser.

AVOIDING A BREACH

- Ensure data is stored securely.
- Not held for longer than necessary
- Be vigilant when emailing or sharing data online.

DESTROYING DATA AND DOCUMENTS

There are recommended ways to safely destroy member data and information you have:

- Shred it; this is the best way using

a cross cutter.

- If you are going to an Usdaw office for a meeting or a training course take any documents that need destroying and give to the Usdaw staff.
- Give any documents that need destroying to your area organiser who will ensure they are destroyed securely.
- Any information/data that is no longer required that is stored on a USB stick/CD/DVD or any other storage device should given to your area organiser.

For further and more detailed guidance please see *Data Protection: A guide for Usdaw reps and branch officers*

Email the data protection officer at:

DPO@usdaw.org.uk

MemberOffers

CARS & TRANSPORT

Car Hire
Commuter Club
Fiat
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Usdawdrive
Vauxhall Cars
Vehicle Servicing

HEALTH & BEAUTY

Gym Membership
Spa Gift Cards and Vouchers
Usdaw Health Plan
Usdaw Dental Plan
Vision Express

HOLIDAYS

Airport Parking, Lounges & Hotels
Cottage Breaks
Forest Holidays
James Villa Holidays
Mini-holidays
Parkdean Resorts
Pontins

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www.usdaw.org.uk/offers*

*Terms and Conditions for individual offers on the website.

Find out more
www.usdaw.org.uk/offers*

Do you know what your Home Insurance might NOT include?

When it comes to Home Insurance it can be tempting to visit a price comparison site and buy the cheapest policy you can find, but does it cover all your needs?

Usdaw Insurance explains some of the common things that your home insurance policy might not include.

Going away for an extended period of time?

If you're planning an extended holiday or are simply away from home for a long period of time, the last thing you'll want is to return to a burgled or storm damaged house, only to then realise you're not insured. We always recommend talking to your insurer before you go away.

High value items

Most home insurers only cover your belongings up to a certain limit, so you might need to take out additional cover or a separate policy for expensive items,

such as bikes, gadgets, antiques and jewellery. In short, the goods that a burglar would find most appealing.

Accidental damage

You might think your policy will automatically cover you if you spill paint on your carpets or your children knock an ornament off a shelf, but you might be wrong. Accidental damage cover is not always standard and you may need to take out additional cover. Yes, it may add a few more

pounds to your premium each year, but it could be worth it for the extra peace of mind should you have an accidental mishap.

If in doubt it's always best to call your insurer and speak to them about your cover and circumstances.

Get a Home Insurance quote now by calling **0800 376 0300*** and quote *Network 2018* or visit **usdawinsurance.co.uk/network**

*Lines open Mon-Fri 8.30am-8pm



DON'T FORGET to remind your members about Usdaw Switch
YOU HAVE UNTIL 8TH OCTOBER TO JOIN THE SCHEME!

Usdaw Switch, Usdaw's Collective Switching Scheme works by getting as many Usdaw members as possible to register their interest in taking part. Energy suppliers then compete for your custom by offering bespoke, highly competitive energy

deals. The more members that register, the better the offer.

It's free to register, there is no obligation to switch and you have until *8th October* to take part.

For more information go to:
www.usdaw.org.uk/switch





RESPECT WEEK IS COMING

Each year, in the run up to Christmas, the union holds a Respect Week allowing reps and members to play an active role in supporting the Freedom From Fear campaign.

The aim of Respect Week is to make sure that the message 'Abuse is not part of the job' is heard loud and clear during the busy Christmas shopping period and that we promote practical ways of tackling the issue.

ORGANISE A PUBLIC STALL

The most effective way to take part in Respect Week is to hold a stall at the front of your store. This is an excellent way to engage customers with the campaign.

Speak with your store manager and discuss when and where to hold the stall and you'll need to order materials and arrange for people to help you during the event.

Reps should also try to invite their local Labour politicians. This helps MPs understand the issues at the heart of the campaign and builds the links that make it easier to deliver improved protection for shopworkers.

To find out who your MPs, MSPs and AMs are enter your store's postcode at www.writetothem.com

CANTEEN EVENT

If it's not possible to hold a stall at the front of your store think about running a campaign event in your canteen instead. Again, it's important to speak to your manager about your plans. Try and agree a day and time when there will be plenty of your colleagues in the canteen to see the stall and speak to you about the campaign. Order materials to make sure they arrive in time and promote the campaign on your noticeboard.



RESPECT WEEK 'LITE'

The Respect Week 'Lite' pack helps reps to take part in Respect Week in a short amount of time. So if you can't run a full stall, but you can spare an hour, we will send you a pack of materials to enable you to quickly and easily take part. This involves talking to members about the campaign, asking them to sign a petition, handing out stickers and getting staff to fill in the survey form.

USING THE PETITION AND SURVEY

Using the campaign petition is an excellent way to engage your colleagues and also use as a conversation starter with members of the public. Furthermore, the retail staff survey and the information it provides are a very important part of the campaign. Completed petitions and surveys should be sent to Usdaw Central Office. Just write **FREEPOST USDAW** on the envelope.

USING SOCIAL MEDIA

Using social media to share messages from Usdaw and

pictures of your Respect Week event is an excellent way to spread the message to even more people.

- Upload your pictures to Facebook and Twitter using the hashtag **#Respect18**.
- Keep following **@UzdawUnion** on Twitter and **UzdawFFF** on Facebook for campaign updates.

MORE INFORMATION

Reps should have already received information through the post about how to take part in Respect Week including a list of materials available to order to support your campaign.

- If you need help with your campaign or have any questions phone **0800 030 80 30** to be put through to your local office.
- You can order campaign materials online at **www.usdaw.org.uk/order**
- You can also find more information about the Freedom From Fear campaign at: **www.usdaw.org.uk/freedomfromfear**



Fliss (left) with Frances O'Grady

TUC AWARD WINNING... FLISS PRYCE-PAGE

Tesco people trainer Fliss never dreamed when she signed up to be a union learning rep at her Lincoln superstore in 2016, that just two years later she would be accepting an award from TUC general secretary Frances O'Grady. *Network* caught up with Fliss at the TUC conference in Manchester...

Q. Congratulations Fliss! How are you feeling?

I'm a little overwhelmed to be honest but absolutely delighted and honoured to receive this award. It's been a fantastic few days and I feel so proud to be a part of Usdaw. Winning the award really is a team effort and I'm looking forward to

celebrating with everyone back in Lincoln and Leicester. Being recognised for your work makes you feel like you're on the right track and spurs you on to keep aiming high, the real recognition comes from seeing the positive effect that learning has had on people's lives.

Q. Where did it all begin?

It was in October 2016 when my colleague Sheena and I became new ULRs in a store where there had never been one before. We started by getting the first courses off the ground – IT for the terrified, Polish for beginners, dementia friends, flower arranging and baking taster sessions to encourage colleagues

back into learning. We went on to support staff on distance learning courses with the Open University and business courses via Hinckley college. We also set up a portfolio of local courses to signpost staff towards.

Q. What happened next?

In September 2017, the ULR role formed a significant part of my new role at Tesco as people trainer across convenience stores in the Lincoln and Leicester area. I've now got access to a much broader audience and the perfect opportunity to demonstrate to members and management how learning through the union

complements the existing company training and development provision. Developing life-skills is a win-win for everyone – colleagues feel invested in and motivated and Tesco get qualified and skilled workers resulting in a better service. Management are now keen to explore rolling out the model to a much bigger geographical patch involving many more stores. I've also presented an overview of our project to Lincoln Council who are investigating ways in which life skills training can enhance the lives of Lincoln residents. I'm hoping this will result in collaborative work and raise the profile of the Usdaw Tesco relationship – exciting times ahead. We are also currently running a programme of bespoke courses in conjunction with Lincoln College. The first group of 15 store managers from across the region have just completed the accredited 'mental health awareness' six-week course which is now being delivered in store. There are over 100 managers due to take this course over the coming months.

Q. Tell us about the team...

I work with another ULR, a mobile union learning rep and a team of Usdaw reps. We meet regularly and promote all our courses which helps to strengthen the positive image of both Usdaw and Tesco and helps to increase membership of the union. The key is having a great relationship with the local college who deliver quality courses, fantastic management who provide moral support, corporate endorsement of the venture and resource provision and gaining the trust of colleagues who are willing to attend the courses.

Q. When did you realise the significance of the role?

It was when a colleague, who had been so scared of computers, believing a mouse should be waved in the air to make it work, was persuaded to go on the 'IT for the terrified' course. After three weeks

she completed an e-learning module unaided and was ready for the next challenge! She was on top of the world. This was the golden moment when I realised how powerful lifelong learning could be and the massive difference we could make to people's lives.

Q. Have you found any part of the role challenging?

In the beginning the biggest challenge was convincing members to have a go and overcome their fears. Also asking colleagues to give up their own time in their busy lives was another hurdle, but once the first successful learners spread the word, their peers were then keen to have a go. The company played their part too by encouraging staff and providing a training room.

Q. Why did you become a learning rep?

My very bright and intelligent daughter missed out on her qualifications, through no fault of her own, but she fought to go to

college later and is doing well in spite of missing out first time around. I can see there are so many people who fall into this category at work but for them to get their second chance they need information, guidance and support. When I saw the vacancy, I didn't know what it entailed but I knew I wanted to get involved. It's simply about helping colleagues unlock their potential and giving them the courage to have a go!

Q. What keeps you motivated?

Ushaw is such a power for good, representing the workforce as a whole and on an individual colleague basis through the work of the reps in store. It's a partnership that benefits everyone. It is easy to be sceptical and think how can a little course make any difference in the big scheme of things. The key to being a good ULR is to hold sight of that and feel it's a job well done. If just one colleague can do something now that they were unable to do before you helped them.

ALL ABOUT FLISS

"My hobbies include gardening and walking my two naughty border terriers Scooby and Muttley.

"I enjoy films about people's lives like The Imitation Game and The Theory of Everything. The last film I saw was Victoria and Abdul – very touching and showed the

power of the possible.

"I love 80s music, rock music and current vibes such as Clean Bandit, The Script and Jess Glynne.

"What would I take to a desert island? Obviously the family and dogs, probably a notepad and pen.

"I guess I'm more than a little bit bonkers and ditzy, but peace loving and loyal. I'd like to be seen as honest and caring.

"Marrying my hubby, having the kids, graduation day and working with the most wonderful people over the years has been amazing. The honour of attending the organising awards, receiving the TUC award and doing this job has to be right up there with the list of best days! Lucky me!"



IF YOU WANT TO BE THE NEXT ACTIVIST IN-DEPTH EMAIL: NETWORK@USDRAW.ORG.UK



DEVOTED LEARNING REPS

Usdaw's amazing army of over 750 union learning reps have helped 15,000 members get back into learning through the union in the past 12 months

Network would like to congratulate Usdaw union learning reps John Goodwin and Trish Baldwin who were both presented with prestigious Unionlearn awards earlier this year for their contribution to lifelong learning in their workplaces.

JOHN GOODWIN NORTH WEST DIVISION

DHL Sainsbury's warehouse colleague John Goodwin was awarded Union Learning Rep of the Year for supporting learners with literacy needs at his distribution centre in Stoke-on-Trent.

John has worked at DHL since the site opened 15 years ago. He signed up to be learning rep in May 2012 and became learning coordinator just two weeks later.

Over the past six years John has continued to direct a fully functional on-site learning centre supported by two other union learning reps. The learning centre is ideally located at the back of the staff canteen and is easily accessible for staff.

John attends all new starter inductions and works very closely with service providers, the union and management to ensure lifelong learning continues to be inclusive.

"We work with a lot of agency workers where English isn't their first language and the learning opportunities help them to develop

new skills and progress within the company," said John, 48.

"Staff can complete courses through the learning centre or just use the resources.

"Since signing up a new learning provider two and a half years ago we've had 140 learners starting at entry level and progressing up to level two and we're hoping to reach 200 by Christmas.

"I'm overwhelmed to have won this award. It's such a confidence boost to know we're making a difference. I'm very keen to support learners and be part of their journey because I've been through that process and progressed to be learning coordinator. I owe it to my colleagues to give them the same opportunities and support I had."

Watch John's lifelong learning journey: youtu.be/c9fkFzsD71c

TRISH BALDWIN NORTH EASTERN DIVISION

The award for Union Learning Rep of the Year for supporting learners with digital needs was presented to Usdaw's Trish Baldwin, a community champion and admin colleague at her Tesco superstore in Hull.

As Tesco make the move towards digitalising their processes, including online payslips, holiday request forms and uniform ordering systems, Trish has been making sure that her colleagues are fully prepared for the changes ahead.

"In our store we have a lot of staff in their 50s and 60s who don't have a smart phone and don't know how to use a computer," said Trish, 53. "So we asked what can we do to support our colleagues when we go digital?"

WITH A TIN OF PAINT AND FOUR LAPTOPS, WE TRANSFORMED AN OFFICE INTO A LEARNING CENTRE

"With a tin of paint and four laptops, we transformed an unused office into a learning centre.

"We've since run IT courses and encouraged people to complete the *Get Online with Usdaw* course and it's been really successful.

"The learning centre is also a place where colleagues who are not comfortable with computers can go and have a play in their own time.

"In the future we're hoping that it will be a place for the local community too. We want to make it an accessible hub for the smaller Tesco stores in the area, the local youth centre and Hull city council."

Trish was keen to become a ULR after completing Academy1 in 2015. "It was mobile union learning rep Tracy White who told me all about the role and what I could achieve. She's been very supportive.

"I really love being a union learning rep, I love to see people develop and end up with a recognised qualification – there's no feeling like it.

"I'm so proud to win this award. It's a phenomenal achievement for the store and for the team who have been involved in getting us to where we are today. I'm excited to see what the future holds."

Watch Trish's lifelong learning journey: youtu.be/jLxZKopHlw4

I'M OVERWHELMED TO HAVE WON THIS AWARD. IT'S SUCH A CONFIDENCE BOOST



Frances O'Grady (left) and minister of state for skills and apprenticeships Rt Hon Anne Milton MP (right) present Trish with her award

WHAT IS A UNION LEARNING REP?

Usdaw union learning reps (ULRs) are activists that have legal rights similar to those of other union reps. They work through the union to help members get access to learning opportunities and enable them to brush up, or learn, new skills.

ULRs have four main priorities:

- To give members information and advice about learning and training opportunities.
- To promote, arrange and support learning and training.
- Analyse learning and training needs.
- Consult with the employer about learning and training.

Usdaw ULRs come from many different backgrounds. Some are already Usdaw reps who recognise the importance of learning for members. Others are Usdaw members who are interested in learning and want to be part of it. Many are members who have come back to learning themselves and want to promote its value to their colleagues.

Whatever the reason, all want to make sure that lifelong learning is part of daily life in the workplace.

Usdaw has over 750 union learning reps. Every year they help over 15,000 members get back into learning.

For more information visit: www.usdaw.org.uk/lifelonglearning



John with his Unionlearn award



GATEWAY TO KNOWLEDGE

Usdaw's online learning gateway, available through the website, gives members easy access to a variety of digital courses that they can complete at their leisure

The lifelong learning campaign was launched in 1998 to provide members with the chance to get back to learning.

To make it even easier to take up the learning opportunities on offer Usdaw members can access the online gateway via the website at:

www.usdaw.org.uk/OnlineLearningGateway

Through this gateway members can access courses in English, maths, getting online and ICT, pensions, languages, CV writing and much more.

The education department has also developed a number of bitesized online courses. They can be accessed from a PC, tablet or a mobile and take 30 minutes to complete. The courses include: mental health, pensions, vulnerable workers and GDPR.

Here's what Usdaw reps said about the online courses:

CAROLINE NASH

I did the bitesized English course and found it really valuable. As an organising officer having personal experience of the courses really helps me promote them to our members. The educational opportunities we provide are fast becoming one of the main reasons why young people in particular join the union.

HEATHER CHALLIS

I'm a mobile union learning rep and have completed some of the online

courses. I found the dementia course really informative and it gave me a lot of insight. The course is in stages and easy to manage. You get a certain amount of time to answer a number of questions. There are links to sites that will give you further information. It's a Level 2 qualification and on completion you get a certificate in the post.

MICHELLE HARGREAVES

I'm the senior shop steward at our site. I have completed a number of courses including equality and diversity and health and nutrition. I would always encourage our members to give the online courses a go. Many of our members missed out on education the first time around so these courses are a great way of getting back into learning. They're also a gateway to further education because many of them are accredited and the points count towards qualifications.

TRACY WHITE

The mental health and dementia courses are extremely popular. Some people have experienced mental health problems and find the course really helps them understand what happened to them. The dementia course has enabled our members to understand the condition and support people they love with dementia. Members find the online courses really convenient. I would highly recommend it.

www.learningcurvegroup.co.uk/usdawtraining



Caroline Nash



Heather Challis



Michelle Hargreaves



Tracy White

CV WRITING COURSE

This brand-new course takes you through the basics of IT while also helping you write a CV. It looks at what a CV is, what information to include and exclude. It shows the learner how to present the CV by laying it out, changing fonts, using bullet points and italics.

www.usdaw.org.uk/wordcvcourse

MENTAL HEALTH COURSE

This user-friendly course looks at mental health issues and recognising the symptoms. The course walks you through the Equality Act, how to get an individual covered under the act and reasonable adjustments. The course also looks at the role of the rep and the employer.

www.usdaw.org.uk/MHcourse



DAVE MCCROSSEN

Network meets the new deputy general secretary to talk about his appointment, recruitment and organising and delivering for members.

Dave McCrossen, a former employee of the Co-operative Retail Society, started his Usdaw career when he became an area organiser in 1989. Sixteen years later he was promoted to deputy divisional officer. Working closely with Paddy Lillis, he was responsible for developing the organising agenda within the Eastern division and seeing it grow from 39,000 members to more than 65,000. Dave was also involved in signing new and improved agreements and working closely with a number of MPs.

In 2018 he was elected as the deputy general secretary of Usdaw.

Dave has been a member of Usdaw for more than 30 years and held the positions of shop steward and branch secretary.

Network talks to Dave about how he became involved in the trade union movement and delivering for members.

How did you become active in the trade union movement?

I went to work for the Co-op in 1983 and joined the union. We had a fantastic rep on site but sadly he was made redundant. No-one wanted to take on the role. I hadn't been there long but I knew if I wanted to change things I had to get involved.

How does it feel to be the deputy general secretary of Usdaw?

I feel honoured and it's a huge privilege. I want to thank everyone who supported me. It's humbling that so many people put their faith in me and believe I can make a difference.

There's a new leadership team at Usdaw, do you think there will be a change of direction?

Our direction is clear, we will always do our very best for our members. Our members' priorities will always come first.

Will you be continuing with Usdaw's recruitment and organising agenda?

Absolutely. Usdaw is in a good place with its organising agenda and our Academies and stand-down opportunities are fantastic.

I will be reviewing our strategy to see if we can improve and build on the work we are already doing.

How important is the supporting and developing reps programme to Usdaw?

When I was a rep I received no training at all. I had to learn on the job. This has always stayed with me and that's why supporting and

developing reps is vital to Usdaw. We need trained and confident reps to provide our members with an expert service. We also want to give our reps the opportunities to develop both personally and professionally.

How can Usdaw deliver for its members when the Government is constantly attacking the rights of trade unions?

The Government has been systematically trying to weaken trade unions. Membership is declining and, it's no coincidence that, at the same time pay and terms and conditions are being eroded. There has been a rise in insecure work, zero-hours and short-hours contracts. That's why, as trade unionists, we have a role to play in educating people about the importance of joining trade unions and why they are vital to workers.

Saying this, many of the issues that concern our members are about the way they are treated by their employer such as workload, finishing on time and flexible working. These are challenges whoever is in power. By providing advice, representation and support trade unions can still make a real difference to people's lives.



FIGHTING FOR A BETTER DEAL

The Warehouse and Distribution conference took place in Warrington in June, with delegates representing a number of workplaces from across the country.

Usdaw general secretary Paddy Lillis ran the conference with executive council member Chris Winwood chairing the event.

Paddy opened the conference on getting a Better Deal for Distribution and Warehouse Workers.

"We have more than 20,000 members in the warehouse and distribution sector," said Paddy.

"The union is committed to building a stronger membership in warehouse and distribution and we are constantly looking at ways to improve our presence across the sector.

"In the last 12 months Usdaw has

improved its recognition agreements in companies such as Hermes and DHL. The union has also re-doubled its efforts to gain recognition across Aldi and Lidl's distribution networks.

"Over the past eight years, a continuous pressure on terms and conditions has been met with a weakening of the labour market which has severely impacted all workers across the sector. This has led to more people being forced into insecure employment, short-hours contracts or agency contracts.

"Last year, Usdaw launched a campaign looking at these issues. We undertook a detailed survey to give us an accurate picture of the problem.

"There was a record number of responses. 64 per cent of respondents regularly work overtime

and 68 per cent of those want these hours guaranteed.

"Usdaw is clear that we need a programme that ensures a better deal for warehouse and distribution workers. A programme that encourages good quality jobs which provide people with secure employment and enough wages to provide a decent standard of living.

"To resolve the issues around insecure work and underemployment, we are campaigning to deliver a better deal for low paid workers.

"This campaign has four main goals: To deliver a National Minimum Wage of £10 per hour, to ensure a minimum statutory contract of 16 hours per week, to guarantee all workers a contract which reflects their normal working hours and put



Paddy Lillis with the Usdaw Warehouse and Distribution conference delegation

an end to the misuse of zero-hours contracts."

ENSURING USDAW HAS A CAMPAIGNING VOICE

"Politics matters," said Paddy. "There are decisions being made every day that have a real and meaningful impact."

"We need Usdaw members to take an interest in politics and decide to be a part of our campaigns and activities. Whether it's Supporting Parents and Carers or Insecure Work. These are areas where we can make an important difference through our campaigns."

"We need a Labour Government that listens to us about the issues facing our members and takes action to make their lives better."

"People like our members are massively underrepresented in

public life. We simply do not see enough working-class people standing for election as MPs, councillors or governors."

"That's why one of my first priorities as general secretary is going to be setting up a new political development programme, to support members in developing the skills and confidence they need to take that step forward."

DOUG RUSSELL ON HEALTH AND SAFETY

"In 2012 David Cameron said we are 'waging a war against the excessive health and safety culture that has become an albatross around the neck of British business,'" said health and safety officer Doug.

"Despite many attempts there has been no real change to the basic

legal framework.

"Instead they have made changes to accident reporting, made injury claims more difficult and excluded the self-employed from health and safety laws."

"The Government has restrained the Health and Safety Executive (HSE) by cutting its funding by 50 per cent since 2010."

"They have also made massive cuts in resources for all local authority regulatory activities which has led to a 70 per cent reduction in inspections since 2010."

"The TUC is celebrating 40 years of the Safety Representative and Safety Committee regulations. With weakened regulators, cost-cutting and financial pressure, active union reps are needed more than ever."



Robert Ingleby

REPS TALK TO NETWORK

Network spent the afternoon talking to the reps attending the conference. Below are some of their thoughts on the conference.

WILLIAM DEW H067

This is my first distribution conference. It's been really good meeting other like-minded people who also work in distribution. The agenda is relevant especially the issue of the living wage. I always try to report back to my members. I find the best way is through a mailing list as it not only allows you to contact and update your members but it also makes it easy for members to reach out to you.



Michael Dixon

STEVEN TRIBE C073

The conference is very informative. Being here and talking to other reps has shown me that everyone's having similar problems in their warehouses. It's good to share our experiences and see whether we can come up with any solutions that we can take back to our own workplaces.



Gary Payne

GARY PAYNE A038

I attended last year and the biggest thing I took from it was an understanding of how different sites work. This year I'm looking forward to the discussion on the Political fund. Last year, through this conference, I learnt a lot about politics. I learnt that the decisions made by politicians can



William Dew



Steven Tribe

damage ordinary people and how the Trade Union Act tries to cripple everything we do.

ROBERT INGLEBY E095

I understand why the Political fund is really important and thanks to the Usdaw briefings a lot of reps know what they're doing now. I'm looking forward to taking part in the discussions that relate to our sector.

MICHAEL DIXON H075

This is my fifth conference and, as always, the agenda is very current and up-to-date. It's a really good way of listening to other reps talk about the challenges and makes me realise we all have similar issues to deal with. It's good to compare notes with each other on how to approach these difficulties.

THE UNION IS COMMITTED TO BUILDING A STRONGER MEMBERSHIP IN WAREHOUSE AND DISTRIBUTION AND WE ARE CONSTANTLY LOOKING AT WAYS TO IMPROVE OUR PRESENCE ACROSS THE SECTOR.

PADDY LILLIS

GROUP DISCUSSIONS

What are the health and safety issues for warehouse and distribution workers?

Reps raised concerns around lift trucks, lorries on loading bays, diesel engine exhaust fumes, slips and trips, manual handling, musculoskeletal disorders, temperatures, toilets, drinking water, shiftwork, noise, asbestos, automation and cobots.

What issues should this campaign address?

Reps raised concerns around low pay, more press on Usdaw campaigns, bullying and harassment in DCs, ever-increasing pressure to meet targets, higher minimum wage, pay parity between different sites and parity between terms and conditions at the same site.



HEALTH AND SAFETY IN WAREHOUSES

Good health and safety practices are vital in keeping members safe and preventing injuries and accidents in warehouses.

Network looks at some of the most common hazards and how to minimise the risks.

SLIPS

Wet or contaminated floors are the main slipping hazard. Good housekeeping and cleaning regimes are important. Systems should be in place to remove slipping hazards as soon as possible.

TRIPS

Trips occur when floors are untidy with goods left in the wrong place. Uneven floors also cause problems. Goods should only be stored in designated areas. Traffic routes should be kept clear and free from obstructions and all floor areas should be even, in good repair and clean. Good lighting is also essential.

MANUAL HANDLING

Back pain and strain injuries to arms and legs are the main causes of work-related absence. The law requires employers to arrange the

work to eliminate manual handling risks if they can. Any remaining risk must be reduced as far as possible. The HSE has produced a range of tools to help assess the risk www.hse.gov.uk/msd

VEHICLE MOVEMENTS

Being run over by a vehicle is one of the main causes of fatalities in the warehousing sector. The best protection is strict segregation between pedestrians and vehicles. This requires clearly planned traffic routes inside and outside the warehouse; use of one-way systems where possible; barriers to separate pedestrian routes from vehicle routes and well-marked crossing points where necessary.

LIFT TRUCKS

A variety of lift trucks are used throughout warehousing. Both driver selection and driver training are important. Operators should be reliable, responsible and physically capable. Use of trucks should be restricted to properly trained drivers. Training should be specific to the type of truck used and the work that it is used for.

FALLS FROM HEIGHT

The law requires employers to remove the need for work at height where possible and to reduce the risk when it cannot be avoided. Training, safe systems of work and correct equipment must all be available to enable the work to be done safely.

WORKING IN CHILLERS AND FREEZERS

Cold environments can have an adverse effect on equipment such as racking, lift trucks and other manual handling equipment. These should be included in regular maintenance scheduling. Personal Protective Equipment is important when working in TCS and should be suitable for the task being performed.

SUPPORT AND GUIDANCE

Usdaw health and safety reps. Details on Usdaw noticeboards.

- www.usdaw.org.uk/healthandsafety
- www.usdaw.org.uk/366
- www.hse.gov.uk/pubns/priced/hsg76.pdf
- www.hse.gov.uk/logistics/warehousing.htm

THE USDAW ACTIVISTS PUTTING EQUALITY FIRST

Usdaw's nationwide equality forums are proactively campaigning for everyone to be treated equally and with respect

The union's national equalities advisory group (NEAG) and divisional equality forums ensure that equality issues such as disability rights, women's health, tackling racism and LGBT equality are high priorities on Usdaw's and the TUC's agendas.

Forum members meet around four times a year and take positive steps to encourage greater involvement in the union by organising and coordinating events.

Representatives from divisional forums and Usdaw representatives on the TUC equalities committees make up the union's national equalities advisory group (NEAG).

EILEEN ALLARDYCE

Young Scottish rep Eileen was nominated to the LGBT seat on her division's equalities forum in January. She's also a rep, health and safety rep and a member of her divisional young workers' committee.

"I've always wanted to be involved in the equality side of the union," said Eileen, 26. "As I'm fairly new to the forum the emphasis has been about getting started and planning future workplace activities. My main focus is how we can better support LGBT members.

"Our first meetings have been

about sharing ideas and who we can involve to achieve our goals. I've organised for Stonewall Scotland to come and talk about transgender rights.

"We organise events across the division to raise awareness about equality. So far this year we've been involved in Supporting Parents and Carers Spotlight Day at my Morrisons store in Gyle, we've also attended three Pride marches including the first ever Grampian Pride in Aberdeen.

"Being involved in the forum has opened my mind. I'm more aware of my surroundings and how to work well within a group.

"Discussing equality issues has also helped me recruit members.

"I've recently been elected to represent Usdaw on the STUC LGBT+ Committee. It's a great step forward in raising the profile of the union."

HRISTO ZDRAVKOV

Eastern divisional equalities forum member Hristo has been an Usdaw rep for over 10 years. He recently organised an LGBT awareness day at his Tesco store in Cheapside supported by the forum.

"I felt holding an awareness day would be a good opportunity to

WE ORGANISE EVENTS ACROSS THE DIVISION TO RAISE AWARENESS ABOUT EQUALITY

highlight the importance of LGBT equality," said Hristo, 44. "There was lots of interest from the staff and customers. It was a great day and was strongly supported by management.

"Having a spotlight day is a powerful vehicle for change in society.

"I became involved with my forum because I feel there is more that can be done to promote equality within our society and I want to help. The way I see it people have more in common than what sets them apart.

"I've learned a lot from being active within the union, particularly through helping other people – learning about their experiences. Inevitably such encounters have had an impact on my life too and driven me to make change.

"Equality is fundamental in any union and the forum is a platform where we can promote equality proactively, rather than reactively, and I'm excited to be involved."

THE WAY I SEE IT, PEOPLE HAVE MORE IN COMMON THAN WHAT SETS THEM APART

MEMBERSHIP FOR WEEK ENDED 22 SEPTEMBER 2018

South Wales & Western	50,852	Scottish	45,077
Eastern	63,383	Southern	64,837
Midlands	57,617	North West	94,366
North Eastern	61,463	Total	437,595



Hristo (wearing the green t-shirt) campaigning at Tesco Cheapside



Eileen (fourth from left) during Spotlight Day at Morrisons Gyle



CALLING OUT HARASS

Results from an Usdaw survey confirm that sexual harassment is still an ongoing problem at work. New guidance is now available to help reps support members.

In 2017 Usdaw widely circulated a survey to members to find out more about their experience of sexual harassment. Sadly, the results confirmed what we already suspected that for many members sexual harassment remains a significant area of concern at work.

While it's important to acknowledge that everyone and anyone can experience sexual harassment it is a fact that women are more likely to experience it than men.

The main results of the survey show that:

- The majority of women in Usdaw – seven out of 10 – have experienced sexual harassment at some point in their working lives.
- Overall six out of 10 women have experienced sexual harassment in the last 12 months.
- Nine out of 10 young women have experienced sexual harassment in the last 12 months.

■ Nearly one in every 10 women has experienced sexual assault.

To read the full report of the survey findings visit:

www.usdaw.org.uk/SHsurvey

In response, Usdaw has launched new workplace campaign materials that send a clear message that sexual harassment in Usdaw organised workplaces will not be tolerated.

New guidance is available for reps on how to support members who might be experiencing sexual harassment as well as a leaflet for members explaining the definition of sexual harassment (leaflet 301).

To find out more or to order the materials contact the equalities section at Usdaw's central office on 0161 224 2804 or visit:

dtp.usdaw.co.uk/PublicationsCatalogue



SMENT

'IT'S ONLY A BIT OF FUN'

Usdaw members who have faced sexual harassment say it's often hard to deal with especially when other colleagues laugh at so called 'jokes' and join in with the 'banter'.

If it's left up to one person to challenge the 'jokes' and 'banter' they just end up feeling more isolated and alone. Everyone can make a difference by **challenging sexist jokes and banter** in the workplace by saying things like:

- I'm not happy with what you said
- I don't think that's funny
- A lot of people would find that offensive
- How do you think that comment makes people feel?

You can help put a stop to harassment in your workplace.

CONTACT

■ equalitymatters@usdaw.org.uk ■ 0161 224 2804

IN BRIEF

IT'S GOOD TO TALK

The union has published a wide range of leaflets aimed at supporting members who might be experiencing problems at work for reasons relating to their mental health.

The union recognises that reps are not mental health professionals. Where the issues raised go beyond the workplace, then the most reps can do is to signpost members to specialist support organisations.

You can find Usdaw's leaflet on the website at:

www.usdaw.org.uk/mentalhealth

BLACK HISTORY MONTH OCTOBER 2018

Black History Month celebrates its 31st birthday this year. It happens because today and in the past the contributions made by black people to society have often been ignored or played down.

Across the country events will be held to celebrate the contributions black people have made to the UK's history, culture and society.

To find out more visit:

www.blackhistorymonth.org.uk



WINNING FOR MEMBERS

The union's free legal service delivers great results and has secured millions of pounds of compensation for members since it was established ten years ago

Delivering Legal Plus is about team work and it's important that reps ensure members and potential members know all about this great service.

WHAT IS LEGAL PLUS?

Udaw has its own legal department with qualified professionals working for members backed up by a nationwide network of solicitors. One of the main features of the service is FirstCall Usdaw – a free claim line service for accidents, injuries and diseases. This covers road traffic accidents, work-related diseases and conditions, slips and trips, injuries caused when involved in a crime of violence or armed robbery, any time and any place in the UK and in some cases while on a package holiday outside of the UK.

Legal Plus also offers professional support with employment problems, pensions and health and safety, free will writing, assistance with probate, special conveyancing rates and advice for problems outside of work.

WHO CAN USE LEGAL PLUS?

All members are entitled to the legal service from the day they join.

- To use FirstCall, members must be in membership when the accident or incident happens and be up to date with their contributions.
- Members must observe the rules of the Legal Plus service set out in the Legal Plus handbook.
- Members' children under the age of 18 are covered for any accident, anywhere in the UK and on package holidays outside the UK.
- Additionally, immediate family living with members are covered if they are injured in a road traffic

accident and can also benefit from other legal services.

HOW TO ACCESS LEGAL PLUS

Making a claim through FirstCall is easy.

- The freephone line is open 24/7 every day and gives members instant access to legal assistance for accident and injury.
- Family members with road traffic accident claims should also go through FirstCall Usdaw.
- After a quick membership check, members and their family will be passed through to a solicitor.

The FirstCall Usdaw line should only be used to start a claim. It is not a general helpline, should not be used to enquire about the progress of the case or to apply for legal assistance.

Udaw reps should continue to keep on top of the accidents in their workplaces to ensure that the member is properly looked after at the time, health and safety issues are covered and the member knows they are fully supported.

The other legal services can be accessed by contacting the legal department on **0161 249 2473** or through the Usdaw website: www.usdaw.org.uk

WHAT IS THE ROLE OF THE USDAW REP?

Reps should ensure that members know about Usdaw's legal service, understand what is covered and are alerted to their legal rights.

Reps should also ensure that members have easy access to the legal service, know how to use it and are offered support if it's required.

Reps are also required to

represent the member on employment issues under the procedures with the aim of resolving them within the procedures. And finally, reps should promote Legal Plus when recruiting members.

HOW CAN I ORGANISE AROUND LEGAL PLUS?

Getting organised means having a system which tells members about Legal Plus, how to access it, supports members through their claim and uses Legal Plus effectively to support recruitment.

- Make sure that other reps know the range of Legal Plus benefits and spread the word.
- Is your noticeboard up to date? Make sure it's showing the *FirstCall Usdaw poster (R40)*, *Looking After You and Your Family* (leaflet 312 and poster) and members' letters of endorsement after using the service. You can also pull out the Legal Plus member story pages in *arena* magazine.
- Regularly circulate the FirstCall card with up-to-date leaflets.
- Encourage members who have used the service to share their story in *arena* magazine.

HOW DO I USE LEGAL PLUS AS A RECRUITMENT TOOL?

Non-members should be aware why the Legal Plus service is such a good reason to join the union.

Legal Plus saves members thousands of pounds and there are no hidden charges – for example, in personal injury claims, Usdaw guarantees that the member will recover 100 per cent compensation, where high street solicitors can take up to a 25 per cent cut.



Usdaw's solicitors specialise in industrial accident cases and know about Usdaw's companies. And with private solicitors charging over £100 an hour for their services, members won't find a better deal.

Consider organising a Legal Plus day where members and non-members can find out more about the service. You may even be able to invite a local Usdaw solicitor to talk to members. Ask your area organiser for help.



LEGAL PLUS REPS HANDBOOK

For everything you need to know about the union's legal service, including how to support members with legal issues, and how to use Legal Plus as a recruitment tool, see the Legal Plus Reps' Handbook:

dtp.usdaw.co.uk/LegalPlusRepsHandbook

PROUD REPS CELEBRATE

Excited Usdaw members travelled to Durham and Tolpuddle in July to join the biggest annual festival events in a trade union's calendar

The Tolpuddle Martyrs Festival and the Durham Miners' Gala are attended by thousands of activists every year and are encouragingly attracting a growing number of new and younger revellers. *Network* takes a closer look at these two celebrations of the powerful history behind the trade union movement.

TOLPUDDLE MARTYRS FESTIVAL

Every year, thousands of people flock to the small village of Tolpuddle to honour the six farm workers who created one of the first ever trade unions in response to the increasingly harsh working conditions they had to endure.

At the time unions were lawful and growing, but the men were arrested and sentenced to seven years' deportation to Australia for taking an oath of secrecy.

A massive protest swept across the country and thousands of people marched through London. Others organised petitions and protest meetings to demand the men's freedom. The farmworkers became heroes and 800,000 signatures were collected petitioning for their release before they were formally pardoned and returned to the UK in 1836.

They became known as the Tolpuddle Martyrs.

Every July, Usdaw members join the 10,000 other activists who attend the festival to celebrate how the unions mobilised to bring the martyrs home. It's a weekend of family entertainment, stalls, political debate, comedy and music.

Activists take part in a procession

through the village and lay wreaths on the grave of James Hammett, the only martyr to stay in Tolpuddle.

DURHAM MINERS' GALA

The Durham Miners' Gala, now in its 134th year, is the biggest trade union event in Europe attracting upwards of 300,000 people.

Also known as 'the big meeting', it celebrates the struggles of working-class people for dignity and justice at work and is traced back to the mining heritage of the North East.

Traditionally, colliery bands march through their villages with their banners and make their way into Durham. The march continues through the city to the nearby racecourse where there's a funfair and stalls, and speakers from the labour and trade union movement address the huge crowd.

The focal point of the gala is the County Hotel at Old Elvet where the two legs of the procession converge. Here, union leaders, invited guests and local dignitaries greet the march from the hotel balcony and the bands pause to play their party piece, creating a wonderful atmosphere of street theatre.

At the racecourse, the banners are strapped to the surrounding fences to show a colourful tapestry of working-class history. In the afternoon a Miners' service is held in Durham Cathedral which includes the blessing of new banners.

ON THE SCENE...

Seventy-year-old retired member Alan Higgins is a very active trade unionist and has attended the Tolpuddle Martyrs Festival for over 10 years. This was also his second

year at the Durham Miners' Gala.

"Trade unionism is in my blood so I'm a great advocate of these events," said Alan who lives in Gillingham. "Attending them gives you a true understanding of the history of the movement and the endurance of our predecessors for our rights today."

"The first year I attended Durham with friends we were just spectators and saw the whole parade pass us by – it took about three hours!"

"This year we took our Usdaw flags and joined the march. The atmosphere was electric. The bands from the different mining communities were wonderful and I really enjoyed watching revellers, especially the children, dance in the streets remembering the coal industry."

"It's great to see so many people attend and I've made many friends in the North East thanks to the gala. I've already put plans in place for next year."

"Tolpuddle is a completely different kind of festival. It's a full weekend of activities and lots of people take their tents and camp."

"A stage is set up in front of the Tolpuddle Martyrs museum and over the weekend it hosts speakers, poetry readings and bands."

"One of my favourite memories is watching a speech by the late MP Tony Benn. He was unbelievable, he didn't need any notes, he just spoke straight from the heart."

"I was really pleased to see big Usdaw delegations at both events. Our presence at Tolpuddle and Durham puts Usdaw on the map and shows that we're a force to be reckoned with!"



Tolpuddle Martyrs Festival



Durham Miners' Gala



Alan Higgins



Usdaw general secretary Paddy Lillis (right) attended both events along with deputy general secretary Dave McCrossen and Usdaw president Amy Murphy



MCVITIES - OUTSTANDING HEALTH AND SAFETY REPS

A joint programme of action between the health and safety reps and McVities has turned this site into one of the safest sites in Europe. Here's how they did it...

Network was invited to meet the health and safety reps at McVities in Manchester to learn about the great work the team has done in turning their workplace into one of the safest sites in Europe. Jason Carroll, the senior rep on site, and the company's health and safety advisor, Lee Donlan began a joint programme of action to improve health and safety at the site.

GETTING PEOPLE ON BOARD

They approached enthusiastic and motivated colleagues and encouraged them to take up the role of health and safety rep. This led to around a dozen new reps signing up.

TRAINING

They secured release from the company and sent the reps on the Usdaw health and safety training course. The training gave the reps

the knowledge, skills and confidence to go back to the site and make a start on improving things.

The company also brought in manual handling specialists. The trainers were ex-military who served in Iraq/Afghanistan and had experience of safely carrying 60 pounds of kit in 50-degree heat.

ANALYSIS

Lee Donlan conducted a programme of trend analysis to identify the top three problems at the site. Once identified they prioritised tackling these specific problems.

RISK ASSESSMENT

The company and the reps conducted risk assessments in various parts of the site and set about minimising the issues identified. The old markings in the yard were cleared and remarked to

ensure it was easier for drivers to park in the right places. Fire exits were cleared and safe operating procedures were agreed and implemented. Everyone underwent training to ensure they adhered to the new ways of working.

COMMITTEE

The health and safety committee implemented an open-door policy where any rep could attend. Reps are encouraged to provide constructive criticism and come up with solutions.

SOLVE ISSUES LOCALLY

A process for raising concerns was implemented and reps, managers and engineers were informed that they must try to resolve issues locally. If an issue cannot be resolved locally it is then taken to the health and safety advisor.



Pictured: Michelle Fury, Usdaw health and safety assistant Tony Whelan, Usdaw health and safety officer Doug Russell, Jason Carroll, Lee Donlan, Dee Smith, Ashley Simmons, Peyman Goodarzi, Mark Bibby and Joe Teese.

COMMUNICATION

The site works on a number of four-day shifts. This means it can be weeks before the reps see each other. To overcome this problem every rep was given an email account. These accounts are used to keep everyone informed of what's been happening and for reps to seek advice and guidance from their fellow reps.

ACCIDENTS INVESTIGATED

Health and safety reps and managers jointly investigate accidents. Both the reps and managers then work together to see how similar incidents can be prevented in the future.

REPS' THOUGHTS

JON-PAUL MCEWAN USDRAW REP

McVities has demonstrated what the union and the company can achieve when they work together. It was one of the few McVities sites that surpassed all its targets.

JASON CARROLL USDRAW REP

Being told that we were the worst McVities site in Europe for health and safety motivated me to try and change things. We worked in partnership with the company to turn things around. The biggest change has been the change in attitude of my colleagues. The reps have motivated people and changed mindsets. My proudest moment is reducing accidents by 60 per cent. I want to give a big shout out to my area organiser Declan Byrne for all his help.

PEYMAN GOODARZI USDRAW REP

Since becoming a rep I have seen cultural change on site. People now feel they can raise issues with us rather than just complain about them. Our team of health and safety reps got the McVities Star Awards for the work they have done. It's great the company has recognised and valued the hard work of the reps. But what keeps me going is knowing that I'm helping my colleagues by

creating a safer and healthier work environment.

ASHLEY SIMMONS USDRAW REP

Since I got involved I have learnt loads. I'm working on a workplace organisational project. It's a massive piece of work but I'm really enthusiastic about it. There's no way I would have contemplated taking on something like this before I got my Usdaw training. The training has given me the skills and confidence to deal with any issues that come up.

LEE DONLAN MCVITIES H&SADVISOR

The support from the reps has been outstanding. They are committed and driven and have been invaluable in getting this site to be one of the best sites in Europe. Employers should see reps as assets. They have rights under the law so they are powerful people to have on side.



MORE THAN A PAIN IN THE BACK

Most people will suffer from a Musculoskeletal Disorder at some point in their life. **Network** takes a look at the priorities, the risks and where to go for help.

Musculoskeletal disorders (MSDs) include back pain, neck pain and upper or lower limb disorders. Along with work-related stress and lung disease, MSD are a top priority for the HSE's Work and Health Strategy. Network looks at why MSDs matter for Usdaw members and what resources health and safety reps can use to deal with MSDs.

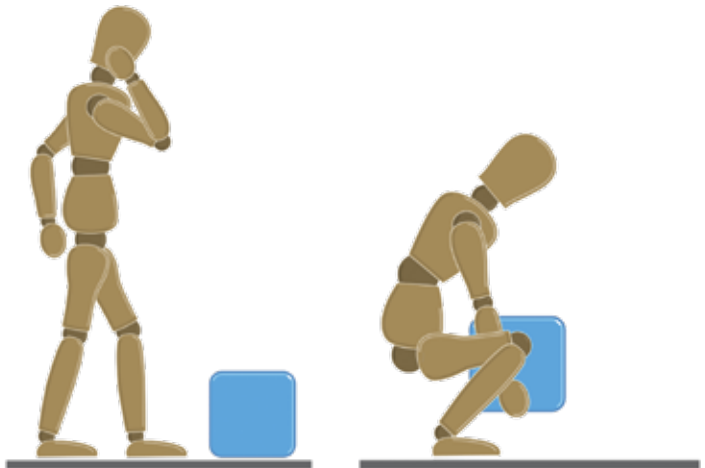
WHY ARE MSDS A PRIORITY?

Nationally MSDs account for 41 per cent of work-related ill health cases and 34 per cent of working days lost. In 2016 more than 500,000 people were suffering from some form of work-related MSD. Most people will have time off for a MSD at some point in their working life. The majority will be able to return to normal work, but some will develop chronic pain which can be very

disabling – affecting their ability to return to work and their personal and domestic life. There are MSD risks in all workplaces where Usdaw members work.

WHAT ARE THE RISKS?

Some risks are caused by manual handling – eg heavy weights, repetitive lifting, stretching or twisting. Others result from workplace design and environment eg awkward postures, carrying loads



up or down stairs, working around obstacles, working in cold draughts. And others arise from psychological pressures – eg working to tight deadlines or targets, machine-paced work or high volumes of work.

WHERE CAN REPS GET GUIDANCE TO HELP THEM?

Recognising the importance of the issue the TUC has recently produced a useful link to the basic guidance and tools the HSE has developed to help reps work with their employers to tackle the risks.

Signposting HSE Material for health and safety reps

www.tuc.org.uk/sites/default/files/MSD_2018_Signposting.pdf

For health and safety reps in shops, the HSE has produced specific guidance on MSD for checkout workers. *Managing musculoskeletal disorders in Checkout Work*

www.hse.gov.uk/pUbns/indg269.pdf

Usdaw has a reps' guide to the Manual Handling Operations Regulations. The union also has a guide on the use of body mapping and we can provide reps with a simple body mapping questionnaire which they can use to survey the workforce.

Contact the health and safety section in the legal department for further advice.

HOW CAN REPS TACKLE MSDS?

- Identify the risks - workplace mapping, talking to workers, studying reasons for absence can all help.
- Body mapping – asking workers what hurts when they are working is a very effective tool.
- Look at what the employer has done to control the risk - all too often employers rely on manual handling training as a solution. In March, the HSE warned employers that reliance on 'off-the-shelf' training was not the answer. 'Simplistic training involving bending your knees to lift a cardboard box is just a waste of time and money.' Employers should look to remove or reduce the risk

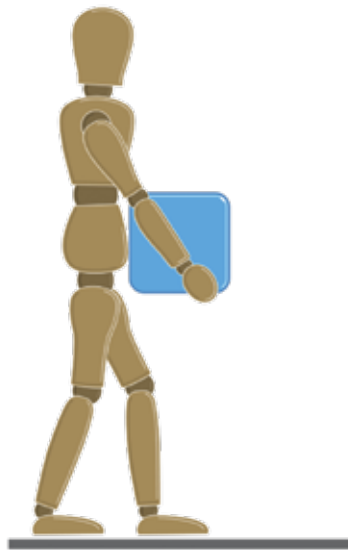
by re-designing the work or using mechanical handling equipment before training. Any training that is used must be specific to the risks and the tasks involved.

www.hse.gov.uk/msd/external-help.htm.

- Check that workers can work safely. Sometimes other things get in the way of workers following the safe systems of work. For example:
 - If trolleys or trucks are provided, there may not be enough or they may be damaged.
 - Workers may feel pressured to cut corners and ignore safety rules to meet targets or get the job done.
 - Low staffing levels may mean there is no-one else around when a worker needs help with a handling job.
 - There may be particular workers or groups who are at greater risk eg a pregnant worker may struggle with some parts of their job as their pregnancy progresses.

Health and safety reps should encourage workers to contact them if the work is causing problems.

When doing their inspections, they should also talk to workers to identify potential issues.



DEATH CARE INDUSTRY

HSE have published revised guidance for funeral workers and embalmers to manage infection risks. It covers the safe handling, storage and examination of bodies and pathological specimens in hospitals, mortuaries and post-mortem rooms. It also provides guidance for those involved in funeral services (including embalmers) and exhumations of human remains.

This guidance highlights how to prevent infection to workers from dealing with death through to burial, cremation and, where required, exhumation.

Please see the HSE website for guidance.

www.hse.gov.uk

CONTACT

Health and safety officer
Doug Russell
0161 249 2441

Health and safety assistant
Tony Whelan
0161 249 2474

General health and safety enquiries email:
healthandsafety@usdaw.org.uk



UNION PROTECTIVE EFFECT

Two studies from the USA have found that anti-union policies lead to a sharp rise in fatalities and provided more evidence of the union protective effect.

The first study looked at workplaces where anti-union 'right to work' regulations (decreased unionisation) had been introduced. The author said: "I find that diminished union membership due to 'right to work' legislation has led to a 14.2 per cent increase in workplace mortality.

"Though worker fatalities have declined in the last two decades in the USA, this decline has been steeper in states with higher levels of unionisation."

The second Harvard University study found that a one per cent decline in unionisation results in about a five per cent increase in the rate of occupational fatalities.

These studies show that unionised workplaces save lives and improve workplace safety and health.

For more details see: www.tuc.org.uk/news

LOCAL AUTHORITY INSPECTORS HALVED

A DECLINE IN INSPECTIONS AND ENFORCEMENT ACTIVITY

The All Party Parliamentary Group (APPG) on Occupational Safety and Health found the number of health and safety inspectors employed by local authorities has almost halved since 2010, with inspections and enforcement action plummeting as a result.

Labour MP Jo Stevens, the chair of the APPG, said: "We recognise the financial restraints that many local councils are working under and the many competing demands on their services, but we cannot allow the role of local authorities in important areas such as health and safety to continue to decline. Too many people are injured or made ill at work and, with a strong inspection regime; many of these cases can be prevented. I hope the Government and the HSE will consider and implement the recommendations of this report."

TUC head of safety Hugh

Robertson said: "It also gives a stark account of how much inspection and enforcement activity has fallen in the past decade with proactive inspections falling by 97 per cent and the overall number of inspections by 65 per cent."

He added that the report also "proves that the idea that enforcement is now done more intelligently is just not true", with enforcement activity dropping by 64 per cent, mirroring almost exactly the drop in inspections.

Most Usdaw members work in sectors where it is the local authority who has responsibility for health and safety enforcement. So, the decline in regulatory activity is a serious concern for the union and reinforces the need for active union health and safety reps in the workplace.

Read the full APPG report at: <http://jostevens.co.uk>

NEW FIGURES ON FIRE DEATHS

AUSTERITY CUTS HARM PUBLIC SAFETY

Fire deaths in England increased sharply last year, in part because of the Grenfell Tower fire.

Firefighters attended over 564,000 incidents and 164,000 fires overall in England last year, the most since 2011/12. At the same time firefighter numbers were reduced by around 10,000 due to government cuts in funding.

An FBU Official said: "These dreadful new figures confirm firefighters' worst fears. Austerity cuts are now

damaging public safety.

"For years, politicians have slashed our service and excused their actions because long term improvements were still being made. Now their figures show the public is at greater risk."

To read the full article in Risks at: www.tuc.org.uk/news



EDUCATING AND RAISING AWARENESS IS VITAL

Val O'Flynn, Usdaw rep in the North Eastern division, tells *Network* about keeping on top of health and safety in the food processing industry...

Q. WHERE DO YOU WORK?

I'm a process controller at Morrisons Seafood in Grimsby. I've been working there for two and a half years including three months as an agency worker. My job involves documenting the traceability of the fish and other ingredients, quality control and the correct labelling of the products as they are run.

Q. WHEN DID YOU JOIN USDAW?

I joined in 2016 at my induction, though I had been a member of Unite Community as an agency worker. I believe in unions as representatives of workers' interests and wouldn't consider not being a member of one.

Q. WHEN AND WHY DID YOU BECOME A REP?

I took on the roles of both rep and health and safety rep at the beginning of 2017. There was a vacancy for a rep on my shift and I felt being a union rep would give me a legitimate platform to raise arising issues with management.

Q. ARE THERE OTHER HEALTH AND SAFETY REPS ON SITE?

We have two sites a short distance apart with three reps on each site. I'm lucky that the reps on the other site are very experienced and organised and I'm grateful I can rely on their knowledge. I have a good manager, so I'm able to informally raise issues with him. There's also a formal pathway in place to raise the bigger issues. We also get a lot of support from our Usdaw area organiser Shirley Savage.

Q. WHAT ARE THE MAIN ISSUES ON YOUR SITE?

Getting people to report near-misses and faulty equipment has been a big issue. One of our current problems is a shortage of hand jacks (a tool used to lift and move pallets). They are required for a variety of job roles and usually used over short distances. They can be taken for granted with little thought given to health and safety. Colleagues will also use and struggle with whatever equipment is available, even if it's

broken, just to get the job done and there are many new starters and agency workers on site who aren't yet trained to use them. This issue has been discussed both at our reps' meetings with management and at our Your Say meeting, and plans are now in place to rectify this with new jacks and full training.

Q. ANY OTHER ISSUES?

Not surprisingly, given that our work involves standing for 12 hour shifts and repetitive movements, musculoskeletal conditions are a significant issue for us and can be a cause of absence. There is a policy of rotating jobs on the line to help prevent pain and injury, and we do have a visiting physiotherapist. We are also getting a site-specific Facebook page which will show preventative exercises and recommendations from the physio.

Q. YOU ATTENDED THE UNION'S FOOD MANUFACTURING CONFERENCE. WAS IT USEFUL?

It was a fantastic opportunity to find out what other workplaces are doing. Usdaw general secretary Paddy Lillis spoke about the significant issues facing our sector and gave us chance to put our questions forward. Obviously, leaving the EU and subsequent trade deals made by the Government, are likely to have a major impact on workers' rights and health and safety legislation.

While unions must be prepared to fight for workers' interests they can only do that with the support of the members. It's vital that as a union we keep educating and raising awareness amongst all workers of the changes being proposed and the actions they can take.



THERE IS A
POLICY OF
ROTATING JOBS
ON THE LINE TO
HELP PREVENT
PAIN AND
INJURY

STAFF APPOINTMENTS



Tony Dale

TONY DALE

Usdaw's new head of research and economics is former deputy head Tony Dale.

Tony joined the staff in 1999 as a research assistant working with national officers on many of the union's biggest agreements including the Co-op, Morrisons and Sainsbury's. He was promoted to team leader of the Tesco support team in 2005 and then moved up to deputy head of the research department in 2007.

"I've always believed that the priority for the department is to support the union's organising staff in their efforts to win the best possible deal for members," said Tony, 56. "As deputy head I spent a lot of time supporting the union's organising agenda. In my new role I'm looking forward to promoting and developing the union's policy work.

"We are currently looking at advancing Usdaw's campaigns around issues including low pay, the cost of living and challenges faced by the retail sector."



Joanne Cairns

JOANNE CAIRNS

Former senior researcher Joanne Cairns started in her new role as deputy head of the research and economics department in July.

Joanne started working at Usdaw in 2005 having previously worked for Tesco on their graduate training programme. Her first role was as research assistant supporting members in the home shopping sector and then the Co-op sector. In 2013 she was appointed senior researcher with responsibility for policy on low pay and the minimum wage and co-ordinating the collective bargaining information for pay negotiations.

"In my new role I'll be assisting the head of research to manage the department and oversee the union's research support service," said the 36-year-old. "Our focus will be on helping our reps and officials to deliver the best deal for our members."



Carrie Aspin

CARRIE ASPIN

Carrie Aspin joins Tony and Joanne in the research department as Usdaw's newest senior researcher.

The 33-year-old started working at central office in 2007 as a research assistant in the Tesco support team after graduating in International Politics and Intelligence Studies at Aberystwyth University.

Since 2012 she has assisted national officer Joanne McGuinness in looking after members in the food retail sector.

"My role is now focused on policy and wider research work with responsibility for areas such as Brexit, retail and equal pay," said Carrie.

"I've enjoyed working directly with a national officer and working on company specific issues but I'm looking forward to having more time to focus on some of the wider issues facing the union."

CHARLES CAINE

The union's new internal audit, risk and compliance officer is Charles Caine.

Charles joins Usdaw from HM Revenue and Customs where he was a senior internal auditor working on counter fraud strategy and internal audit quality assurance processes. He is also a chartered member of the Institute of Internal Auditors.

Charles will form part of the finance management team along with the central treasurer, the head of accounts and the head of records and benefits.

"Internal audit is moving towards an approach of risk-based auditing," said Charles. "This means that organisationally we identify our areas of risk, assess what controls are in place and test the effectiveness of these controls to ensure we lower the Usdaw risk profile.

"I'm looking forward to working with the team to ensure Usdaw is a pioneer in the application of risk-based management."



Charles Caine



IT DOESN'T JUST HAPPEN IN HOLLYWOOD

Network takes a look at Usdaw's new leaflet about sexual harassment in the workplace

It's likely that as a rep, you'll be called on to support a member who has been the target of sexual harassment. According to a recent Usdaw survey, two thirds of our women members have experienced sexual harassment at work – and nine out of 10 young women have been subjected to it in the last year.

Sexual harassment is unlawful under the Equality Act 2010*, which describes harassment in the following terms: "Unwanted conduct related to a woman's sex or that of another person that has the purpose or effect of violating her dignity, or of

creating an intimidating, hostile, degrading, humiliating or offensive environment for her."

Usdaw's newly updated guide contains practical advice and guidance to help reps support members who are targets of sexual harassment, using the framework of the Equality Act. It will also help reps create a safe workplace with clearly defined procedures for dealing with harassment when it does occur.

Usdaw is committed to ensuring all our members have a working environment free of sexual harassment.

*The Sex Discrimination (Northern Ireland) Order 1976

For a complete list of Usdaw publications and to order visit:
dtp.usdaw.co.uk/PublicationsCatalogue

NEW IN!

LEAFLETS

Working carers know your rights
(Leaflet 343)

Flexible working *(Leaflet 346)*

Are you affected by Hepatitis C?
(Leaflet 403)

Are you affected by Dystonia?
(Leaflet 404)

Are you affected by male domestic violence? *(Leaflet 405)*

Maternity and parental rights guide *2018 Edition*

Work for the Co-op group? Join Usdaw today *(Leaflet 355)*

Drivers' handbook

Usdaw supporting young workers
(Leaflet 396)

Health and safety publications order form

Morrisons pension consultation 2018 – *Usdaw's Response*

POSTERS

Ten good reasons to join Usdaw
(Poster R2)

Ten good reasons to join Sata
(Poster R4)

Join Usdaw here *(Poster R9)*

Wanted...Usdaw reps *(Poster NB8)*

Work for the Co-operative? Join Usdaw *(Poster R48)*

We all need breaks and holidays
(Poster R23)

Is it too hot where you work?
(Poster R7)

Health and safety website poster

Mental health issues *(Poster R50)*

Supporting LGBT workers and tackling LGBT harassment
(Poster R57)

OVER TO YOU

Email your thoughts and pictures to us at:
network@usdaw.org.uk
or write to:
**The Editor, Network, Usdaw,
188 Wilmslow Road,
Manchester, M14 6LJ**





Pictured L-R: Kegworth office clerical assistant Jyotika Gudka celebrates 40 years loyal service to Usdaw and the Midlands division; organising officer Darroch Logan congratulates Sandra Smith from Co-op Tain on gaining 100 per cent membership in store; Membership Week in Tesco Chester; and highlighting Legal Plus in Tesco Dudley.



Pictured L-R: Top row: Celebrating 70 years of the NHS in Belfast; NHS celebrations at the Bevan festival in Tredegar; Promoting Usdaw's campaigns in Tesco Dingwall; Liverpool Pride; Talking to members about learning in Tesco Inverness. Bottom row: Campaigning outside Lidl DC Belfast; Award winning reps at Tesco Magor depot's employment law training; and supporting Parents and Carers at Tesco Slough.

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Santa says

KEEP
YOUR
COOL

RESPECT SHOPWORKERS

#Respect18



Respect Week
12-18 Nov 2018

Did you know that another shopworker is
attacked or verbally abused every minute
of the working day?

Source: British Retail Consortium Crime Survey

0800 030 80 30

www.usdaw.org.uk/freedomfromfear

Usdaw
Union of Shop, Distributive
and Allied Workers