

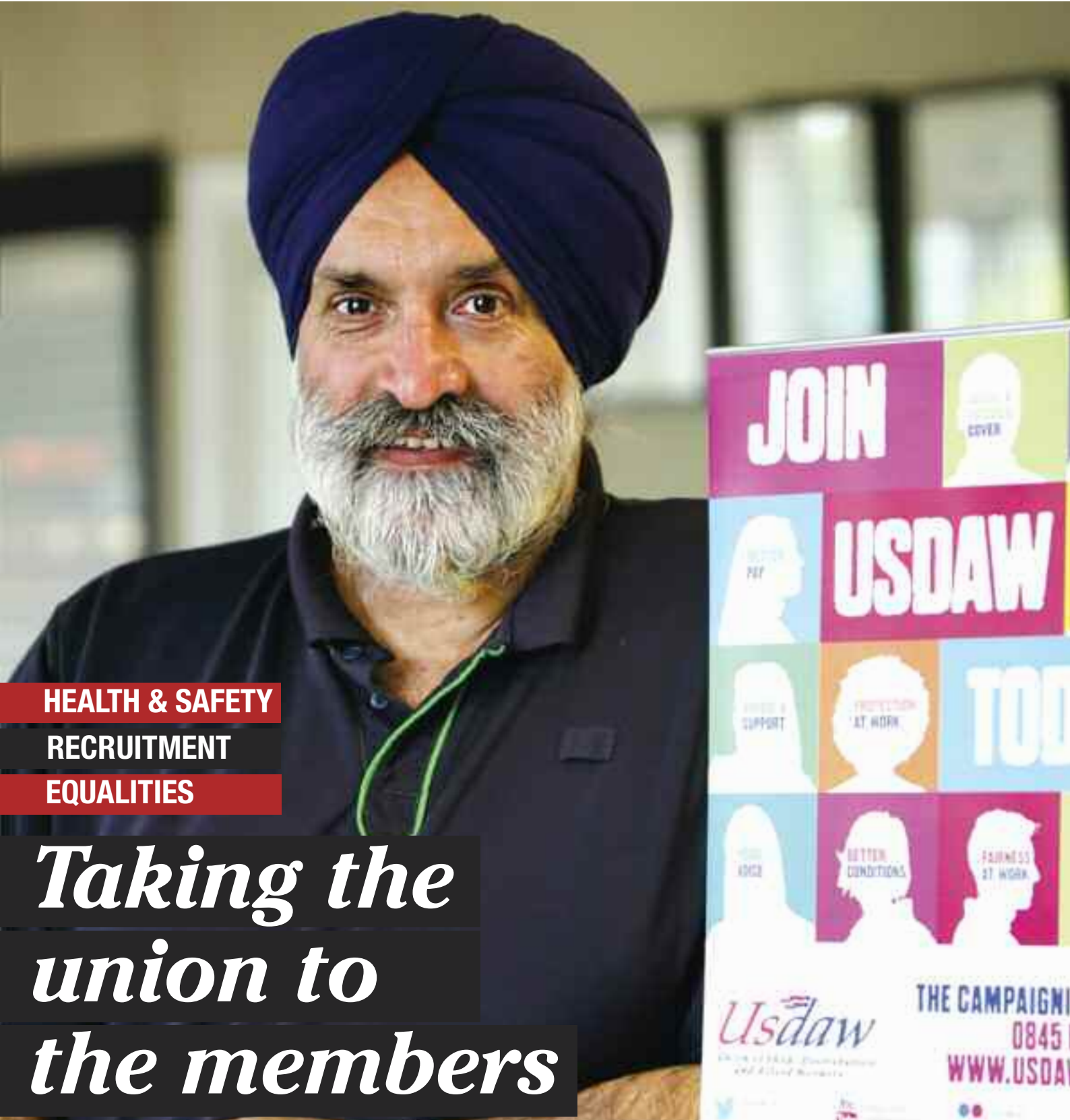
NETWORK



SEP/OCT
2014

The bimonthly magazine for Usdaw Activists

www.usdaw.org.uk



HEALTH & SAFETY

RECRUITMENT

EQUALITIES

*Taking the
union to
the members*

••• SUMMER SCHOOL ••• RESPECT WEEK ••• FOOD MANUFACTURING •••



@UsdawUnion



Flickr /UsdawUnion



/UsdawUnion



network@usdaw.org.uk



Comment

General secretary John Hannett

The Scottish Referendum has made a lasting impression on the UK's political process.

With 97 per cent of the population registering their right to vote and almost 86 per cent using their vote, I hope this marks a turning point in voter turnout at future UK-wide elections.

Not only was I impressed with the turnout, I think both sides can congratulate themselves on a wide ranging, intelligent and frank debate.

While the vote favoured the No camp 55:45, the overwhelming priority now is to re-unite the country as it seeks a new democratic settlement as part of the devolutionary process.

People rightly get passionate about politics – nothing wrong with that – and I hope this enlivens the debate in the wider UK as we look forward to next year's general election.

I firmly believe that low paid workers in Scotland share the same problems with low paid workers in London, Belfast, Cardiff or Manchester.

Similarly concerns on the NHS, pensions, education and job security are a nationwide issue. Usdaw will continue to express its members' views on all of these vital topics – we did it recently at the TUC conference and we did the same at the Labour Party conference. As the Scottish Referendum showed, politics can connect with the vast majority of people and that's exactly how it should be. If you haven't registered to vote yet I would urge you to do so right now by visiting: www.aboutmyvote.co.uk

It would be fantastic if next year's general election had a turnout as high as the Scottish Referendum. Politics is too important to be left exclusively to the politicians and while many people may want to ignore the political process, we know that same political process won't ignore them. Let's follow Scotland's example and get involved in the political debate.



10



08



20

Usdaw
FOR THE INDEPENDENT
AND OTHER WORKERS

Network is published
bimonthly and distributed
to Usdaw activists.
Published by:

USDW
188 Wilmslow Road,
Manchester M14 6LJ
T 0161 224 2804
E network@usdaw.org.uk
W www.usdaw.org.uk

HEAD OF MEDIA &
COMMUNICATIONS
Mike Glover
EDITOR
Peter Rees-Farrell

REPORTER
Mairead Bradley
EDITORIAL ASSISTANT
Paula Barke

OTHER CONTRIBUTORS

Jo Bird, Ruth Cross,
Mark Hammond,
Doug Russell and
Tony Larkin.

PHOTOGRAPHERS

Della Batchelor,
Simon Burt, Tony
Carney, Peter Connolly,
Barry Curl, Andy
Doherty, Cate Gillon,
Pete Hill, In-Press,
Dave Moss, Ross Parry,
Graham Reading,
Richardsons, Ian Sadler
and Dave Tully.

ADVERTISING

Century One Publishing
T 01727 893 894
F 01727 893 895
E enquiries@centuryonepublishing.ltd.uk
W www.centuryonepublishing.ltd.uk

ADVERTISING MANAGER

David Murray
T 01727 739 182
E d.murray@centuryonepublishing.ltd.uk

PRINTED BY
Buxton Press

For circulation enquiries
contact your divisional
office.

Paper is sourced from
sustainable forests.

© Usdaw 2014
Reproduction in whole or
part by any means without
written permission of the
publisher is strictly
forbidden.

The publisher accepts no
responsibility for errors,
omissions or the
consequences thereof.



Watch

John explain
why Usdaw's
political voice
is so important





Want more Usdaw?



/UsdawUnion Watch interviews with reps, officials and MPs and see what's on the campaigning agenda.



@UsdawUnion Join us on twitter to see daily updates from Usdaw and its followers. If you're talking about *Network* remember **#NetworkMag**



vine.co/UsdawUnion Have a few seconds to spare? That's all you need to view these Usdaw video clips.



Google **Flickr/UsdawUnion** to browse pages of union photos from conferences to campaigns and recruitment.

04 IN THE NEWS

The Scottish Referendum, the economy, new agreements at distribution sites, injured workers missing out on compensation and much more.

08 SUMMER SCHOOL 2014

Reps gathered at this popular annual event held in Wortley Hall for an intense week of learning and improving their communication skills.

10 LIFELONG LEARNING

Members are taking the chance to improve their skills and enhance their job prospects with a range of courses delivered by busy reps.

12 TUC CONFERENCE 2014

Usdaw's delegation spoke up on zero-hours, health and safety, mental health and tribunal fees at the TUC held in Liverpool in September.

15 RESPECT WEEK 2014

The union's award-winning campaign is looking to make a big impression in November as it looks to protect shopworkers from abuse.

19 ACTIVIST-IN-DEPTH

Network caught up with Scottish division's Jackie Martin who combines her role as a rep with her prominent position in the Scottish Labour Party.

20 FOOD MANUFACTURING

Activists from the sector met up for their first new-look national conference to discuss all the issues important to their members.

22 RECRUITMENT & ORGANISING

Legal Plus awareness days are making a big impression as reps take the message to members and non-members during special campaign days.

27 EQUALITIES

Network looks at the recent changes to parental rights and alerts readers to the Coalition's plans to cut benefits for disabled students.

Regulars

14 **MEMBER SERVICES**

26 **STAFF NEWS**

28 **HEALTH AND SAFETY**

30 **YOUR LETTERS & PICS**



USDW MEMBERS SHARED
£23M LAST YEAR THANKS TO LEGAL PLUS

Injured missing out

Only one in four people who sustain a personal injury is likely to claim, a new study has revealed – once again busting the myth that there is a UK-wide ‘compensation culture’.

The survey also showed that:

- Just over a third (35 per cent) who had had an accident or illness decided not to claim as they did not think their injury was bad enough to warrant compensation.
- A further 22 per cent said they ‘do not believe’ in claiming compensation and
- Nine per cent thought their case was not strong enough to ‘win’.

Head of Usdaw’s legal

services Louise Curtis said: “These are alarming figures because they clearly show many people are not claiming for injuries they sustain either in or out of work and through no fault of their own.

“My advice to all Usdaw members is to ring our free accident direct claims helpline FirstCall Usdaw on 0800 055 6333 and discuss any injury – sustained anywhere and anytime – with one of our experts.

“Don’t leave it to chance and don’t go to a high street solicitor or you could lose up to 25 per cent of any award. Similarly, don’t fall for the TV adverts either.

“With Usdaw you keep 100 per cent of your claim award.

“We know many personal injury companies make unsolicited contact with people either by phone, texts or emails. As well as being a real nuisance this can cost our members dearly if they are tempted by these firms.

“Again my advice is stick with Usdaw, we have your best interests at heart and we won’t take a big cut out of your settlement. Last year we recovered more than £23m for our members.”

More at:
www.usdaw.org.uk/legalplus

Pushy loan firms slammed



Financially vulnerable people are being plagued by nuisance calls from payday loan companies, research by debt charity StepChange has revealed.

It said up to ten calls a week were being made offering high-cost loans and were tempting half of those vulnerable people into taking out expensive credit.

A spokesman for the charity said: “Nuisance marketing calls can be harmful and push vulnerable consumers deeper in the downward spiral of unsustainable borrowing.

“For those in financial difficulty, the offer of an easy, no-questions-asked loan can seem like a financial lifeline, but the reality is that it can be a financial noose around the neck of vulnerable people and their families.”

For free confidential debt advice call **StepChange** on: 0800 980 8271 or visit: www.stepchange.org/usdaw

National deal with Expert Logistics

Usdaw signed a new national agreement in August with Expert Logistics to cover the company’s eight sites with a potential 750 members.

It is a full recognition, collective bargaining and facilities agreement with a commitment from both the company and union to promote lifelong learning.

National officer Irene Radigan met with on-site rep Rachel Moore, area organiser Paul Taylor and senior

management Renee Horton and Carley Leese to seal the deal at the Crewe depot.

“We already have reps on site and we’re looking forward to recruiting more members,” said Irene.

“Usdaw is well-established in the transport and distribution sector and this is another big step.

“We are determined to extend our involvement at more and more sites across the UK.”



SIGNED, SEALED AND
DELIVERED AT EXPERT LOGISTICS



Scotland votes to stay part of the UK



Voters in Scotland voted by 55 per cent to 45 to stay part of the UK following the referendum on September 18.

The Better Together No campaign won 2,001,926 votes to the SNP Yes campaign's 1,617,989.

General secretary John Hannett said: "I believe this is the right decision for Scotland. Clearly there are strongly held views on both sides, but now the decision has been made it's important the country unites to move forward."

"There are many positives to take from the campaign; greater political engagement, a fantastic voter turnout – almost 86 per cent – and an intelligent and robust debate."

"This marks a new beginning for Scotland in the

devolutionary process and it's vital all Parties now come together in a spirit of co-operation to take the debate forward.

"Everyone involved in this historic vote can be proud of their role."

Women face return bias

One in ten women in low-paid work are demoted when they return from maternity leave, according to new research.

A survey of UK women earning £7.44 an hour or less revealed the scale of the discrimination and the difficulties faced in trying to challenge it.

Some women found their job had been given to someone else, or it had been made redundant, or the hours on offer were now unsuitable. The introduction of tribunal fees by the Tory-led Coalition were cited as a major stumbling block for mothers to seek justice.

Grim future for Sure Start

More than 600 Sure Start centres have been shut or merged since the Tory-led Coalition came to power, new figures have shown.

Council funding cuts have seen three centres a week having to close while many others have been forced to reduce their services.

Sure Start centres provide early learning and childcare for a minimum of ten hours a day, five days a week in the most deprived areas of the country. Labour said if the Tories are re-elected next year more Sure Start centres would be closed.



Loan sharks keep biting

More than 10,000 people who used payday loan-related websites have had money taken from their bank accounts without their permission or been offered inappropriate and excessively high loan options, the Financial Ombudsman has revealed.

Vulnerable borrowers are being deliberately misled and have been hit with unnecessary fees once they have divulged their personal details to payday loan brokers, says the Ombudsman.

If you have had money taken from your account unfairly or without warning, you can call the Financial Ombudsman on 0800 023 4567.

Noticeboard pensions info

Activists can download the latest information on changes to pensions via www.usdaw.org.uk/pensions or contact the stationery department at central office.

Pensions Budget 2014 update
What are the changes? When do they take place? How do they affect you?

From April 2015 – You no longer have to convert your defined contribution pension pot into a regular income. As long as you are aged 55 and over, you will have more choices...

- You can take some cash from a pension pot as a lump sum.
- You can take some cash from a pension pot as a regular income.
- You can convert your pension pot into a regular income.
- Some Defined Pensions can be transferred to a Defined Contribution pot but you must take independent financial advice first.

Guidance at retirement
If you retire after April 2015, you will be entitled to free and impartial guidance on your pension choices.

Refirement age is changing
You can currently access your pension pot from age 55. From April 2015, this will rise to 57.

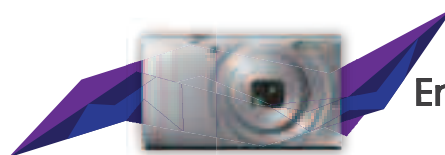
The budget changes will certainly give you more choice and flexibility but remember, your pension pot may need to support you for many years to come. Usdaw urges you to:

- Start thinking how the changes may impact on your retirement plans.
- Remember that only part of your pension pot can be accessed tax free.
- Always take advantage of the free, impartial guidance which will be offered to you at retirement.

Usdaw is here to help our members – contact the Pensions Section on 0845 224 2800 or email your_queries_to_pensions@usdaw.org.uk



Subscribe to E-News
Win a Digital Camera



Sponsored by **The co-operative funeralcare**
Enter at www.usdaw.org.uk/win

Closing date 18th November 2014. Visit www.co-operativefuneralcare.co.uk



Wages left behind



Unemployment continues to fall but average wages are increasing at their slowest rate since records began in 2001, the Office for National Statistics (ONS) revealed in August.

The Bank of England also halved its forecast for wage growth, describing it as 'remarkably weak', and saying it now expected average salaries

to rise by just 1.25 per cent this year.

The ONS also reported that the number of people unemployed fell by 132,000 to 2.08 million in the three months to the end of June.

Labour shadow employment minister Stephen Timms said "A fall in overall unemployment is welcome, but it's extremely

worrying that the figures have shown pay falling behind inflation, and the change in regular pay being the lowest ever on record.

"Millions of working people face a cost-of-living crisis which has left them over £1,600 worse off since the Tory-led Coalition came to power."

www.labour.org.uk

Mental health call

There would be a public outcry if cancer patients missed out on treatment as much as people with mental health problems, according to one leading expert in the field.

Professor Simon Wessely, president of the Royal College of Psychiatrists, said that only around 30 per cent of people with mental health issues get any treatment.

"If this was the case with cancer patients you'd be absolutely appalled and you would be screaming from the rooftops," he told *The Guardian*. "People are still routinely waiting for anything between 18 weeks up to two years for treatment."

Professor Wessely believes doctors, nurses, midwives and social workers should have more mental health training, and there should be greater integration and treatment of mental and physical disorders.

Tesco Fenny Lock



Usdaw and Tesco have signed a new agreement at the Fenny Lock fulfillment centre in Milton Keynes and the union is looking to build on its 200-plus members on site.

Eastern divisional officer Dave McCrossen puts it all down to the hard work of reps and officials. "Richard Bates and Andrew James have done an excellent recruitment job

with area organiser Andy Hearn," he said.

"We have progressed from having no members to hundreds with more to come and everyone knows all about Usdaw.

"We are also working to get lifelong learning opportunities on-site so we can help members develop their skills and career opportunities."

RELAX! WITH UP TO 4,000 USED CARS PRICE CHECKED DAILY, COMPREHENSIVELY CHECKED & GUARANTEED

YOU'RE SURE TO FIND YOUR PERFECT CAR!



60 REG
RENAULT SCENIC 1.5 DCI 110
EXPRESSION 5DR MPV, SILVER 52K
NOW ONLY £5782



11 REG
FORD FOCUS 1.6 125
ZETEC 5 DOOR, RED, 21K
NOW ONLY £8950



11 REG
VAUXHALL ZAFIRA 1.6i
(115) EXCLUSIV 5DR MPV, 30K

NOW ONLY £7984



61 REG
VOLKSWAGEN POLO
1.2 60 S 5DR, BLUE, 14K
NOW ONLY £7495

PART EXCHANGE WELCOME

FULL VMC MILEAGE AND HPI HISTORY CHECK

NATIONWIDE DELIVERY TO YOUR DOOR

FINANCE AVAILABLE

Hassle Free, Risk Free Car Purchasing for Usdaw Members and their Families

Usdawdrive | Call **0845 122 6916** | usdawdrive.co.uk

Finance subject to status, a guarantee may be required. Cars for illustration only. Autosave, Tean Park, Doncasters, DN4 5PD

FOLLOW US ON:



Prepare now for crucial elections



Nominations are now being sought for the national president and the 15 executive councillor positions across the union's seven divisions. Reps should be aware of the following schedule:

President and Executive Council

Issue of Nomination Papers to Branches
Monday 6 October 2014

Last date for return of Nomination Papers
Noon on Monday
17 November 2014

Last date for receipt of Election Address information
Noon on Friday
28 November 2014

Issue of Postal Ballot Papers and Election Addresses to individual members
Monday 19 January 2015

Last date for return of Postal ballot papers from members
5pm on Friday
13 February 2015

The election of divisional councils, standing orders committee and representatives to TUC congress and national conferences will follow a similar timetable. Please see the Usdaw website for details.

Planning for May '15



Encouraging more involvement ahead of next year's general election was the main theme at the North Eastern division's political weekend held in August.

Labour's prospective parliamentary candidate for the Elmet and Rothwell constituency Veronica King joined reps and officials in York for a Q&A session and training workshops.

Divisional officer Joanne Thomas was impressed with the activists' enthusiasm. "This was all about ensuring reps understood the issues so they

would be comfortable with telephone and doorstep canvassing," she said.

"The feedback we've had from reps was very positive. By the end of the weekend everyone had a better understanding of the current political issues. The reps were excellent and we're looking to get more involved ahead of next May. Getting active at local level is crucial to getting Labour elected.

"The reps appreciated questioning Veronica too. She's a very friendly and down-to-earth person and we'll be doing

our best to get her elected in her key seat."

Sainsbury's Local rep Dorothy Woodhouse found the weekend very interesting. "I'm not a politically-minded person but I went along to find out more," she said. "You can't just keep moaning expecting nothing to change, so this weekend helped clarify that the Parties aren't all the same and we can do something to improve the situation. It will also help me explain to members what Labour can do and how we can make a difference politically."

Workforce is getting older

The number of employees over the age of 65 has jumped 36 per cent to 1.09 million since 2010, according to research.

The Coalition Government abolished the default retirement age of 65 when it came to power, which has led to a rise in the numbers of over-65s in work.

The number of employees aged 50-64 years-old has also increased by nine per cent across the same period, from 7.2 million to just under eight million.

Government hits families

The majority of social security cuts announced by the Government will fall on working families, who will suffer twice the level of benefit losses as out of work families, according to a new report by the TUC. The biggest single area of welfare cuts announced has been the £13.8bn worth of annual cuts to tax credits – over ninety per cent of which will hit working families. Those in work will also bear over 90 per cent of the cuts in child benefit, losing £3.4bn a year by 2016/17.

October sees NMW rise

The national minimum wage rates go up by three per cent in October to £6.50 an hour for over 21 year-olds; £5.13 for 18-20 year-olds and £3.79 for 16-17 year-olds. The apprentice rate goes up to £2.73 an hour.



Expert skills on offer at summer school

Reps at summer school have one defining characteristic – they all believe in fairness.

Many reps took up their role when they themselves were subject to harsh treatment and then went on to develop a deeper understanding of how the union can help.

Attending summer school is an important part of the new reps' journey and this eight-day residential course has been the launch pad for many reps to go on to make a bigger contribution to the union and to acquire many more skills.

Summer school looks at how the union operates. It also helps reps with individual communication and presentation skills.

It is held during September at the impressive former stately home Wortley Hall, with beautiful grounds and stunning views of the Yorkshire countryside.

Network interviewed four reps for their reflections on their week at summer school.

Mavis Ayitey-Hammond

Sainsbury's pharmacy assistant Mavis Ayitey-Hammond has progressed from being 'quiet and lacking confidence' to a knowledgeable rep eager to stand up for her colleagues at work.

"I wish I became active earlier," said Mavis, who works in Merton, South London. "I'd done all the preliminary training courses so coming to summer school seemed the logical next step.

"First day I was nervous, but I was struck by how friendly everyone was. So it wasn't long before we were all getting on really well. This is a very intense week, but everyone works together and encourages each other. I'm glad I came.

"Summer school is the ideal confidence booster. I'd encourage all new reps to think seriously about going.

"Everyone contributes and there's plenty to take in from equalities to

recruitment and organising, presentation skills and much more.

"I'm looking to take a proposition on funding for higher education as a lot of it has been cut by this Government.

"The rooms, the facilities and the food here is fantastic. The staff are lovely too. It's a great place to learn."

Elaine Jaundrill

When Morrisons took over the former Netto site in Hull it was just the chance Elaine Jaundrill needed to get involved in the union.

"The company wouldn't allow a union presence in Netto. Staff would be sent home if it was quiet and it was a very unfair place to work," she said. "So when Morrisons took over I put my name forward straightaway for the role of rep. I'm not backwards in coming forward and I was keen to help other members know their rights."

"Summer school is a very supportive environment. When people have faith in you it gives you faith in yourself."

Elaine went through all the introductory training courses and wanted more. "I was told summer school would increase my confidence, help me communicate better and give me more knowledge – and that's exactly what it's done!

"I dreaded the part where you are filmed giving a presentation, but once you rewind it and talk through it with your tutor you learn a lot.

"You also pick up lots of information from your fellow reps. Swapping experiences is a great way to learn. I enjoyed summer school immensely."

Malcolm Land

Tesco Homeplus sales assistant Malcolm Land enjoyed summer school so much he wants to extend it by a couple of days.

"I'm thinking of putting a

proposition to next year's ADM," said the rep from the Edinburgh store.

"I think we could introduce a session on pensions as I think this is very important and many members don't understand how much they should be saving towards their retirement.

"This was my first time at Wortley Hall and I enjoyed every minute of it. I couldn't have asked for a better group of people. We've exchanged contact details and I'll stay in touch with my new-found colleagues.

"I didn't know quite what to expect, but the week has flown by. I feel I've made a lot of progress too and had positive feedback from my tutor, which I was really pleased with.

"Usdaw's training opportunities are fantastic and I'd certainly highly recommend summer school to reps."

Stephanie Rogers

Summer school took Northern Ireland Asda rep Stephanie Rogers out of the 'comfort zone' of her own store, but it was an experience she thoroughly enjoyed.

"I loved it," she said. "I can look back and see how I've gained more confidence as the week went by. I'm already thinking about summer school next year.

"The course gave me the opportunity to look at my own capabilities. What's clear is that if you have it inside you summer school will bring it out. I'm very confident in-store but getting up to speak in front of people you don't know is daunting.

"There's a great mix of people here from all over the country, all walks of life and all dialects. It's a very supportive environment. When people have faith in you it makes you have faith in yourself. It's a great way to learn,

"Wortley Hall is a beautiful place. I came here on my own but I'll leave with many more friends. It's as if I'm part of a new family."



www.usdaw.org.uk/training



Follow @UsdawUnion on Twitter



Watch John Hannett talks Summer School

To find out more about summer school and the other training opportunities available visit: www.usdaw.org.uk/training



View more photos on the UsdawUnion flickr page

SUMMER SCHOOL 1 2014



MALCOLM LAND



STEPHANIE ROGERS



ELAINE JAUNDRILL



MAVIS AYITEY-HAMMOND



Listen to summer school students' experiences



Members keen to take up new challenges

Great opportunities for members to increase their skills and career prospects with lifelong learning have taken off in the distribution and manufacturing sector.

Tesco Distribution, Middlesbrough

Teamwork is the key at the Tesco Distribution Centre in Middlesbrough where reps and management are working together to promote lifelong learning to more than 700 staff at the state-of-the-art site.

Co-ordinator **Gary Olsen; Bev Milburn, Ray Hall, Jeff Storey and Tony Wilkinson** make up the on-site team of reps.

Deputy general secretary Paddy Lillis joined the team in a special celebration in July when the site's new learning centre opened its doors for the first time.

"It's going very well," said Gary. "We've been working together in partnership with Tesco and local colleges and other learning agencies to encourage people to get involved with a variety of opportunities.

"It's a big site of more than 422 Tesco staff and 300 third party staff, but our team of reps have proved they are dedicated and up to the challenge – with management extremely supportive too.

"The focus is mainly on accredited courses such as maths, English and IT and computer skills, but recreational courses like photography, languages, guitar lessons and other subjects are also on offer. It's a real win-win situation."

Tesco Distribution, Goole, Yorkshire

It is a similar story at the Tesco site at Goole where staff are set to benefit from their own learning centre.

Jamie Green-Hirst has been a Union Learning Rep (ULR) for 18 months. "I've basically been a one-man-band as the other learning reps for various reasons either stood down or moved jobs.

"I've been busy with my own training courses too. I've had

tremendous support from our team of reps on-site and my local officials.

"We held a very successful open day in April where we highlighted all the benefits of union membership including lifelong learning. It was very popular and 30 people signed up for courses. And on the day we signed up ten new members too.

"We also highlighted Legal Plus and the union's pension advice service and we invited our union solicitors who were kept very busy. It went very well.

"I'm pleased to say that we now have a new team of learning reps who will be put through their training soon.

"I'm delighted to see learning taking off and to have our own facilities, which are very important in helping staff improve their skills. I'm dyslexic myself and understand how important lifelong learning is to building confidence. It makes a big difference to all aspects of your life."

Unilever, Port Sunlight, Merseyside

The future's looking bright for members at the Unilever site at Port Sunlight who now have their own on-site learning centre where they can sign up for a number of courses to help develop their skills.

"A national learning approach was first discussed between Usdaw and Unilever two years ago," said senior rep **Dave Randles**, who has worked for Unilever for 35 years.

Paul Davies and **Steve Brown** complete the learning team.

"We held open days during membership week earlier in the year to promote a range of courses including IT, English, maths, as well as photography and languages.

"We also had representatives from Wirral Metropolitan College and Unionlearn on hand to offer expert in-depth advice to potential learners.

"The learning centre opened its doors in July and the initial courses are well on their way with staff learning at their own pace.

"The benefit to Unilever is the up-skilling of their employees, which

will help them in their careers.

"It's been a team effort. Unilever donated a room and also provide broadband and IT maintenance.

"We also received funding from the union's Learning Fund and we used the money to kit out the room with computers.

"Staff are keen to learn and are enjoying the new facilities, they are certainly a lot more bubbly!"

Sainsbury's Distribution, Haydock

Lifelong Learning Co-ordinator **Kevin Callow** and his team of reps at the Sainsbury's site in Haydock are helping to change people's lives by supporting them through their individual learning paths.

"Knowing we've played a part in their success is very rewarding," said Kev, who has been in his role for two years and is one of five ULRs covering three shifts at the site.

"We all take our roles very seriously and are very proud to hear the inspirational stories of colleagues whose lives have been transformed."

Management are fully supportive of the initiative and the centre runs a variety of courses throughout the year.

Here's what some of the members had to say about their learning experiences:

Chris Taylor took up the Six-Book Challenge, he said: "I didn't realise reading could be this much fun.

I started to read sports autobiographies and now I'm thinking of venturing into the world of fiction."

George Noblett said: "I'm thoroughly enjoying the courses at the learning centre, they're really interesting and the tutors are very helpful and put you at your ease."

Kritsadaporn Jones said: "Learning gives me the opportunity to increase my chances of progressing up the career ladder. It's inspired me to study at a higher level too.

"All this has been made possible thanks to the ULRs and the company for giving me the chance and opportunity to progress through learning at work."



www.usdaw.org.uk/III



View more pictures on the UsdawUnion flickr page



**TESCO DISTRIBUTION
MIDDLESBROUGH**



**CHRIS TAYLOR
SAINSBURY'S DISTRIBUTION, HAYDOCK**



**Watch
John Hannett
talks Lifelong
Learning**

**UNILEVER
PORT SUNLIGHT**



**TESCO DISTRIBUTION
GOOLE**

Union readies itself for election campaign

Usdaw's delegation spoke up on employment rights, health and safety and mental health when they joined unions from across the UK at the annual TUC conference held in Liverpool in September.

Zero-hours contracts

Workers on zero-hours should be given permanent contracts after 12 weeks, general secretary **John Hannett** told delegates.

"Around one in ten workers is on an agency or zero-hours contract," he said.

"We welcome Labour's commitment to tackle the abuse of these contracts by banning exclusivity clauses and providing compensation for late cancelled shifts, but having to wait a year for a contract that reflects your 'normal' working hours is just not good enough.

"Introducing a 12-week threshold will make a real difference to workers trying to make a living from the most insecure jobs."

Tribunal fees

The TUC's call to scrap tribunal fees has been supported by Usdaw's delegation at the TUC after figures revealed tribunal claims have fallen by almost 80 per cent since fees were introduced.

"It's about one of the very basics of democracy – equality before the law," said TUC leader **Frances O'Grady**. "Think about it. If a burglar robbed your house you wouldn't be expected to pay upfront for the privilege of seeing him taken to court.

"So if your boss robs you of holiday pay, why on earth should you have to find more than £1,000 to see justice done in an employment tribunal?"

"It's plain wrong that workers are priced out of justice. We demand employment tribunal fees be scrapped, once and for all."

John Hannett agreed. "The truth is that most workers who want to seek justice from a bad employer will need the support of their trade union.

Usdaw members know that if they ever have the misfortune of needing redress from an employment tribunal, and if their case has a reasonable prospect of success, we will support them with legal advice, representation and they will not need to pay the tribunal fees."

Mental health

The Coalition's austerity policies have seen a surge in the numbers of people suffering with mental health issues, deputy general secretary **Paddy Lillis** told conference.

"The Coalition's approach to cutting the deficit has led to cuts and caps to in-work benefits, a rise in the cost of living, a fall in the value of wages, shorter working hours and increased redundancies," he said. "Industry-wide cuts to budgets and staffing levels have left members feeling overstretched, overworked and undervalued.

"There has been a four-fold increase in the number of people reporting symptoms and seeking help. This has been reflected in an increase in the numbers of enquiries we receive from members struggling to cope, together with a growing demand for advice and guidance from reps doing their level best to support members with mental health problems in the workplace.

"Unions have a key role to play tackling the stigma that surrounds mental health, not least because stigma stops members coming forward and talking to us at an early stage.

"This can lead to members getting caught up in disciplinary procedures and facing action that could and should have been avoided."

"We welcome Labour's commitment to tackle the abuse of zero-hours contracts, but having to wait a year is just not good enough"

John Hannett

Health and safety

Safety inspections in most of Usdaw's workplaces have been slashed by 93 per cent by the Coalition and put union members at greater risk, Usdaw president **Jeff Broome** told conference.

"The Government has labelled these workplaces 'low risk' yet many of our members are verbally and physically abused in addition to facing more common safety issues like slipping and tripping accidents, and musculoskeletal disorders," he said.

"We cannot afford to be complacent about health and safety. Instead of attacking regulation and inspections, the Government should be giving support to the HSE and to Local Authorities to enable them to get on with their job of inspection and enforcement."

General election 2015

Voters in the UK face a stark choice at the next general election – the Coalition's nastier and poorer Britain, a Downton Abbey-style society, or the opportunity to build a new and fair economy, TUC leader **Frances O'Grady** told conference.

"Do we want a society in which the living standards of the vast majority are sacrificed to protect the very rich and where the blame is heaped on the most vulnerable – migrants and claimants – while the powerful and the privileged sit pretty.

"Or are we going to seize our opportunity and build a society that provides the people of this country with good, skilled, secure jobs?" she asked.

"A civilised society, that provides a decent welfare safety net, and the nurseries and adult social care that families need. And a true democracy in which we all enjoy fundamental rights and freedoms, and we have a real say in how our lives are run.

"We've already seen severe cuts, but there's £12 billion pounds worth yet to come from George Osborne and his friends," she warned.



network@
usdaw.org.uk



View the
gallery on the
UsdawUnion
flickr page



Watch
John Hannett
talks TUC
Congress 2014



JOHN HANNETT



FRANCES O'GRADY

“Do we want the Coalition’s Downton Abbey-style society, or do we want a true democracy where we all have a say in how our lives are run?”

**TUC leader
Frances O’Grady**



PADDY LILLIS



JEFF BROOME



TUC GUIDE

The Union Advantage

A new TUC guide *The Union Advantage* demonstrates the benefits of unions not only to individual workers but to employers and society as well. These include:

- 55 per cent of unionised workplaces had pay rises in 2011, compared to just 35 per cent of non-unionised workplaces.
- 16 – 24 year-old union members earn, on average, 33 per cent more than non-union members of the same age.
- Union members have 3.8 days more paid leave on average than non-union members.
- Unionlearn improves Britain’s skills base and it supported 219,000 learners through apprenticeships, numeracy, literacy and other learning programmes in the year to March 2014.
- Union health and safety reps save taxpayers hundreds of millions of pounds each year by reducing lost time from occupational injuries and work-related illness, says government research.



Download the guide at:
www.tuc.org.uk



Monika scoops top TUC award

Congratulations to Usdaw’s Monika Paczkowska, ULR co-ordinator at the Argos/DHL site in Castleford, for winning the national ULR award at September’s TUC conference.

MEMBER OFFERS

Find out now if your union membership can save you money. For more information visit: www.usdaw.org.uk/offers

Usdaw SUREsave

Save for the future with Usdaw Suresave, an affordable, tax-free savings plan available for adults and children.

For more information visit:

www.usdaw.org.uk/suresave

or call freephone **0800 781 6877**

Yours free

£25 annual book token
conditions apply

LST LAST SECOND TICKETS

With Last Second Tickets you can get up to 80% off spectacular events happening right now in your area!

To find out more go to

www.lastsecondtickets.com/usdaw

FREE £5,000 personal accident cover

Usdaw Protect

Cover lasts for 12 months
For UK residents aged 18-64

www.UsdawProtect.com/free

Terms & Conditions apply. Usdaw is an Introducer Appointed Representative of UsdawProtect. UsdawProtect is a trading name of Union Income Benefit Holdings Ltd (UIB) who arrange this insurance. The insurance is provided by Stonebridge International Insurance Ltd.

Usdaw Insurance

home, motor and travel insurance

For a quote call **0800 376 0300**

or visit: www.usdawinsurance.co.uk

to receive up to **15% online discount**

Usdaw is an Introducer Appointed Representative of UIA Insurance Ltd. UIA is authorised and regulated by the Financial Conduct Authority.

Usdaw Health and Dental Plans

Get 100% of your money back

Usdaw Dental Plan

To apply online visit:

www.usdawdental.co.uk

or call 0800 037 2092

Usdaw Health Plan

To apply online visit:

www.usdawhealth.co.uk

or call 0800 037 2094

Designed and administered by Protogo Group Ltd. Registered Office: 260-268 Chapel Street, Manchester, M3 5JZ. Authorised and regulated by the Financial Conduct Authority (registration number 304363). *Money back may differ on NHS dental plans in Scotland and Northern Ireland.

The co-operative funeralcare

Usdaw members and their families are entitled to a **£25 discount** on our funeral plans and **5% discount** on professional services fees on funeral arrangements.

Visit: www.co-operativefuneralcare.co.uk for your nearest Co-operative Funeralcare

or call: **0800 083 6301**

Please see website or call for full terms and conditions.

GET PAID CASHBACK

FOR YOUR ONLINE SHOPPING

Shop online at 100s of retailers and get paid cashback! Plus loads of discounts and offers available.

FREE £10 WELCOME BONUS*

Signup **FREE** today at

www.UsdawRewards.com

*Your FREE welcome bonus is paid once you reach your first cashback total of £25.00. Your cashback will be paid automatically to your registered account each time you reach a cashback total of £25.00. Usdaw Rewards is a trading name of Union Income Ltd (UIL) who have arranged UsdawRewards.com in conjunction with VAC Media Ltd. UIL is registered in England and Wales with register number 06995562.

To find out if you are due a refund go to

www.ptstax.co.uk/ref/usdaw

Or to give us your details

over the phone please call

The PTS Customer service team on

0161 968 7345 and quote **USDW**



Usdawdrive

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

To enquire online visit:

www.usdawdrive.co.uk

or call

0845 122 6916

Stepchange Debt Charity

Free debt advice has a new name

Free confidential debt advice and solutions for Usdaw members.

Call: **0800 980 8271**

Mon to Fri 8am to 8pm and Sat 8am to 4pm

or visit: www.stepchange.org/usdaw

Park Resorts
Creating Amazing Memories

Save up to an extra 10% on UK family holidays

Call **0843 308 8823** or go to

www.park-resorts.com/Usdaw

and quote Usdaw

Calls cost 5p per minute plus network extras. Full terms and conditions apply - call or go online for details.



Shop at your favourite listed retailers via All4charities and earn 100% of all commissions for your chosen charity.

For more information go to www.all4charities.co.uk

Usdaw Energy

To see if **you could save money** simply visit our website and key in your postcode, your current supplier and charges and the site will do the rest for you. **It couldn't be easier.**

usdaw.uchange4better.co.uk

or call **0845 652 2508**

LIGHTHOUSE FINANCIAL ADVICE

Complimentary initial financial planning consultation for Usdaw members.

To arrange your no obligation initial consultation call **08000 85 85 90**, email appointments@lighthousefa.co.uk Go to www.lighthousefa.co.uk/usdaw

About to retire? You could get more retirement income by using our annuity service operated by Tomas. To find out more call: **0845 863 0495** or visit www.tomasonline.co.uk/tomaspublic/quote.aspx

NEW! EARN UNLIMITED CASHBACK

With the NEW Usdaw Prepaid Plus MasterCard® card you earn 2.5% to 6% cashback at over 40 major retailers!



Apply today at

www.UsdawPrepaid.com

This card is issued by Clydesdale Bank PLC pursuant to license by MasterCard International Incorporated. This card is an electronic money product. The electronic money associated with this card is provided by PrePay Technologies Ltd, a company regulated by the Financial Conduct Authority (FRN 900010) for the issuance of electronic money. PrePay Technologies Limited is a registered service provider of Clydesdale Bank PLC. MasterCard and the MasterCard Brand Mark are registered trademarks of MasterCard International Incorporated.



Usdaw members can make great savings at a variety of UK attractions and theme parks. To find out more or to book:

call **0871 222 4001** and quote **REWARDS**

for your special discount or visit

www.usdaw.org.uk/merlin

SuperBreak

It's the place where it's all SuperBreak

We have partnered with SuperBreak to offer you a 10% discount on hotel accommodation with optional rail travel, flights, concerts & events, theatre & dining.

Visit www.usdaw.org.uk/superbreak

or call **0871 221 3700*** and quote Usdaw

* See website for call charges



Watch John Hannett talks Respect for Shopworkers

“

Our reps have a massive role to play in ensuring this year's national Respect Week makes the maximum impact on employers, customers, members and non-members. We still have a lot to do to make shopworkers safer and with your help we can do it. Take a quick look at what you can do and how you can get involved.

General secretary John Hannett

”



DID YOU KNOW?

EVERY DAY MORE THAN

300

SHOPWORKERS ARE ASSAULTED SIMPLY FOR DOING THEIR JOBS

THERE WERE MORE THAN

55,000

INCIDENTS OF VERBAL THREATS AND PHYSICAL ABUSE LAST YEAR

USDAW WANTS:

- 🕒 SAFE STAFFING LEVELS
- 🕒 SAFER WORKING ENVIRONMENTS
- 🕒 ALL INCIDENTS REPORTED
- 🕒 EMPLOYERS, THE POLICE, LOCAL AUTHORITIES AND POLITICIANS TO TAKE RETAIL CRIME MORE SERIOUSLY
- 🕒 STIFFER PENALTIES FOR PEOPLE CONVICTED OF ASSAULTING STAFF
- 🕒 RESPECT FOR STAFF

WHAT YOU CAN DO:

- 🕒 RUN A CAMPAIGN DAY
- 🕒 DISTRIBUTE LEAFLETS
- 🕒 SURVEY YOUR MEMBERS
- 🕒 RECRUIT AND ORGANISE IN YOUR WORKPLACE

Please display this poster on your Union noticeboard

Keep your
COOL

Respect
Shopworkers



Respect Week
10 - 14 November 2014

**ABUSE IS NOT A
PART OF THE JOB**
stand up for shopworkers

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

Usdaw supports legislation that aims to provide stiffer sentences for people found guilty of assaulting shopworkers.

Please ask your rep for a postcard to send to politicians, calling on them to 'Stand Up for Shopworkers' and lobby the Government for support.



Scan here**

to view the latest news and resources from our Freedom From Fear Campaign.



www.usdaw.org.uk/fff

**to scan the code, download a QR reader app from your app store. A charge may be applied by your network provider.



Usdaw

Union of Shop, Distributive and Allied Workers

www.usdaw.org.uk

Tel: 0845 60 60 640*

*calls charged at local rate



Follow us
[@UsdawUnion](https://twitter.com/UsdawUnion)



You
Subscribe to
[UsdawUnion](https://www.usdaw.org.uk)



Follow us
[UsdawUnion](https://www.usdaw.org.uk)



Follow us
[UsdawUnion](https://www.usdaw.org.uk)

#Respect14

HELP GET THE MESSAGE ACROSS DURING 2014'S RESPECT WEEK

Checklist for Activists

Enlisting the support of Usdaw members is vital if we are to convince politicians to change the law and stand up for shopworkers.

If you are able to do any or all of the following activities it would be a big help:

-  Use the **Respect Week 'Lite'** campaign pack to promote the Freedom From Fear campaign in your workplace.
-  Organise a **stall** during Respect Week (10-14 November 2014) Order materials through the stationery dept. www.usdaw.org.uk/order
-  Ask your local **Labour politicians** to support our campaign by joining you on your stall.

Campaign Leaflets

(LEAFLET 294) LATE-NIGHT WORKING
(LEAFLET 296) ABUSE IS NOT PART OF THE JOB
(LEAFLET 313) DON'T BE A VICTIM OF VIOLENT CRIME
(LEAFLET 351) PREVENTING UNDER-AGE SALES
(LEAFLET 362) WHILE YOU'RE LOOKING AFTER THE SHOP, WHO'S LOOKING AFTER YOU?
(WITH MEMBERSHIP FORM)
PREVENTING VIOLENCE TO RETAIL STAFF - AN USDAW GUIDE

 THE FREEDOM FROM FEAR LOGO IS ALSO AVAILABLE IN VARIOUS SIZES FOR USE AS BACKDROPS/NOTICEBOARD POSTERS. PLEASE CONTACT YOUR LOCAL OFFICE FOR FURTHER DETAILS.

Stall Materials

PROTECTION OF WORKERS BILL
CAMPAIGN POSTCARD IF YOU WANT TO SORT IT, REPORT IT! A4 POSTER
KEEP YOUR COOL A4 POSTER
RETAIL STAFF SURVEY FORM
SHEETS OF FREEDOM FROM FEAR
STICKERS FREEDOM FROM FEAR
BUTTON BADGES FREEDOM FROM FEAR
BALLOONS FREEDOM FROM FEAR
CARRIER BAGS FREEDOM FROM FEAR
T-SHIRTS PENGUIN LOGO BUGS
STRESSBALL PENGUINS
'GUESS THE AGE' SCRATCHCARDS





In the spotlight Jackie Martin

Scottish Division's Jackie Martin talks to Network about her experiences as a rep...

I became active because there were no female reps in store that other women could talk to. I was also asked by my area organiser at the time.

The best thing about being a rep is being able to give advice and help members when needed and getting someone reinstated into the workplace.

The downside is not being able to save someone's job even though you know there is nothing you could have said or done, other than be there for them.

Since I became an activist I have changed. Through the excellent training received I now have more knowledge, I'm more organised and have a lot more confidence which has helped me in all areas of my life.

The advice I would give to an Usdaw member thinking about becoming a rep would be to become an activist first. Then if they still wanted to become a rep I'd say – go for it.

The Tory-led Coalition's policies have affected my members in various ways e.g. reduction on family tax credits and the bedroom tax. I think the Tory Coalition has affected most members even if they do not realise it through things like cuts to in-work benefits, and the increase in VAT.

If I was prime minister I would reduce retirement age, which would allow the youth to gain employment.

The most important issue for my members is the new management/team leader structure that's being tried in some stores.

Recruitment? I wouldn't say it's easy. If we don't get people to join at the induction it can take a while before they decide to join.

If I could change anything in Usdaw to help it improve? Maybe a free phone number that members can use to change their address.

I'm not really sure what's next for me. I like being a rep, being able to help people when needed. I also enjoy the work I do with the Labour Party as the Usdaw delegate on the Scottish executive council.

I became involved with the Labour Party because I was brought up to believe that unions and the Labour Party go hand in hand. I became very active during Usdaw's Christmas and New Year's Day trading campaign as I believed, and still believe, no one should be forced to work on either of these days. And in retail this can happen.

The Referendum has been amazing and I'm delighted the Better Together campaign won. It did get off to a slow start but the last six months have been intense. It split families so it's important we all work hard to reunite Scotland. It's also vital the main Westminster Parties now deliver their promise on more substantial powers for the Scottish parliament.

We are looking for the next volunteer for our activist in-depth series, email Network to tell your story



network@
usdaw.org.uk

Fact file & trivia

EMPLOYER *Tesco*

OCCUPATION *Checkout team leader* AGE *54*

LIVES *Edinburgh*

JOINED USDAW: *2000*

USDAW ACTIVIST SINCE: *2002*

UNION POSITIONS HELD: *Branch chair & secretary, Tesco divisional committee, Usdaw divisional council, divisional and national political committee, organising officer (Academy1 & 2)*

LABOUR PARTY POSITIONS HELD: *Constituency chair & secretary, Scottish Labour Party executive committee. Now hold position as vice-chair on Scottish Labour Party*

FAMILY: *Married*

I SPEND MY SPARE TIME: *Making jewellery and with my grandchildren*

Reps battling to make voice heard in sector

Usdaw has a solid presence in the food manufacturing sector, but has much more to do to increase both its membership and influence, deputy general secretary Paddy Lillis told delegates at the national conference in July.

This was the first food manufacturing conference since 2005 following an ADM 2013 decision to reinstate it after the event had been cancelled because of low turnouts.

“We have around 400 reps in the sector so there is no reason why we can’t have a successful conference, but we have to get more activists here,” he said.

“Worryingly, our density at some food manufacturing sites is as low as 20-30 per cent – even where we have reps in place. I was shocked by that. We know we have sites where there are around 1,200 workers but only 300 members. Yes, high levels of agency workers – many Eastern European – are making recruitment difficult, but we have decent agreements with many firms and some recruitment agencies that allow us access and facilities to recruit. So we have to make the most of these opportunities.

“Generally, the sector is doing well, although that cannot be said of the milk industry which has endured massive changes with company mergers, reorganisation and job losses. Clearly job security is a massive concern for our members.

“This conference is all about listening to you and your concerns and how we can better organise the sector.”

General election 2015

The forthcoming general election will give members the chance to have their say on the Tory-led Coalition’s record, added Paddy Lillis.

“Remember, it has introduced tribunal fees, increased the threshold to two years and cut consultation

time on redundancies,” he said.

“It has exploited the Swedish Derogation, presided over a massive increase in the use of zero-hours contracts, and claims the recovery is underway even though our members are struggling to make ends meet.

“The Coalition has also attacked safety regulations, cut inspections and made it easier for unscrupulous employers to cut corners. It also wants to dismantle and privatise the NHS.

“It’s no secret the Tories hate the trade union movement and if they get back in next year – lifelong learning will be under threat, agreements will be under threat – in fact our very existence will be under threat.

“Make no mistake next year’s May election will be vital for working people and Usdaw will be making sure Labour’s policies reflect our members’ concerns and aspirations.”

Stephen Lord

Production worker Stephen Lord and his team of three reps look after around 150 members – at the famous 160 year-old Hollands Pies site in Lancashire – around 70 per cent of the workforce.

“We’ve turned things around here after a difficult couple of years,” said the 51 year-old, who has been a rep for six years.

“We’ve had redundancies, more agency workers and it’s a tough environment. We used to be owned by Northern Foods now it’s 2 Sisters.

“It was good to meet other reps at the conference, swap contact details, and share information on terms and conditions across the sector. We’ve a lot of work to do. Communications are vital as is the need to work together collectively.

“I enjoyed the weekend.”

“It’s no secret the Tories hate the trade unions and if they get back in next year our very existence will be under threat”

Legal services call



Members in the food manufacturing sector need Usdaw’s Legal Plus and FirstCall service more than most, head of legal services Louise Curtis told delegates.

“Accidents and injuries are more likely in the highly mechanised, fast paced working environment you and your members operate in,” she said.

“We are keen to support you and to ensure you and your members get the full benefits of the union’s legal service.

“We know the Coalition has been terrible for working people, so it’s important members are encouraged to ask for advice on accidents – anywhere and anytime – rather than not ask and miss out on potentially important compensation.

“We also know applications for tribunals have fallen by 79 per cent since the introduction of fees – that is absolutely disgraceful. However, union members are fully supported in tribunal claims backed by Usdaw.

“Reps play a key role in telling members about Usdaw’s legal service, whether that’s on accident claims, expert advice on pensions and health and safety, the free will writing service, and the free half hour interview with a union solicitor on a non-work related issue (eg. tenancy, consumer, matrimonial or immigration issues). I’m convinced not all of our members know what Usdaw has to offer but I’m sure they’ll be impressed when they find out.”



View the
reps picture
gallery on the
[UsdawUnion](#)
flickr page



Follow
[@UsdawUnion](#)
on Twitter



**DELEGATES AND OFFICIALS
AT THE FOOD MANUFACTURING CONFERENCE**

Kevin Arrand

Forklift truck driver Kevin Arrand, 56, works at the 2 Sisters site in Scunthorpe. He has been there for 21 years and has been a rep for ten.

“We have more than 300 members but it’s difficult to recruit at our site. There are a lot of agency workers, many Eastern European who don’t speak English, and about half the workforce is part-time,” he said.

“Years ago we were owned by Hillsdown Holdings and 99 per cent of staff were permanent.

“Ours is a chicken plant which supplies the big supermarket chains. We’re open 24/7 and about two years ago went through a massive restructure. Things have been getting tougher and tougher.

“The weekend was very helpful and informative. We all shared ideas and learnt from each other. I really enjoyed it.”

Elaine Arberry

Butcher Elaine Arberry, one of only two women at the conference, works at the Tulip International pig processing plant in Bristol that supplies prime cuts to the big supermarket chains.

The 35 year-old, who works full-time on the day shift, enjoys her role as one of five on-site reps. “Yes, it’s male dominated and I had to fight for my position on site, but I’ve had excellent training from the union.

I like representing members and visiting the other departments, it gives you a different outlook on how everything fits together.

“This was my first conference and thankfully it wasn’t too big and gave everyone the chance to have their say. It’s given me a lot more confidence.”

Nirwal Rana

Food process worker Nirwal Rana, 46, works at the United Biscuits site in Ashby-de-la Zouch where he has been a rep for seven years.

“We are well-organised here, we have a convenor and a team of reps who work well together and importantly, we have a very good working relationship with the management.

“Any issues that crop up, for example high temperatures, are sorted out as soon as possible and where long-term solutions are needed these are being worked on right now.

“I enjoyed the conference especially the legal session we had, that helped reinforce my knowledge. It was also useful to look at other companies and sites and how they work. All-in-all it was a very good informal weekend.”

“The Coalition has attacked safety regulations, cut inspections and made it easier to cut corners.”



STEPHEN LORD



NIRWAL RANA



KEVIN ARRAND



ELAINE ARBERRY



PADDY LILLIS

Your Legal Plus Awareness Days

Telling members about the union's full range of legal services is making a valuable contribution to Usdaw's recruitment and organising drive

Sainsbury's Nantwich

Reps at the Sainsbury's store in Nantwich, Cheshire, signed up eight new members when they held their first Legal Plus day in July.

"It was a huge success. Staff keep asking us when we're going to hold the next one," said store rep **Graham Tomkinson**, who helped organise the day along with fellow store reps **Joyce Huxley, Rita Stones** and **Sam Thornhill**.

"We'd read in *Network* and *arena* about other successful Legal Plus Days and thought it was something that would go down well in our store.

"Area organiser Ellen Shaw and Academy rep **Elaine Cole** gave us great support and advice.

"Our store manager Ian Sutton was also keen to see it go ahead. He was very impressed especially with the buzz it created around the store.

"It was good timing too as the union's solicitors had just won a case for one of our members who was happy to promote the legal service and to say how delighted he was with the successful outcome.

"Members were really impressed that union panel solicitor Rachel Griffiths was in store and available to give them free personal legal advice without them having to take time off work.

"We're planning to make Legal Plus day an annual event and we're going to launch a regular poster and leaflet campaign to promote our excellent legal service to staff throughout the store."

Morrisons Buxton, Derbyshire

Promoting Legal Plus was also a big success at the Morrisons store in Buxton at a special event in May.

"It was a team effort from top to bottom," said experienced rep

Gill Bowers, who has been a rep for 16 years and is one of three reps at the store along with **Steve Boundy** and newly elected night shift rep **Kevin Wilson**.

"We'd heard how successful Legal Plus days could be by talking to other reps who had organised events at their own stores and thought it would work well for us.

"We were very fortunate to have Academy2 organiser **Dianna Sedgwick** and our area organiser Paul Thomas working closely with us.

"Dianna and Paul liaised with Lynne Atkins our store personnel manager and store manager Gareth Riley who were both fully supportive of the event held in the staff canteen.

"Solicitor Alan Fitzpatrick from Rowley Dickinson solicitors in Manchester came along with two of his colleagues, who had expertise in wills and probate.

"The day was a huge success. Anyone interested in seeing the solicitor was given their own time-slot.

"The feedback was very positive and as a result membership has increased by 10 per cent which leaves us around the 50 per cent mark.

"As a team we're even more determined to continue to raise the union's profile and build up membership in our store."

Tesco Distribution Reading

A well-organised team of reps are delivering for more than 620 members at the new Tesco Distribution centre in Reading in Berkshire.

The centre, which opened in May last year, employs more than 900 staff and is the biggest food distribution centre in Europe.

Usdaw signed an agreement with the company last year and has a full team of reps on-site including shop stewards, health and safety and union learning reps.

"I can't speak highly enough of the reps, they're a fantastic team and all work extremely hard," said area organiser Karen Shone.



SAINSBURY'S NANTWICH



TESCO DISTRIBUTION READING

"The reps work alongside the management team and this helps make Reading successful.

"They hold regular monthly team meetings and discuss any matters arising with management. They also attend branch meetings on a regular basis.

"They are all completing their training and are keen to develop their skills further, they are a real asset to



www.usdaw.org.uk



Follow us @UsdawUnion



the site.

“The team have held many inductions over the last 12 months and as a result membership has grown dramatically to more than 75 per cent.”

Staff facilities at the site include a fully equipped learning centre and a gym.

“A joint Lifelong Learning and Legal Plus Awareness day in June during

membership week was a huge success and again the team signed up new members.

“All in all Reading has made rapid progress and it’s down to a great partnership between management and the excellent team of reps.”

Tell Network about your next campaigning event and your team could be in the next issue.

CHECKLIST

Telling Members About Legal Plus

- Are reps and activists up-to-date on the whole range of Legal Plus services and FirstCall Usdaw?
- Do you attend staff inductions and highlight Legal Plus?
- Do you distribute the FirstCall Usdaw card and Legal Plus leaflets to both new and existing members regularly?
- Do you use your noticeboard to advertise Legal Plus and FirstCall Usdaw?
- Do you hold briefing sessions for all members on Usdaw benefits – including Legal Plus?
- Do you publicise Usdaw success stories? Or use the case studies in *arena* magazine and pin them up on your noticeboard?
- Have you approached your area organiser about holding a Legal Plus awareness event in your workplace?
- Does every member know about FirstCall Usdaw?
- Do you know what to do if a member has an accident? – phone FirstCall Usdaw 0800 055 6333
- Do your members know where to turn to for support while their case is being dealt with?

Your Legal Plus Awareness Days

Midcounties Co-op, Cheltenham

A special recruitment event got off to a flying start in June when a team of reps from the Midcounties Co-op Society organised a Legal Plus day at Cheltenham racecourse in Gloucestershire.

"The society hold the event every year and invite staff from across the groups to attend including food, travel, healthcare, childcare, energy and post offices," said senior rep **Bernadette Connor**.

"There's always a great atmosphere as people from across the society use the occasion to meet and chat to colleagues in a relaxed environment. And it was also good for the reps as our society covers three of the union's divisions so it gave us all the chance to get together too.

"We thought it was the ideal opportunity to profile the union and the excellent legal service available to members and their families and it proved a huge success.

"We had expert legal advice on hand from Victoria Thompson from Walkers, one of Usdaw's local panel solicitors, and staff took the opportunity to speak to her about a variety of legal issues, including wills and consumer problems. It went down extremely well and we signed up six new members on the day."

The Midcounties reps have a proven track record in their division. This was recognised when they won the National Team Recruitment and Organising Award at the national awards ceremony held in Manchester in January. They also have experienced rep **Michelle Whitehead** on six-months secondment with Academy1, the union's elite training school.

Co-op Distribution Coventry

The Legal Plus campaign is proving to be a valuable recruitment tool for reps at the Co-operative Distribution centre in Coventry.

The team have run two Legal Plus

awareness days this year signing up more than 50 new members bringing membership at the site up to 46 per cent.

Academy2 organiser **Andy Humphries** worked with the reps when they organised their second event in June.

"Many members – never mind non-members – are unaware of all the benefits available to them with Legal Plus and FirstCall"

"This event gave the reps the opportunity to speak to staff and remind them there's more to the union than just representation," said Andy, who is on secondment to Usdaw from his usual job with Tesco Distribution in Daventry.

"It was really useful having an experienced rep like Andy helping us with our recruitment push," said **Aaron Wall**, who has been a rep for six years and is one of a team of 19 reps at the site.

"The campaign did exactly what we set out for it to do, it gave us the opportunity to speak to staff face to face and highlight the union and the many benefits of the legal service. We had very positive feedback.

"It also enabled members to speak freely with our solicitors and experience for themselves what legal advice is available to them.

"The campaign has also had a big impact on our agency staff and many signed up on the back of our first event when they were made permanent."

Sainsbury's Tewkesbury

Academy1 organiser **Emma Bodman** has spent six months with Academy1 learning new skills and supporting and organising other reps in a variety of stores in the South West.

"It's been a fantastic learning

experience," said Emma, who has been a rep for two years and was on a six-month secondment from her role as a store trainer in the HR department at the Sainsbury's store in Barnwood in Gloucester.

"I ran my first campaign event at the Sainsbury's store in Tewkesbury in September.

"I've recruited and done stand-down in my own store but never focused on a campaign.

"The Academy gave me the opportunity to work with the store reps, **Roger Mitchem, Liz Coates** and **Marie Jagers**, and at the same time develop my own skills.

"Membership is very low at the Tewkesbury store, just under 20 per cent, so we thought highlighting the legal service was an ideal way to introduce the union to staff.

"We put posters up to advertise the event and set up a stall in the canteen with lots of info and leaflets to take away. A union solicitor came along and staff were impressed they could get legal advice at work.

"Many members were not even aware this was available to them.

"Two new members signed on the day and we're confident more will follow.

"It was a really positive event and a great learning-curve for us all."



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





CO-OP DISTRIBUTION COVENTRY

TALK TALK

Promoting Legal Plus...

- It's a **free** service from the day you join.
- Legal Plus also offers help with free will writing, conveyancing, probate, prosecutions and other non work-related matters.
- Members also get assistance with employment tribunal fees. If you are **not** an Usdaw member and claim unfair dismissal the fees are £250 to lodge the claim and £950 to go to hearing.

...and FirstCall Usdaw

FirstCall Usdaw is the free accident claim line that helps members with:

- All accidents and injury claims.
- Industrial disease claims.
- Criminal Injury Compensation Authority claims.
- Road traffic claims for family members.

Members keep 100 per cent of their compensation. If you are **not** an Usdaw member and you use a high street solicitor your compensation may be cut by up to 25 per cent and you will be responsible for your own solicitors fees if you lose.



MIDCOUNTRIES CO-OP CHELTENHAM

New challenges to face for busy Usdaw trio

One promotion, one new appointment and one retirement make up this issue's staff news.

George McLean – new head of admin

George McLean has made the step up from deputy to head of administrative services bringing with him 20 years' experience of working for the union.

He succeeds Theresa Wilcox, who retired in early July, and will now lead the admin team as it prepares for next year's ADM, this year's presidential and executive council elections, and the whole range of HR services.

"I'm absolutely delighted to be part of a growing union with a dynamic and talented team in the department," said George, 61.

"The union has changed massively particularly over the last decade and I'm sure we can build on that. We have the strategy, the staff and officials and crucially the reps who do an amazing job. Yes times are difficult but Usdaw has huge potential. I'm looking forward to the many challenges we face."

Manchester-born George cut his union teeth in the NHS when he was a rep for white-collar union ASTMS in the mid-'70s having graduated from Hull University in 1974 with a BSc in biology.

He later studied part-time for a law degree at Manchester Polytechnic graduating with a first in 1987 and taking his solicitor's finals in 1988. He worked for a law firm from 1988 and qualified as a solicitor in 1990.

Two years later he applied for the deputy head of legal services at Usdaw and started in 1993 where he stayed for 12 years. In 2005 he took up a position with legal firm Eversheds only to return to Usdaw a year later as deputy head of administrative services.

Married with three sons, George combines a love of travelling, supporting the blue side of Manchester, with a keen interest in reading especially on the English Civil War period.

Organiser Phil Waite

Former activist and Tesco LGV driver Phil Waite is the latest addition to the organising team in the Eastern division.

The 46 year-old, appointed in late March and based at the Waltham Cross office, brings with him ten years experience of being an Usdaw rep. Phil also served on the Tesco European works council, the divisional council and the divisional political committee. He is a local Labour councillor in his hometown of Harlow.

"This is a perfect job for me," said Phil. "There's a new challenge every day. I enjoy meeting new reps, going into different companies and building up relationships. It's great to see things improve."

"I've always been active in the labour and trade union movement. I was a member and rep with BECTU. I then moved into retail with Tesco, transferring to the warehouse then trained as an LGV driver."

"The job is going very well. The first six weeks were tough, a bit of a shock, but I'm through that and I've really settled in to the role."

John Allan retirement

Edinburgh-based area organiser John Allan, 65, retired from the union in late September after 14 years' service.

John initially worked out of the old Dilke House office in London from 2000 before transferring back to Glasgow in 2004 and returning to his native city a year later.

Always politically active he was a Labour councillor in the city for 12 years from 1988-2000. John was full of praise for the reps. "It's the activists who have made Usdaw the massively successful union it is today," he said. "I will miss them and my colleagues."

John will now devote his time to family life as well as being a ranger in the Pentland Hills, his interest in the marine environment and writing.

General secretary John Hannett said: "Many thanks to John for his hard-work, commitment and dedication. I'm sure he'll do an excellent job in his community. We all wish him the very best for his new life."



GEORGE MCLEAN



PHIL WAITE



JOHN ALLAN



0845
6060640



Follow us
@UdawUnion
#NetworkMag



network@
usdaw.org.uk



PARENTAL RIGHTS CHANGE

Parents-to-be are set to get improved rights to time off while disabled students face Coalition cuts.

New rights to time off to attend antenatal appointments for fathers, partners and adoptive parents have been included in the Children and Families Act 2014 thanks to lobbying by trade unions and other campaigning organisations.

From 1 October 2014, fathers and partners of expectant mothers are entitled to unpaid time off to attend antenatal appointments.

- The right includes those in same sex relationships, adoptive parents and anyone intending to apply for a parental order for the expected child. This means that parents having a child via surrogacy who apply for a parental order (or intend to apply for a parental order) will also be entitled to unpaid time off to attend antenatal appointments with the surrogate mother.
- Entitlement is to attend two appointments.
- Maximum time off allowed is 6.5 hours.
- The right is unpaid.

New rights have also been extended to adoptive parents.

From 1 October 2014, where a couple adopt, the primary adopter has the right to paid time off to attend up to five adoption appointments up to 6.5 hours each.

In addition for adoptive parents who expect to be matched with a child on or after 5 April 2015, Statutory Adoption Pay will be equal to Statutory Maternity Pay. At the moment Statutory Adoption Pay is

paid at a flat rate of £138.18 for the whole 39 weeks.

From April 2015, the first 6 weeks will be paid at 90 per cent of average earnings to mirror Statutory Maternity Pay. Don't forget that Usdaw has negotiated improvements to statutory maternity, adoption and paternity pay with a number of employers.

For more information about the new rights to leave and pay contact the equalities section at central office.



equalities@usdaw.org.uk



www.usdaw.org.uk/equalities



DISABLED STUDENTS TARGETED

The Coalition's plans to cut the Disabled Students Allowance (DSA) will lead to higher drop-out rates, lower grades and ultimately fewer disabled students in higher education, say equality campaigners.

Usdaw is urging reps to join the campaign to stop the Coalition's plans and support the proposition condemning the cuts carried at this year's TUC Disabled Workers Conference.

"There is clear evidence that life costs more when you are disabled," said general secretary John Hannett. "DSA is crucial in enabling disabled students to participate in higher education on an equal footing with non-disabled students."

The amount of the DSA is assessed on individual need so it varies from

student to student. It is used to pay for specialist equipment, the costs of personal assistance from another person and for more general costs such as extra travel costs.

Usdaw is asking for your help to raise awareness of the proposed cuts and take action to stop them. The postcard below directs people to an e-petition.

The decision to cut DSA will have to be looked at again should the petition receive more than 100,000 signatures. We will also alert MPs to this issue by forwarding all completed postcards.

If you would like additional copies of the postcard please contact the stationery department on: 0161 224 2804 or email: postroom@usdaw.org.uk

Usdaw calls on the Government to STOP THE CUTS to Disabled Students' Allowance

STOP CUTS to DSA

Research consistently shows that life costs more when you are disabled. Disabled people also face barriers when it comes to accessing employment, training and education. The Disabled Students' Allowance is essential in enabling disabled people overcome those barriers and achieve equality with non-disabled people.

Cutting this allowance is cutting vital support that will put the studies and the future of disabled students at risk.

Usdaw
Union of Students, Disabled Students and Staff

Please complete the reverse of this postcard and return to us at the FREEPOST address - no stamp required.
Thank you for your support!

STOP CUTS to Disabled Students' Allowance (DSA)

STOP CUTS to DSA

We've designed this handy **Useful Contacts** postcard for you to keep with you - it tells you where you can go for advice and support.

Under the banner of 'modernisation', David Willetts, the former Conservative Minister for Universities and Science, has announced measures to stop Disabled Students' Allowance (DSA). This allowance is vital in enabling disabled students to continue their studies and achieve the same goals as non-disabled students.

The level and type of support depends on individual needs but it is there to enable disabled students to buy specialist equipment, pay for assistants and cover general costs such as travel expenses that arise because of a student's disability. These cuts will lead to higher drop-out rates, lower grades and less disabled students in higher education.

Sign the e-petition to show your opposition to Government cuts to Disabled Students' Allowance. The petition remains open until 30 March 2015.
petitions.direct.gov.uk/petitions/63746

Fill in the postcard opposite which we will send to your MP.

Usdaw
Union of Students, Disabled Students and Staff

www.usdaw.org.uk

Usdaw
Organising For Equality

STOP CUTS to DSA



SAFETY TAKES ON A EUROPEAN DIMENSION IN OCTOBER

Campaign puts focus on stress

Safety reps are being urged to support European Health and Safety Week from October 20 to 26 whose theme for the next two years is 'Healthy Workplaces Manage Stress'.

The aim is to get employers and unions working together to improve standards across the whole of Europe. The week is promoted by the European Occupational Safety and Health Agency (EU-OSHA) and, in this country, by the Health and Safety Executive (HSE).

According to EU-OSHA, across Europe 51 per cent of workers say work-related stress is common in their workplace

and four in ten workers think that stress is not handled well by their employer. The message of the campaign is that employers and unions can successfully manage and prevent work-related stress and psychosocial risks.

According to the HSE

■ Stress affects one in five of the working population from the newest recruit in the postroom to the board of directors.

■ It is now the single biggest cause of sickness in the UK.

■ Over 105 million days are lost to stress each year – costing UK employers £1.24 billion.

■ Employers can significantly improve working life for 20 per cent of their staff, with all the knock-on benefits of reduced absenteeism and lower turnover.

■ For every £1 employers invest in staff well-being, there's a return of £3 in improved efficiency and productivity.

Workplace stress can be associated with many factors.

■ Work with members of the public who can be abusive or violent can be a major cause of stress as the Freedom from Fear campaign has shown.

■ Boring, repetitive and monotonous tasks can also be stressful as well as shift work and unsocial or excessive hours.

■ Targets such as picking rates or delivery timetables or not being able to control your work or working routine all put extra stress on some people.

Meanwhile, Wednesday of European Week (22 October) is the TUC's National Inspection

Day. Health and safety reps in all unions and all workplaces are urged to arrange one of their workplace inspections on or near that date.

Any Usdaw health and safety reps who want to focus their inspection on stress can use the Usdaw stress questionnaire to help them.

Once members have completed the questionnaire, the reps can analyse the results and raise any issues with management through the usual channels.

Go to www.usdaw.org.uk and search stress to find the questionnaire.

For EU-OSHA campaign materials visit: www.healthyworkplaces.eu/en

Safety watchdog could be put up for sale to 'highest bidders'



Coalition plans to 'commercialise' health and safety watchdog the HSE and sell its services to the highest bidder have been slammed by safety reps from across the UK.

At its annual conference in August, the Hazards Campaign urged all union safety reps and members to contact the newly-appointed head of the HSE – Dr Richard Judge – to tell him what they think of plans to

'commercialise' the work of the enforcement agency.

The Hazards Campaign shares the concern of unions and health and safety experts that the new focus on commercial services will divert scarce resources from the HSE's role as a regulator.

It is also calling for union safety reps and workers to send a blizzard of emails and letters to the new HSE head telling him

that the HSE has to use its powers to enforce the law instead of selling its services to anyone who can pay.

Hazards magazine website has details of the 'Don't Pimp Our Watchdog' campaign including a graphic that can be used on workplace noticeboards and a model letter to send to Dr Judge. For details visit:

www.hazards.org/safetypimp

E-cigs remain an unknown option

Vaping (inhaling vapour from e-cigarettes) is on the increase in Britain especially by people who wish to give up smoking tobacco, although there is no evidence that 'vaping' can help you quit.

The World Health Organisation (WHO) recently called for e-cigarettes to be banned indoors. Health experts warn that despite releasing vapour instead of smoke, the devices still pollute the air with harmful chemicals.

The TUC strongly recommends unions negotiate that electronic cigarettes should

not be used in any indoor place. This is not just because the risk to others is unknown, but also because it can be confusing if people are seen to be 'smoking' what can look like a cigarette. This undermines the smoking ban

But the TUC also supports the idea that separate areas should be made available for users of electronic cigarettes away from any outside smoking area. If a worker is using electronic cigarettes to give up smoking tobacco then forcing them to go outside in the same area as smokers won't help.



Happy birthday!

One of the most important pieces of workplace legislation – the Health and Safety at Work Act (HSWA) – has just clocked up its 40th year.

Introduced by the Labour Government in 1974 it has withstood attacks on it by Tory critics and ministers to fulfil its pivotal role as safety enforcer and regulator.

"Despite attempts to kill off this legislation by the current Government it has survived all the so-called reviews largely intact," said Usdaw safety officer Doug Russell.

"It's easy to forget just how bad health and safety provision was back in the '60s and '70s.

"The improvement in safety at work over the last 40 years has been significant and the HSE has, until recently, been a world leader on work-related health issues.

"However, funding cuts to the HSE, restrictions on inspection by HSE and Local Authorities and the continued ideological attack on health and safety as a burden on business are causing serious concern for unions, health and safety professionals and the more responsible employers."

To commemorate the 40th anniversary of the Act and remind people of the value of stronger health and safety regulation, Prospect, the HSE inspectors' union, has compiled 40 stories told by HSE inspectors. '40@40: health and safety stories from the frontline' is a collection of inspectors' personal insights into some extraordinary and diverse encounters.

Go to www.prospect.org.uk and search 40 to read the stories



Q&A with...

Tesco quality control assistant Catherine Parr, who works at the huge dotcom site in Enfield, and is part of a six-strong team of safety reps.

Q Why did you get involved in the health and safety side of things?

I wanted to make a difference not only in terms of my role as a rep on wages and terms and conditions, but to make the workplace safer and look after our members' safety too. Health and safety is for everyone and I see it as a big part of my union duties and responsibilities. Being a rep and a safety rep go hand-in-hand for me. Many of the reps on-site have dual responsibility.

Q What are the biggest issues on-site?

Slips, trips and falls always feature. Making sure staff don't cut corners as they try and meet their targets on picking. It's a fast paced environment, highly mechanised and a lot of pressure. Ensuring the facilities and break times meet the needs of the staff and getting the right personal protective equipment issued.

Q How do you deal with practical safety issues?

We have a good working relationship with the site management. We meet up regularly as reps. And we find taking the time to get things right early on saves time later. We monitor each department so we know where there are problems to sort out. Stephen Peaty, who is on Academy1 at present, looks after transport while I concentrate on the departments indoors.

Q Does it work?

Yes. We've made a lot of progress since the site opened. We use the forum process, the partnership agreement and hold regular health and safety meetings. The reps get the respect they deserve from both management and members. There are far fewer accidents now than when the site first opened and that's very rewarding.

Q Do you promote FirstCall Usdaw as part of your safety rep duties?

Yes. I always wear my high-vis vest with the logo and number on the back so that it gets noticed when I'm visiting the departments. We have had some members and a rep take a claim too so when accidents do happen members know they are going to be looked after.

Your Letters & Pictures

Obituary Ken Ashworth



Former head of finance at central office Ken Ashworth died in September aged 92.

Oldham-born Ken joined Usdaw's predecessor union NUDAW in 1939 as a junior accounts clerk and progressed up the ranks eventually completing 44 years' service with the union.

His only break in service came when he served with the RAF from 1942 during the Second World War. On his return he went on to look after all aspects of the union's financial matters and also spent five years in the audit department. He retired from Usdaw in 1986.

General secretary John Hannett paid this tribute: "Ken was a popular man at central office and served the union with distinction over nearly five decades.

"He was well known to many ADM delegates as he would sort out their expenses on the Saturday morning at standing orders.

"Our deepest sympathies go to his wife Gladys and their family and friends."

Working mum wins recognition



I recently visited Morrisons in Hamilton to give our hard working Union Learning Rep (ULR), Kirsty Sommerville, a certificate of congratulations.

Kirsty was nominated for last year's Organising Awards.

She has juggled being a working mum with being a hard working ULR in store – she is about to go off on maternity leave, but that hasn't stopped her from continuing to help support learning in her store.

Through her involvement in lifelong learning Kirsty has found a real talent and passion for British Sign Language. She has supported classes in her own store and Kirsty has enrolled in classes at her local college too.

Jill Little Woodhouse, lifelong learning project worker, Scottish division

Campaign days bring in members



Membership week, along with adult learners week was a great opportunity to get involved, not only to recruit new members, but to get members old and new interested and back into some form of education.

With education being close to my heart, I believed this was the perfect timing to show my members what's actually

available for them, regardless of their background.

Not only did I manage to recruit members, I also signed up members who were interested in doing some form of course, ranging from basic I.C.T to Spanish to even a full mental health course.

At the beginning of the week, I did a campaign on lifelong learning at Tesco Congleton, and it was surprising how many people didn't know what was available or that Usdaw did this for its members.

Mike Mason, union learning rep, K120 NW Tesco Retail No.4

Big thank you to retiring John



John Allan is the official responsible for the divisional retired members committee in the Scottish Division and is retiring in September. At the retired members meeting the committee made a presentation to John to thank him for all his hard work and help with the committee. (Pictured above, l-r John, Eric and committee secretary June Burns).

Eric Souter, Scottish divisional retired members committee chair



30 year award for Garry Jackson, Tesco Welham Green Distribution



Lifelong Learning at Clifton Tesco Extra



Tolpuddle Martyrs Festival



Cardiff Pride



A dedicated space to share your news, views and achievements. Let us know what you have been up to and you could win £50! Keep it brief. We reserve the right to edit all letters published.

Reps and members in the picture



MP & MSP visit at Sainsbury's Kingsgate, East Kilbride



Advanced Health & Safety (Part 1) course, Warrington



Usdaw at the world-famous Durham Miners' Gala



Branch officers' course, Warrington

Members reach 30 year milestone



Glasgow Pride



York Pride



Pictured clockwise from top left - Jennifer Wilkins, Mid Counties Co-op; Sharon Davies (far right) Tesco Quedgely; Paul Manderville (centre) Tesco Guildford and Anna McAdam Tesco Renfrew.

NEW EDITIONS

ORGANISING & RECRUITMENT

ONLINE NOW

SPEAKING UP FOR MEMBERS

SPEAKING UP FOR MEMBERS

TRAINING FOR MEMBERS

LISTENING & ADVISING MEMBERS

EXPERT TRAINING

REPRESENTING MEMBERS

CAMPAIGNING FOR USDAW

EXPERT TRAINING

REPRESENTING MEMBERS



ORGANISING & RECRUITMENT

WINNING FOR MEMBERS

CAMPAIGNING FOR USDAW

LISTENING & ADVISING MEMBERS

To browse all the latest Usdaw leaflets, posters and merchandise go online at

www.usdaw.org.uk/eMerch

&

www.usdaw.org.uk/eCat



YOUR SERVICES | YOUR SUPPORT | YOUR PROTECTION | YOUR VOICE | YOUR UNION