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SUPERSTAR REPS TAKE CENTRE STAGE

Organising Awards 2017

The magazine of the Union of Shop, Distributive and Allied Workers



General Secretary John Hannett Fighting for workers' rights

Welcome to the first issue of *arena* for 2018 which is packed full of news and updates. This issue covers our prestigious annual Organising Awards that recognise the fantastic work our reps do on behalf of our members.

As well as featuring our regular pages on legal plus, health and safety and people like you, this edition includes features on employment rights, food banks and campaigning.

The Know Your Rights section answers some of the most frequently asked questions Usdaw receives on representation, holidays, sickness, security searches and underpayment of wages.

Despite growing evidence suggesting there is a link between Conservative-led austerity and welfare reforms and the rising use of food banks, the Government refuses to acknowledge this. *arena* counters some of the myths about who and why people use food banks.

Our feature on campaigns reminds members that there is a lot more to union membership than representation. Although advising and representing members is a large part of what we do we also run a number of high profile campaigns. Usdaw campaigns can make a real difference to the working lives of our members and some of our successes include the waiting time for universal credit being reduced from six weeks to five weeks and fighting off attempts to increase trading hours on Sundays. We are currently campaigning for stiffer sentences for those who assault shopworkers.

Looking ahead to 2018, there will be some challenges. However, I believe together we can face these head on.

John Hannett, General Secretary



arena

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Union of Shop, Distributive
and Allied Workers
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Superstar reps rewarded

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ADM 2018

Democracy in Action

The annual delegate meeting is the biggest event in the union's calendar

Usdaw is a democratic organisation and gives its members the right to take part in union activities and have a say in what the union does. One of these ways is through an annual conference.

Every year activists meet at the Annual Delegates Meeting (ADM) to decide on the union's rules and policies.

At the conference delegates also debate and vote on a

wide range of topics including wages, crime, economy, education, health, safety, housing, pensions, transport, welfare and benefits.

The conference is chaired by the president, the general secretary and deputy general secretary, acting on behalf of the executive council, speak on propositions and policy documents and reply to debates.

The conference is known to attract high profile speakers. In the past, guest speakers have included Tony Blair, Gordon Brown, Andy Burnham, Jeremy Corbyn and Tom Watson.

A number of fringe meetings take place throughout ADM including politics and equalities who have a regular slot.

arena will be reporting on ADM in the Summer edition out in June.

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Collapse of Palmer & Harvey

News

Usdaw is supporting members who worked at the UK based wholesaler

Last November Palmer and Harvey went into administration resulting in 2,500 redundancies.

The announcement was a complete shock to members and was an extremely distressing situation, especially in the run up to Christmas.

Usdaw is experienced in dealing with similar situations and did everything it could to support members. Usdaw set up a dedicated section on its website to update members on the changing situation in Palmer and Harvey.

Once this was established the union made every effort in assisting members to find alternative employment by working with a number of local and national companies who were keen to take on Palmer and Harvey staff.

These vacancies, as well as supporting events, can be found on the Usdaw website.

National officer Mark Todd said: "Unfortunately, it isn't



always possible to prevent redundancies, especially when a company suddenly goes into administration like this. However, what we can do is to make sure our members receive the best advice and support they need to help them find alternative work and receive any financial compensation that they are entitled to.

"I know that a number

of our former Palmer and Harvey members have found employment through the vacancies provided on our website. Therefore, I would encourage all ex-Palmer and Harvey employees to visit the union's website for further information."



www.usdaw.org.uk

FAQ

Where can I get more information?

Usdaw launched a section on its website with job vacancy information and the latest news to keep members up-to-date. www.usdaw.org.uk/palmerandharvey

What is Usdaw doing about this?

Usdaw is seeking a Protective Award against the administrators, on the basis of a failure to meaningfully consult.

Can Usdaw help with my CV and other job hunting skills?

Yes. Please contact your local Usdaw office and ask to speak to a lifelong learning project co-ordinator.

Do I get statutory redundancy pay?

All members who have been made redundant need to register through this website www.gov.uk/claim-redundancy

to make a claim. You should have received a case number from the administrators to use on the Government website. For further information on how to claim please go to www.usdaw.org.uk/palmerandharvey

Can I claim benefits?

Your local JobCentre Plus office is best placed to advise you about your entitlements.



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Aldi and Lidl on the up

The discount food retailers are catching up with mainstream supermarkets

Aldi has overtaken both the Co-op and Waitrose to become the UK's fifth largest supermarket chain while Lidl beat Waitrose to seventh place.

The rise of Aldi and Lidl has been blamed for forcing mainstream supermarkets to

embark on major cost cutting programmes.

At the start of 2018 Asda, Sainsbury's and Tesco announced proposals to restructure their management posts. At Asda 800 jobs were at risk and Tesco's reorganisation

could result in a net loss of 800 roles as 1,700 staff are put at risk of redundancy with 900 new roles being created.

Usdaw will be entering into consultations with Tesco and Sainsbury's on behalf of members affected by these changes.

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New GS elected unopposed

John Hannett to retire this year

Paddy Lillis, current deputy general secretary, has been elected unopposed to succeed John Hannett as the general secretary of Usdaw.

General secretary John Hannett said: "I am delighted that Paddy has been elected to succeed me in 2018. I am proud of the work we have done together in the past.

"I know Paddy will continue to grow the union and make Usdaw stronger, so that we can continue to improve workers' lives and deliver for our members.

"I'm confident that Paddy will do an excellent job as the new general secretary."

General secretary elect



John Hannett congratulates his successor Paddy Lillis

Paddy Lillis said: "It is an honour and a privilege to be elected to this post.

"I look forward to building on the great work that John Hannett has done and working together with him to ensure a smooth transition.

"There will be a lot of challenges coming up for Usdaw and the trade union movement as a whole. However, I am confident that Usdaw is in the best possible place to meet these challenges head-on."

CICS reforms cause decline in claims

Since the reforms to the Criminals Injuries Compensation Scheme (CICS) came into effect in 2012 applications for compensation, by the union on behalf of members injured by a criminal, have almost halved, down by 47.4 per cent.

General secretary John Hannett said: "The Government claimed they were reforming the scheme to better

focus support for victims, but the truth is they have effectively closed the scheme to many, leaving thousands of innocent victims of violent crime without the opportunity of fair compensation.

"Shopworkers can be particularly vulnerable to attack, and it is notable

that reported incidents have significantly increased. This Government does not care about the many shopworkers who are assaulted, threatened and abused for simply doing their job.

"The effects have gone way beyond what we predicted when we campaigned against the Government proposals in 2011 and that's why I have written to the Justice Secretary urging a review."



News MSP backs respect campaign

Usdaw continues to campaign for changes in the law to protect shopworkers

Incidents of violence, threats and abuse against shopworkers are worryingly high, with nearly two-thirds verbally abused last year and over 40 per cent threatened.

Our survey suggests that around 265 shopworkers are assaulted every day in the course of their duties.

In January, Labour MSP Daniel Johnson launched his proposal, at the Scotmid store in Edinburgh, for a new law to protect workers.

General secretary John Hannett said: "Our members appreciate the support of MSPs for our Freedom From Fear campaign. We are pleased



that the Scottish Government recognises the important contribution Usdaw makes to promote the safety of workers. We can see no reason why

the Protection of Workers Bill should not cover shopworkers, who have a legal responsibility to enforce the law on age-related sales."

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Working for a better deal for Dads

Members and reps across the country will take part in Usdaw's Spotlight Day

Each year Usdaw holds a campaign day called **Supporting Parents and Carers Spotlight Day**.

Hundreds of reps and activists get involved by running campaigns at their workplaces.

This year's theme is 'A Better Deal for Dads' and will focus on statutory paternity leave, which is currently too short (only two weeks), poorly paid and inflexible.

Spotlight day this year will take place on Wednesday 16 May and Usdaw can provide everything needed to run a successful



campaign.

If you would like to get involved you could:

- Give out leaflets to members explaining how Usdaw can support them.
- Put a poster on your union noticeboard.
- Talk to other members about

the union's campaign.

Materials will be available from Monday 12 March.

For more information visit the Usdaw website or contact the Equalities section on **0161 249 2400**.



www.usdaw.org.uk/spc

Fat Cat Thursday highlights pay gap

Top bosses are earning up to 120 times more than the average worker

The UK's top bosses will have made more money in the first three days of 2018 than the typical worker can expect to earn over the entire year.

Dubbed 'Fat Cat Thursday', 4 January marked the day when the average pay of top executives passed the median annual salary of **£28,758**. This

works out to an average of **£3.45m** or **120 times** the amount collected by UK workers.

The Conservatives promised to put worker representatives on boards and that executive pay should be approved by an annual vote of shareholders but to date these promises have failed to materialise.



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Listening to Women

Activists attend Usdaw's residential workshop in Manchester

Sexual harassment, juggling work and family, and the menopause were the main subjects discussed at the union's third annual Listening to Women event held in Manchester last November.

The two-day event is an informal residential workshop where women activists from workplaces across the country can share their concerns at work and discuss how the union can help.

Usdaw rep Jan Main was at the event for the first time. "A lot of the issues raised were relevant to my workplace so it's good to listen to the experiences of fellow reps who work for other companies and in other industries," said Jan, 43, who works for Morrisons in Glasgow.

"The subject of sexual harassment is also very topical right now and I think it's helpful to be able to discuss the issue. A safe environment like a women-only event allows women to share their own experiences, in a way that they perhaps wouldn't in a mixed event.

"I think new reps, in particular, would benefit from attending to expand their

knowledge and be better prepared to deal with these types of issues when they crop up at work."

It was also a first for Tesco rep Davina Caine from the Cotswolds who hasn't attended any Usdaw-organised events before. "It's great that the union runs a women-only event," said the 50-year-old. "It's a very comfortable environment for members to talk openly. The schedule was well organised and the subjects covered were very interesting.

"To make change people need to be open and start talking or we're not going to know what the big problems are. That's why events like this one are instrumental in bringing about change.

"It's all about expanding your mind and being able to contact other reps when you've got an issue on which you need guidance. It's been a

The union organises a host of annual conferences open to members and reps. Visit the union's website to see what other events you can attend and take part in.

www.usdaw.org.uk/events

really good experience."

Usdaw general secretary John Hannett, who visited the delegates for a question and answer session, was keen to ensure that the union supports its female members. "The Listening to Women event is important for highlighting and discussing the issues that women across the country are facing in the workplace," he said. "As a union, where women are the majority membership, it is crucial we provide women with a safe platform that enables them to speak out about the issues that matter to them and how best we can support them."

Sexual Harassment Survey

In a recent survey, the TUC found that one in two women have experienced some form of sexual harassment. Usdaw is running its own survey to find out more about whether sexual harassment is an issue for members.

Please take a couple of minutes to visit the website and complete the survey.

Your response will be confidential and you do NOT have to provide your personal details.

www.usdaw.org.uk/SHsurvey

Remarkable reps sparkle at union 'Oscars'

The union's top reps were awarded for their excellence in January at a ceremony held in their honour

It was a night to remember as first-class reps found themselves in the spotlight at the union's annual Usdaw Organising Awards.

The prestigious event, now in its 13th year, recognises and celebrates the dedication and hard-work of the union's army of activists.

Top reps from all seven divisions were given the VIP treatment at the impressive Radisson Blu Hotel at Manchester airport ahead of the highly-anticipated awards ceremony.

General secretary John Hannett, general secretary elect Paddy Lillis and president Jeff Broome played host and presented national awards to 12 winners in nine categories.

"The awards night is a great opportunity to meet some of our most talented reps and give them the

recognition they deserve," said John. "Our 10,000 reps work tirelessly day in day out to recruit, organise and support the union's 430,000 members, and their work doesn't go unnoticed.

"Every year the executive council receives hundreds of nominations from the divisions, which just goes to show how much talent we have amongst our activists. I'm continually impressed by the high standard and choosing the winners is never an easy job.

"Obviously, we can't have all the reps here tonight but we hope that this event shows how much they are appreciated.

"Congratulations to all the nominees and winners, but also a big thank you to all of our reps across the UK who do such a fantastic job. The union wouldn't exist without you."



ROLL OF HONOUR

Most Promising New Activist

Marie McCallion (A), William Underwood (C), Darren Vickery (E), Christina Distefano (F), Alan Harper (G), Joanne Gale-Chambers (H), **Bonny Bennett (K)**

Team Recruitment and Organising

Tulip Westerleigh Reps Bristol (A), Palmer & Harvey Rep Team Hemel Hempstead (C), Weetabix Reps Team (E), **Wincanton Sherburn-in-Elmet Reps (F)**, Muller Cambuslang Reps Team (G), Martin Brower Reps Team (H), JD Williams Logistics Reps Team (K)



The 2017 national award winners with general secretary John Hannett, general secretary elect Paddy Lillis and president Jeff Broome

Winners in bold (divisional letter in brackets)

Health and Safety Rep

Damien Seager (A), **John Forbes (C)**, Nik Lazic (E), Peter Revill (F), Raymond Humphries (G), Stephen Little (H), Desmond Murphy (K)

Equalities

David Barter (A), Jean Bridger (C), John Meakin (E), Radomir Mazurek (F), **Kirsty Lowe (G)**, Julie Boucher (H), Christine Sherratt (K)

Individual Organising

Martyn Hall (A), Yaw Poku (C), **Simon Archer (E)**, Wendy Cottam (F), Richie Venton (G), Alan Humphries (H), Julie Dunne (K)

Union Learning Rep

Helen Coupplditch (A), Tesco Fenny Lock ULR Team (C), **Floss Pryce-Page (E)**, Sarah Woodhouse (F), Karen Petrie (G) Tesco Dotcom, Crawley ULR Team (H), Marie Warmby (K)

Individual Recruitment

Elaine Arberry (A), **Samantha Harvey (C)**, Adrian Clarke (E), Janet Maria Haggis (F), Ronald Johnston (G), **Mike Adamson (H)**, Christine Walker (K)

Outstanding Achievement

Anne Meacock (A), Linda Joyce Hall (C), Dean Wainwright (E), Sandra Davies (F), Ian Scott (G), Jonathan Lamb (H), Dave Randles (K)

Campaigns

Co-op Repts Bristol (A), Tesco Bletchley Repts (C), CRL Repts Team (E), Michelle Suzanne Hargreaves (F), Tesco Peel Centre Repts (G), Shirley and Frank Dunaway (H), Morrisons Repts K213 Branch (K)



National

Usdaw Awards 2017

WHAT THE NATIONAL WINNERS SAID:

“It’s really nice to be recognised for something I enjoy doing,” **Bonny Bennett**

“Helping the members keeps me motivated. There’s no better reward than when justice is delivered.”

John Forbes

“Winning this award is such a confidence boost. It means that I can walk forward with my head held high and continue to campaign for the things I believe in.” **Kirsty Lowe**

“I’m accepting this award on behalf of all the amazing people I work with. They’re so supportive, I couldn’t do it without them.” **Floss Pryce-Page**

“The team are over the moon with the award. It’s a massive accolade.” **Nick Stanton**

“Becoming an Usdaw rep was the best thing I’ve ever done. It makes me feel like I’m doing something worthwhile.” **Mike Adamson**

“I was over whelmed with the divisional award but to win the national one is unbelievable.”

Linda Joyce Hall

“I felt very honoured to win. I’m a great believer in supporting our activists, they’re the lifeblood of the union.” **Anne Meacock**

“It’s really lovely to see everyone here and have an event that recognises the hard work of the reps. What a great night.” **Samantha Harvey**





South Wales and Western (A)



Eastern (C)



North Eastern (F)



Scottish (G)



Southern (H)



South Wales and Western division STANDING (from left): Lukasz Szymanski, Michael French, David Barter, Martyn Hall, Elaine Arberry and Mike Walker (deputy divisional officer). SEATED (from left): Kay Timbrell (divisional council chair), Marie McCallion, Damien Seager, Barbara Wilson (executive councillor), Nick Ireland (divisional officer), Anne Meacock and Kevin Perryman. **Eastern division** STANDING (from left): Marten Bolling, Samantha Harvey, John Forbes, Dave McCrossen (divisional officer), Simon Vincent (executive councillor), John Bond (divisional council chair) and William Underwood. SEATED (from left): Linda Joyce Hall, Jean Bridger, Yaw Poku, Paul Rickard and Gary Clark. **Midlands division** STANDING (from left): Tom Stapleton, Adrian Clarke, Dean Wainwright, Christian Wayne Bowers, John Meakin and Gavin Daddley (divisional officer). SEATED (from left): Simon Archer, Lynda Burns, Floss Pryce-Page, Darren Vickery, Gareth Davies (deputy divisional officer) Kate MacLeod (divisional council chair) and Nik Lazić. **North Eastern division** STANDING (from left): Sandra Davies, Angela Partington (divisional council chair), Joanne Thomas (divisional officer), Peter Revill, Cathy Godfrey (deputy divisional officer), Brian Loughhead (executive councillor) and Janet Maria Haggis. SEATED (from left): Michelle Suzanne Hargreaves, Robin Gledhill, Nick Stanton, Radomir Mazurek and Wendy Cottam. Inset: Sarah Woodhouse **Scottish division** STANDING (from left): Tracy Gilbert (deputy divisional officer), Raymond Humphries, Jim Glavin, Stewart Forrest (divisional officer) and Ian Scott. SEATED (from left): Alan Harper, Karen Petrie, Neil Rae, Kirsty Lowe and Isabel Fyfe (divisional council chair). **Southern division** STANDING (from left): Jonathan Lamb, Les Hastings, Anthony Connelly, Michael Necchi-Ghiri, Stephen Little, Shirley Dunaway, Frank Dunaway and John Barstow (executive councillor). SEATED (from left): Joanne Gale-Chambers, Julie Boucher, Amy Murphy (executive councillor), Sue Merrell (divisional officer), Sue Pryn (deputy divisional officer), Sujata Patel (divisional council chair) and Mike Adamson. Inset: Alan Humphries. **North West division** STANDING (from left): Michelle Fury (divisional council chair), Tony Clare (deputy divisional officer), Jane Jones (executive councillor), Julie Dunne, Amanda Bailey-Coll (deputy divisional officer), Mike Aylward (divisional officer), Jan Jervis (executive councillor), Chris Winwood (executive councillor) and Desmond Murphy. SEATED (from left): Dave Randles, Tanya Gillies, Bonny Bennett, Christine Sherratt, Marie Warmby, Linda Wylie and Maureen Hurst.

Your employment rights in the spotlight

arena answers the most common questions from the workplace

on representation, sickness absence, social media and Sunday working



Call the Usdaw
helpline on:

0800 030 80 30

Q I've been invited to a disciplinary, what should I do?

The first thing that you should do is to make contact with your union rep. The details of the reps in your workplace should be listed on the union noticeboard.

Q Who do I need to contact if there's no rep in my workplace?

Contact your local Usdaw office as they will be able to arrange representation for you.

To contact your local office call the Usdaw helpline on **0800 030 80 30**.

In the know

Whatever your hours and wherever you work, knowing your rights is a necessity and an important way to ensure you are being treated fairly by your employer. Usdaw reps and your local office are on hand if you need more information or support.

know your Rights

Q I don't want to use the reps in my store. Can I get someone from another store?

You must use your workplace rep. However, if you have genuine concerns about the impartiality of your rep(s) then you would need to contact your local Usdaw office for guidance.

Q I've been told my rep can't speak in the meeting. Is this correct?

No. Reps have the right to speak on behalf of members, put the case forward and respond to any points. However, reps are not allowed to answer questions that are directed to the member.

Q The company are disciplining me for something I said on Facebook outside of work. Can they do this?

Yes. Most employers will have a social media policy that will state employees should not bring the company into disrepute. If you breach this policy you could be disciplined even if you made the comments outside of work and in your own time.

Q Can I be disciplined for taking time off even though I have a sick note to prove I was genuinely sick?

Unfortunately, yes. All employers have sickness absence policies that allow them to manage absence.

As part of your terms and conditions you agree to having acceptable levels of attendance. If your attendance falls short of these levels then the company can take action. Make sure you take an Usdaw rep into any disciplinary meeting.

Q Can I go on holiday while I'm off sick?

This will depend on the nature of your illness and the type of holiday you are planning to take. If you are off sick with stress then it would be reasonable for you to take a relaxing holiday. However, it would not be reasonable to go on a holiday where you could exacerbate your illness or injury. For example, an activities holiday when you are recovering from a knee operation. You should always seek guidance from your doctor and then speak to your manager about your plans.

Q I am having a relationship with one of colleagues. My manager has found out and said one of us has to move to another department. Do we have to move?

You should check whether your employer has a policy on this. If there is no policy then as long as the relationship does not interfere with you or your partner completing your duties you should not have to move.

To avoid a conflict of interest managers should not manage their partners in terms of performance reviews, grievance or disciplinarys.

Q My store regularly underpays me. This is affecting my finances. What can I do?

Your employer has a legal duty to pay you correctly for the hours you have worked. You should speak to your manager and



ask them to rectify any errors as soon as possible. You should not have to wait until the next payday.

If you are struggling for money until you are paid then the company should be able to lend you some from petty cash.

If you are still finding it difficult to get paid or you are regularly being underpaid then you should raise a grievance with the help of an Usdaw rep.

Q The company keeps asking me to prove my right to work in the UK. Can they do this?

All employers are under a legal obligation to make sure the people they are hiring are legally allowed to work in the UK. You will need to provide them with an acceptable document (from a list of documents) to demonstrate this.

If there are no restrictions on your right to work in the UK then the company should take a copy of your documents and you should not be asked again.

If you have time limited permission to be in the UK then your employer is under a legal duty to carry out follow up checks.

Q I don't want to work Sundays. What can I do?

All shopworkers can opt out of Sunday working unless Sunday is the only day they have been employed on. To opt out you would need to give three months' notice however in some companies Usdaw has negotiated a shorter notice period eg one month.

Q I can never take my break. What can I do?

If you work more than six hours a day then you have the legal right to one uninterrupted 20-minute rest break during your working day. If you are unable to take your breaks then you should speak to your Usdaw rep.

Q Do I have to submit to a search?

As part of your terms and conditions you will have agreed to being searched. This



Call Usdaw's free accident and injury helpline on:

0800 055 6333



know your Rights

could include a search on the premises, your locker and your car. Refusal to be searched will be treated as a breach and may result in disciplinary action. If you feel you are being unfairly selected then please speak to your Usdaw rep.

Q My mobile phone was stolen from my locker. The company is refusing to refund me. What can I do?

Most employers do not recommend you take valuables such as mobile phone and tablets. to work and therefore they do not accept liability if items go missing. You can report the theft to the police and/or speak to your Usdaw rep. Your Usdaw rep should be able to raise this with the manager to see if security can be improved.

Q I've had an accident at work. What should I do?

If you've had an accident at work the first thing you should do is log it by using your company's reporting procedure. You can then ring FirstCall Usdaw, the union's free accident and injury helpline on **0800 055 6333**. You can also call this number if you have an accident outside of work.

The Usdaw website www.usdaw.org.uk has a dedicated area for news, events, workers' rights, legal advice, health and safety, pensions and equality. You can also find information on our **campaigns, discounts and offers**, and **training and development opportunities**.



www.usdaw.org.uk

Reps deliver on recruitment

Usdaw's army of reps set up stalls and took part in campaign days up and down the country during Membership Week

Usdaw saw one of its busiest recruitment weeks in January.

Members, reps and officials joined forces to promote the value and benefits of union membership.

Their concerted efforts delivered a fantastic week in stores and sites up and down the country. Reps engaged with non-members and talked to them about all the benefits that union membership can bring, they organised stalls and invited guest speakers to get the message across.

General secretary John Hannett thanked the reps for all their hard work. "Recruiting can be tough at the best of times. But recruiting over the last couple of years has been particularly difficult. We have seen a huge amount of change in the sectors we organise in and this change has been deeply unsettling for many people.

"In addition, the trade union movement has been under attack since the Conservatives came into power. The Trade Union Act has been designed to make it as difficult as possible for trade unions to fight for

their members.

"This is why union membership is absolutely crucial. It's a worker's insurance in the workplace.

"At a time when trade union membership is falling Usdaw is bucking the trend. Last year we recruited record numbers of new members, over 93,000. This was the highest number of new members since 'closed shop'.

"This recruitment success was due to a number of factors such as the modernising agenda which implemented our organising strategy. But ultimately this increase was delivered by the hard work of officials, Academy, stand-down and workplace reps.

"I want to take this opportunity of personally thanking our army of reps who worked tirelessly supporting their colleagues through some very challenging times, for engaging in a wide range of campaigns defending workers' rights and for helping us sign up 93,000 new members last year.

"There will be a lot of challenges coming in 2018 but I'd like to think that the union is in a good position to face those challenges head on."



MidCounties Coop Cinderford



Tesco Distribution Livingston



Tesco Litchfield



For more pictures of activists in action: www.usdaw.org.uk/gallery

Tesco dotcom Greenford



Ikea Croydon



XPO Logistics Warrington



Tesco Colby Newham

Union's free legal service

Usdaw's Legal Plus service is one of the many great benefits of being an Usdaw member - and it's completely free

Usdaw has its own legal department with qualified professionals working for you, backed up by a nationwide network of solicitors. With private solicitors charging over £100 an hour for their services and high street personal injury solicitors typically taking 25 per cent of your compensation you can't beat Usdaw's Legal Plus service.

As an Usdaw member you are entitled to...

- **FirstCall Usdaw** – Legal assistance for any accident, anywhere in the UK, and now for accidents/injuries outside of the UK while on a package holiday. †
- **Legal assistance** in all employment matters.*
- **A free will-writing** service for you and for your partner saving you up to £250.

■ **Conveyancing** – Usdaw solicitors will deal with all stages of your property transaction, professionally and efficiently, at favourable rates. You will receive a written quotation at the outset so you won't have any unwelcome surprises.

■ **Probate** – Sorting out probate when someone dies can be stressful. Union solicitors can provide sympathetic and professional advice at special rates.

■ **Free initial legal advice** – Usdaw's Legal Plus service doesn't stop when you clock off work. You are entitled to free advice and special follow-up rates about any non-work related legal problem.

Family who live with you can also benefit from the union's legal service...

■ If you've got children living with you, who



are under 18, they are fully covered for any accident, anywhere in the UK and now also for accidents/injuries outside of the UK while on a package holiday. †

- **Full legal assistance** for road traffic accidents.*
- **Free** legal advice for any other accident and special follow-up terms.
- **Free** initial legal advice for any non-work-related legal matter and special follow-up terms.
- **Free will-writing** service for partners.
- **Conveyancing and probate** – families benefit from special rates.

† *Package holiday claims mean accidents, injuries or other personal injury claims covered under the Package Holidays and Package Tours Regulations 1992.*

**Legal assistance in employment matters when we think you have reasonable prospects of success. Please note: Usdaw Legal Plus is not an insurance policy. The Personal Injury cover does not replace the need to obtain specialist holiday insurance, car insurance and home insurance.*

**INSURED?
MEMBER
YOU'RE A
MEMBER**



**DON'T FORGET YOUR
FREE LEGAL SUPPORT**

FirstCall Usdaw 0800 055 6333

**IF YOU HAVE AN ACCIDENT, HIGH
STREET SOLICITORS CAN TAKE UP
TO 25% OF YOUR COMPENSATION.
WITH FIRSTCALL USDAW YOU KEEP
100% OF YOUR COMPENSATION.**

Expert solicitors to look after you.
For members and their children
under the age of 18 any accident,
anytime, anywhere in the UK and
or package holidays outside the UK.
And family members living with you are
also covered for road traffic accidents.

Legal Plus

Usdaw
UNION OF SHOP ASSISTANTS
AND RETAIL WORKERS

FirstCall Usdaw

FirstCall Usdaw is the union's free accident and injury claim line. Thousands of members use the service every year for instant access to legal assistance for accident and injury cases.

Making a claim is easy. There are no complicated forms and you will be supported by Usdaw, every step of the way.

- You can use the service for road traffic accidents, slips and trips, and injuries caused by violent crime or armed robbery (CICA claims).

- Work-related diseases and conditions like repetitive strain injury, deafness, occupational asthma and dermatitis are also covered.

- If you win your case, you keep all your compensation. Neither Usdaw or the solicitors take a cut of your damages, unlike high street solicitors who typically deduct 25 per cent.

- There are no hidden

payments in accident cases. Unlike so-called 'no win, no fee' cases which can involve charges for insurance premiums or specialist's fees.

- Expert advice from lawyers committed to Usdaw who specialise in personal injury.
- The union's legal service works for members and not for profit – it puts people first.
- Call 0800 055 6333 to lodge a claim.

For more information about all of the union's legal services please call the legal department on 0161 249 2477 or visit the Usdaw website

www.usdaw.org.uk/legal

Turn the page
to find out how
FirstCall helped
Usdaw member
William Dymond
when he had an
accident at work

Other legal advice services...

Pensions advice

Ushaw has a specialist pensions section, ready to help you with any questions about your pension. Where appropriate we will also support legal action to secure your pension rights.

To contact the Usdaw pensions section, call 0161 413 0920.

Health and Safety advice

The union also has specialist advisors in all matters affecting health and safety in the workplace. You can contact the Usdaw health and safety section on 0161 413 0927 or email healthandsafety@usdaw.org.uk

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





Legal Plus

– looking after you and your family

Legal case special: William Dymond

When poor health and safety procedures caused driver **William Dymond** to have a serious accident at work the union stepped in to make sure justice was delivered. Consequently, health and safety at the company was given an overhaul and William was awarded substantial compensation.

“The accident happened in September 2016,” said the 53-year-old, who lives in Aberdare. “I was working at my company’s warehouse and in the process of loading a shower tray into the back of a HGV van. It weighed in excess of 100kg so I was having to ‘walk it’ into position inside the van for strapping in. As I was moving it the packaging disintegrated in my hands and I lost my grip. I fell and hit my head on the inside of

the truck, knocking myself unconscious and the shower tray landed on top of me.”

When William woke up his colleagues were on the phone taking advice from a paramedic. He had sustained a bad cut to the back of his head but fortunately was able to move all his limbs. His colleagues got him out of the van by securing him to a pallet and using a fork lift truck to get him down to the ground.

Injured at work

“When I got to the floor I tried to stand up but I passed out again so the paramedics sent an ambulance. I was put in a neck brace and then taken to the local hospital where they patched me up and sent me for a CT scan. Thankfully I

was later given the all clear to go home.”

The following day William started to experience pain in his neck and shoulder, and after a visit to the doctor he was diagnosed with an impingement injury in his right shoulder. He was forced to take three months off work on statutory sick pay.

“The doctor booked me in for an ultrasound scan which I had in February 2017. The scan concluded that I had torn all the tendons in my shoulder and that I would need to have surgery to repair them.

Long road to recovery

“I had the operation in July 2017. It took four and a half hours and involved stretching and reattaching the tendons to my shoulder bone and an overnight stay in hospital. I’d been working right up until the operation – I couldn’t afford not to. Fortunately, my bicep muscle wasn’t damaged so I was still able to work and lift lighter loads.

“The surgery was a success, but the recovery forced me to take another six months off work which was a real financial struggle.

“I wasn’t going to use the union’s legal service at first as I didn’t want to make a fuss, but being out of work was affecting my income. One of my colleagues encouraged me to put the claim in to try and cover my loss of earnings.

“I contacted FirstCall in November 2016. The process couldn’t be simpler. I made the call and then a solicitor called me back straight away to go through all the details.

“During the claim it transpired that my workplace hadn’t reported the accident to the Health and Safety Executive (HSE). This is a process that all companies are required to do by law under RIDDOR (Reporting of Injuries, Diseases and

Dangerous Occurrences Regulations 2013). As a consequence, the firm was put under immense scrutiny and HSE came in and made changes to ensure proper health and safety procedures were put in place.

“Staff were given manual handling training and are now allowed to ask for assistance with heavy loads. Customers visiting the showroom, which is attached to the warehouse, previously had to collect their purchases from inside the warehouse, but now a car park has been built so their purchases can be brought to their cars without safety being compromised.”

Union membership is your insurance

William plans to return to work in early 2018. He’s still having physiotherapy for his shoulder which is going well but he will more than likely continue to have some mobility problems with his arm.

“I was really happy when the solicitor told me the company had admitted liability and the case had been settled through negotiation. The pay out more than covered my loss of earnings and provided some much-needed compensation.

“I’m also relieved that health and safety is now being taken seriously at my workplace and hopefully this won’t happen to anybody else in the future.

“I’ve been a union member for over 25 years. I wouldn’t be without it, it’s definitely been my insurance at work.

If I wasn’t a union member who knows what would’ve happened. I’m so grateful to Usdaw for their support.”



William at home with his wife



**INJURED?
REMEMBER
YOU'RE A
MEMBER**

**DON'T FORGET
YOUR FREE
LEGAL SUPPORT**

- ✓ Expert solicitors to look after you.
- ✓ For members and their children under the age of 18 any accident, anytime, anywhere in the UK and for package holidays outside the UK.
- ✓ And family members living with you are also covered for road traffic accidents.

**IF YOU HAVE AN ACCIDENT,
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YOUR COMPENSATION
WITH FIRSTCALL USDAW
YOU KEEP 100% OF
YOUR COMPENSATION**

FirstCall *Usdaw* 0800 055 6333
VISIT WWW.USDAW.ORG.UK/FIRSTCALL

**People
like you**

Young and active rep Megan is picking up the pace less than a year after being elected

Exceptional

Young rep **Megan Huntsman** made a big impression in her home town of Buxton last November when she organised a Freedom From Fear campaign day in the town centre. Megan had only been elected as a rep five months earlier but was determined to use her resources to make the campaign a success.

"I was very keen to take part in Respect Week," said Megan, 25, who works at the local Tesco Express store. "Buxton is a very friendly town with a big sense of community yet shopworkers are still exposed to abuse.

"Having the support of local MP Ruth George, the mayor and Labour councillors made organising the event much easier.

"It was a bitterly cold day and initially it was difficult to find the confidence to speak to passers-by. After a slow start things picked

up and lots of people were interested to hear about the campaign and sign the petition to protect shopworkers from violence and abuse.

"I was elated by the appearance of my good friend and retired rep Kath Wright. She's recently had surgery but still managed to stand with me, and offer her support, for over an hour. She is an astoundingly strong and determined woman.

"Taking part in the Respect Week campaign has spurred me on to do more, make more noise and concentrate on the issues that affect me and the people I care about such as mental health awareness.

"Becoming a rep wasn't something I had considered

until it happened. I'd debated it after our last rep resigned, but sold myself short, thinking about how I can't drive, or that perhaps at the time I was too young to be taken seriously. I was encouraged by lots of people to give it a go and I'm really glad I did.

"I think my biggest goal in life is to make sure I'm making a positive difference for other people. Lots of people have helped me, being a rep is now my opportunity to help others."

For more information on becoming a rep, visit the union's website:

www.usdaw.org.uk/bearep





Providing for your retirement

Focusing on auto-enrolment
and contribution rates

In 2012, to encourage workers to start building up retirement benefits, the Government introduced pension reforms that require all UK employers to offer workplace pension schemes and to enrol eligible workers into their schemes. These reforms have become known as auto-enrolment.

Since 2012 the minimum contribution level has been 2 per cent with the minimum a worker must contribute set at 1 per cent and an employer 1 per cent.

Auto-enrolment is an undoubted success. The latest government figures show only 10 per cent of workers currently opt-out of saving into a workplace scheme. Nine out of 10 workers have chosen to remain enrolled.

What is changing?

In April 2018 a minimum of 5 per cent must be paid into an employee's pension pot with the minimum an employer must contribute set at 2 per cent and a worker 3 per cent (inclusive of tax relief).

Why is the minimum contribution rate increasing?

Two per cent of earnings will not provide a substantial amount of retirement income, even if the individual is a member of a workplace pension scheme for many years. By increasing the contributions from 2 per cent to 5 per cent the Government aims to encourage employees to remain invested, provide greater retirement savings and take more responsibility for their own pension.

How do I take advantage of the increased rates?

You will not need to take any action. Your employer should advise you of the increase in your contributions and their own.

Will I still receive tax relief on the contributions I make?

Yes, if you ordinarily pay tax at 20 per cent, every £1 you pay in only costs you 80 pence.

Who is eligible?

■ To qualify to be auto-enrolled, workers must be aged between 22 and state pension age (that is the age when you become eligible to start claiming your state pension). You must also earn above the minimum earnings threshold (currently £10,000 a year).

■ The minimum requirement is for you and your employer to pay pension contributions on earnings over £113 per week up to an upper limit of £866 per week. However, your employer can offer more generous terms and apply contributions to all of your pay.

■ Young workers between 16 and 22 have the right to join the pension scheme but in order to qualify for the minimum employer contribution, they must earn over the lower limit of £113 per week.

■ The same rules apply if you are above state pension age but younger than 75. If you do join, employer contributions can be stopped once you reach your 75th birthday.

■ Even if you do not automatically qualify for auto-enrolment, your employer must give you information about the pension scheme and let you know how to join.

Are there any plans to increase contribution rates after April 2018?

Yes. The minimum contribution level to an auto-enrolment pension, including company and employer contributions will increase to 8 per cent in April 2019 (5 per cent employee and 3 per cent employer).

Why does Usdaw support auto-enrolment?

Udaw believes that all members have the right to a decent pension and auto-enrolment helps our members put money aside for retirement.

Check your pension regularly

You cannot afford to ignore your pension. Ask yourself how much income you will need in retirement and work out whether you are on course to meet that goal. You should do this exercise at least once a year on receipt of your annual pension statement.

If you are considering opting out

Before taking any action please take the time to read our leaflet: **10 Reasons not to opt out** www.usdaw.org.uk/reasonsnottooptout

Please visit the website at

www.usdaw.org.uk/pensions



More than just food

Food banks gave out a record 1.2 million parcels of emergency food to people in crisis last year. *arena* explores the reasons why their use is on the rise

The Trussell Trust, Britain's biggest food bank network, recently reported that there are at least 2,000 food banks in the UK and that it gave out a record 1.2 million food parcels in 2016-2017. The Independent Food Network found that there were at least another 651 independent food banks in operation.

The Government has played down the rise of food banks, rejecting growing evidence that welfare cuts, benefit delays and low income were driving

people to food banks. The Prime Minister Theresa May said there were 'many complex reasons' why people use them.

Why are people using food banks?

The Trussell Trust found that **40 per cent** of its referrals were due to problems with a benefit payment such as a delay, **40 per cent** were due to low income, debt and homelessness and the remaining referrals were due to other reasons like sickness or domestic abuse.

Why are people on benefits using food banks?

The Trussell Trust found that demand for food parcels in areas where universal credit was in operation had increased by an average of **30 per cent** since April, compared with **12 per cent** in areas not covered by the new scheme. The likely reason for this is claimants having to wait six weeks before receiving their first payment.

In addition, a study by the University of Oxford, looking at data from 259 local

Food banks

Common misconceptions...

Foodbanks are only used by people who make bad lifestyle choices.

The case studies from the Trussell Trust show that this isn't the case. Anyone can be in need of emergency food. For example, Richard who worked in the police force and the royal military police suffered two major strokes that left him unable to work. Due to a delay to his Employment Support Allowance he had to turn to a food bank.

Holly was working but ended up using a food bank when she had to spend three weeks in hospital looking after her four-year-old daughter who suddenly fell ill.

People who can afford to buy food are abusing food banks to get freebies.

There is no evidence to suggest that people are using food banks fraudulently. Debates over whether people are genuine or not are powerful ways to distract from the more important issue of why, in

one of the richest countries in the world, people are having to use food banks.

Despite the narrative being peddled in some parts of the press, food banks are not being used fraudulently or because of bad lifestyle choices. However, this kind of rhetoric has been absorbed as many people who use food banks feel a deep sense of shame and embarrassment, and will only ask for help when truly desperate.

Growing evidence suggests there is a link between Conservative-led austerity and welfare reforms and the rising use of food banks. In addition, low wages, underemployment, job insecurity and rocketing energy and food prices are also playing a part in this.

Food banks do a fantastic job of supporting people in crisis. However, in a country that has the fifth largest economy in the world, emergency food aid should remain just that and not become a permanent feature of British society.



authorities, found that when the rate of sanctioning (loss of benefits) went up in an area, the rate of food bank use also went up.

Why do people who work use food banks?

UK wages have not kept up with inflation. Although there might be more people in work they are on low pay. Underemployment, insecure work and involuntary part-time work are also factors that drive people to food banks.



Winning through campaigning

As one of the largest unions in the country, Usdaw's campaigns can bring about real change

Union membership is your insurance against something going wrong in the workplace. Your membership provides you with free help, advice and representation and you also have access to a number of free legal services including Usdaw's accident and injury helpline.

Although advising and representing members is a large part of what we do we also run a number of high profile campaigns. Raising awareness and lobbying government for improvements that benefit workers goes hand-in-hand with the work we do in the workplace.

Usdaw campaigns can make a real difference to the working lives of our members.

Freedom From Fear

Usdaw's Freedom From Fear

campaign works to prevent violence, threats and abuse against workers. We do this by engaging the public, shopworkers and the Government.

Interim results of Usdaw's Freedom From Fear survey show that over the past year nearly two-thirds of shopworkers were verbally abused, 40 per cent were threatened and around 250 were assaulted every day.

These are significant increases on last year's survey with abuse and assaults up by 25 per cent and threats increasing by 38 per cent.

Through the campaign the union aims to raise awareness with the public that abuse against workers is 'not part of the job'.



www.usdaw.org.uk/campaign

It gives workers the confidence to speak out and report abuse. Usdaw is campaigning to have stiffer sentences for those who assault workers and is working with employers, local councils and the police to tackle anti-social behaviour in shops and shopping areas.



balancing work with caring for someone, money and benefits, mental health and maternity rights.

‘Difficult Balancing Act’ was the theme for last year’s campaign. The union wanted to reach out to grandparents as well as to parents and carers, and is campaigning for better support for grandparents to make it easier for them to balance paid work with caring for grandchildren.

‘A Better Deal for Dads’ is this year’s theme and will focus on statutory paternity leave, which is currently too short (only two weeks), poorly paid and inflexible.

Usdaw wants to let members know that the union understands changes to contracts and demands for ever greater flexibility make things harder for members who are parents and carers.

In the past Usdaw has successfully campaigned for legislation to increase statutory paid maternity leave from 14 to 39 weeks, introduced paid paternity leave, extend the right to request flexible working, allow emergency time off for dependants and provide free nursery provision for three and four-year olds.

Respect for Shopworkers Week is an important part of the Freedom From Fear campaign.

Every year, Usdaw reps take the campaign to the public by running stalls in their workplace, aiming to raise awareness that abuse in the workplace is unacceptable.

Supporting Parents and Carers

Each year Usdaw holds a Supporting Parents and Carers Spotlight Day. Hundreds of activists get involved by running campaigns in workplaces and town centres.

The event aims to reach out to members on issues such as

Pensions

Usdaw’s Pensions Awareness campaign encourages members to start thinking about their retirement. It aims to help members understand their own pensions better, to help them make the right decisions about their future and protect themselves from pension scammers.



Campaigns

Often reps will hold Pension Awareness campaign days in their workplaces to help their members to understand the subject.

Lifelong Learning

Usdaw's Lifelong Learning campaign was launched in 1998. It aims to provide members, many of whom feel they missed out at school, with the chance to get back to learning to help them for their own personal development and to improve their career opportunities.

Since 2003 more than 74,000 members have returned to some sort of learning and more than 1,800 union learning reps have been trained during the last 11 years. The union has also fought off government attempts to further cut the funding available for this vital work.

Usdaw has agreed partnerships to access learning with many major companies including Tesco, Sainsbury's, Morrisons, Wincanton, Next, DHL, CRL, McVities and Unilever.

Improvements to universal credit

Usdaw has been lobbying government to make fundamental changes to universal credit to avoid leaving members worse off. The Government has invested £1.5bn to reduce the waiting time from six weeks to five weeks.

Keeping Sunday Special

Following 90 per cent of our members telling us they wanted to keep Sunday trading as it is, Usdaw led a campaign that defeated the Government in the House of Commons.

Making Black Friday safer

In past years Black Friday has descended into chaos with shopworkers facing violence, threats and abuse. Usdaw has negotiated with retail employers to ensure that these events are much calmer and safer for both staff and customers.

The Trade Union Act

Usdaw fought off a Government attempt to stop trade unions campaigning to improve statutory and employment rights. Many of the union's future campaigns would not have been possible if the Act had gone through in its original form.

Wages

Usdaw led the campaign to introduce the National Minimum Wage and has since been a driving force in ensuring that the rate is increased every year. However, when we negotiate with employers we push for the real (higher) living wage.

We couldn't do any of this without the help and support of our members and reps.





By taking part in our campaigns you could make a real difference. If you would like to get involved in our campaigns please visit our website. Alternatively, you can speak to your workplace Usdaw rep.

www.usdaw.org.uk/campaigns

Usdaw member



SHOPPING

Apple
Crown Decorating Centres
Domestic Appliances
Flowers
Magazine Subscriptions
Usdaw Prepaid Cashback Card
UsdawRewards Cashback
Virgin Wines



LEISURE & ENTERTAINMENT

Beer52
Cinema Tickets
Frankie & Benny's
Golf Membership
Magazine Subscriptions
National Trust Gift Cards
Online Ticket Store
Theme Parks and Attractions
Virgin Experience Days



CARS & TRANSPORT

Car Hire
Commuter Club
Fiat
Usdawdrive
Vauxhall Cars
Vehicle Servicing



HEALTH & BEAUTY

Gym Membership
Spa Gift Cards and Vouchers
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Offers

Find out more

www.usdaw.org.uk/offers*

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



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Car Insurance
Female Cancer Cover
Home Insurance
Life Insurance
Pet Insurance
Travel Insurance
50+ Personal Accident Cover
Free £5,000 Accidental
Death Cover



MONEY & FINANCE

Debt Advice
Financial Advice
Pensions Annuity Service
SureSave Savings Plan
The Co-operative Credit Union



MISCELLANEOUS

Funeral Planning
Gas and Electric
NUS Extra
Voice Mobile



HOLIDAYS

Airport Parking/Lounges/Hotels
Cottage Breaks
Forest Holidays
James Villa Holidays
Hotels and Short Breaks
Mini-holidays
Parkdean Resorts
Pontins

Virgin
wines

James
VILLA HOLIDAYS

FIAT

**People
like you**

Dedicated rep Mitzi makes sure that members are top priority in the Southern division

Hardworking

Shopworker **Mitzi Bent** is part of a team of four reps at Sainsbury's in Merton. Since becoming a rep just four years ago she has completed both the Academy and Summer School. Mitzi's hard work was recognised in 2016 when she was awarded an Individual Organising Award in her division.

"I initially became a rep because there were a lot of changes happening in our store and the staff needed someone who could represent them," said Mitzi, 44. "I felt that I had the confidence and the ability to be that person and be

the collective voice.

"A few months later I became the health and safety rep for the store too. It was a friend that encouraged me to take on that role. I didn't hesitate because I knew I could make a positive difference to the working environment for myself and my colleagues.

"The reps in store have a meeting once a month where we catch up and discuss any issues. We also have a WhatsApp chat group which is great if we need to speak to each other urgently or seek advice at short notice.

"As a team we work very well together and we have a very good relationship with management, which is a big bonus and helps us to get issues resolved quickly and with ease.

"My role continues to motivate me on a daily basis. Members are so appreciative when you are able to offer them advice and support and it makes me happy to know that I have helped them.

"I am also inspired by the younger members. During Academy1 I went into different workplaces and spoke to a lot of young workers. They were really interested to hear about Usdaw and their rights at work. It's great to know that young people are taking an interest in the union. That motivates me to carry on being active within the union and ensure that I am always there to support those who need it."



If you are interested in becoming a rep, visit the union's website:

www.usdaw.org.uk/bearep

arena Health

Send your health questions to the
arena team at: arena@usdaw.org.uk

If you have any questions for arena's health experts write to:
**the Editor, arena, Usdaw, 188
Wilmslow Road, Manchester,
M14 6LJ or email:
arena@usdaw.org.uk**

Sick leave

Q Last week I was off work with flu for a few days. On my return, I was sent a letter inviting me to a disciplinary hearing because my absence hit a sickness trigger point which could result in a formal written warning. Is this right?

Most employers have an attendance management policy. The policy will outline how many days of sickness, within a certain period, will trigger a disciplinary meeting.

However, any decision to take disciplinary action should not be automatic. You are entitled to have a union representative with you at any disciplinary hearing. It would be reasonable to point out mitigating reasons for your absence ie that you were unwell with flu and were following health service guidance to stay off work to avoid passing your illness onto your colleagues.

Toilet troubles

Q I am a lorry driver and deliver to different workplaces. Some of them insist I have to stay in the yard and refuse access to toilet facilities or rest rooms. Is this right?

No. The Health and Safety Executive (HSE) has recently

confirmed that delivery premises must allow you access to their welfare facilities when you visit as part of your work. HSE guidance on transport safety, published in 2014, states that drivers should have 'easy and safe access to toilet, washing and refreshment facilities, and shelter in case of bad weather'. Following campaigns by drivers' unions, the HSE has now promised

to amend its general guidance on the Workplace (Health Safety and Welfare) Regulations to make it clear that visiting drivers should have access to welfare facilities.

Fit to work

Q I injured my back while lifting at work a couple of weeks ago. After a week's rest my doctor gave me a 'fit note' saying I can go back to work on light duties. My manager says there aren't any 'light duties' and I am either fit to return to normal or I am

still sick. I want to get back to work. If my doctor says I can work, surely I should be allowed to return?

'Fit notes' were introduced to encourage employers to look at how they can get people back to work. Research has shown that most people benefit from getting back as soon as possible, even if they cannot return to their full normal duties. Your employer should

consider your doctor's advice carefully but it is just that - advice. If it is really true that there are no lighter duties then your employer has to treat you as unfit to work until you have recovered.

However, in most workplaces there are probably jobs you could do that avoid the need for heavy lifting. If you think this is true at your workplace, you need to explore the possibility with your manager. If you do persuade them that you can return on lighter duties it is important that they stick to the arrangement and do not try to force you to return to your normal duties too soon.

You may need to get



arena Health

Send your health questions to the
arena team at: arena@usdaw.org.uk

If you have any questions for arena's health experts write to:
**the Editor, arena, Usdaw, 188
Wilmslow Road, Manchester,
M14 6LJ or email:
arena@usdaw.org.uk**

your union rep involved to sort things out.

Dust concerns

Q I work in a factory mixing ingredients. There is often a lot of dust about from the grain sacks and when we add powdered ingredients to the mixing machine. It irritates my nose and makes it hard to breathe sometimes. Is this bad for my health?

Yes, it may well be. Flour and grain dust and some other food flavourings and additives are a major cause of occupational asthma. It is sometimes called baker's asthma but it is not only bakers who are at risk. Symptoms include irritation to the eyes, nose and skin and shortness of breath. If it continues it can result in chronic lung disease which causes breathing difficulties all the time and is very disabling. Tell your

GP where you work so that they can refer you for tests to see if you have asthma. If the results are positive, phone FirstCall Usdaw (0800 055 6333) so the union can help with a possible claim against your employer's insurance.

Talk to your Usdaw health and safety rep to see what can be done to control the dust to prevent further exposure. There is lots of guidance on the HSE website.

Safety risk

Q I have just started a new job in the cash office at a local shop. The office is at the end of a narrow corridor with only one door and no windows. Stock is often stored in the corridor. I am scared I might get trapped if there's a fire. Should there be a separate fire exit?

Employers have a duty to make sure their premises are protected against fire and that people can get out quickly when they have to. But there are many smaller shops and offices that don't have separate fire exits. It depends on a number of factors such as distance of travel to a door out of the building and the fire resistance of walls and

corridors. Your employer should have done a fire risk assessment for the building which should identify evacuation routes, how the alarm is raised and any risks like stock or roll cages blocking corridors that are needed for evacuation. You can see the advice the Government gives to employers on fire safety and risk assessments on the 'fire and resilience' section of their website:

www.communities.gov.uk

Sleep Apnoea

Q I am a delivery driver and have recently found that as the day wears on I have started to nod off at the wheel. My mate has said it could be 'sleep apnoea'. If it is will I be stopped from driving?

There could be all sorts of reasons why you are not getting enough sleep or rest but the most common medical condition that causes day-time sleepiness is Obstructive Sleep Apnoea (OSA).

OSA stops your breathing while you are asleep. The interruptions can last 10 seconds or longer and occur when the muscles around the throat relax too much during sleep. This causes loud snoring, but if the airway narrows more than normal, it actually stops

For more advice there is a dedicated health and safety section on the Usdaw website:

www.usdaw.org.uk
and search 'safety'





Drivers suffering from Sleep Apnoea must inform the DVLA

you breathing. Fortunately, the brain briefly wakes you enough to re-start breathing, but the process can become a continuous cycle that can go on hundreds of times a night, every night. You may not be aware of what is happening, but will feel un-refreshed when you get up. Partners may be more aware of it happening because of the loud snoring and interrupted breathing.

This chronic sleep deprivation results in daytime sleepiness, slow reflexes, poor concentration and an increased risk of accidents. OSA can also increase the risk of serious health problems over time such as diabetes, high blood pressure, heart disease and stroke.

If it is Sleep Apnoea then you will need to have it diagnosed and treated as driving with this condition can be a serious cause for concern. The good news is that the problem can

be controlled with treatment. Drivers who know they have OSA must inform DVLA but your licence will not normally be suspended while you are being treated.

Deep freeze

Q Our depot is massive and stores both frozen and non-frozen goods. At one end of the site it's really cold but at the other it's OK. Should we have thermometers at both ends of the depot?

According to the Workplace (Health, Safety and Welfare) Regulations 1992 'a sufficient number of thermometers' must be provided to let workers measure the temperature in their workplace. The Approved Code of Practice to the regulations add:

"Thermometers should be available at a convenient distance from every part of

the workplace to persons at work to enable temperatures to be measured throughout the workplace, but need not be provided in each workroom."

There would be no need for a thermometer in the freezer, as that is set at a predetermined temperature, but there should be thermometers to measure the temperature at other locations where people work. This does not mean there have to be loads of wall-mounted thermometers everywhere but it does mean there should be some way to measure the temperature.

For example, if the rep has use of a portable digital thermometer, he or she could measure the temperature at various times and locations to produce a temperature map of the workplace. If it showed there were some areas that were too cold when people were working there, the problems could then be raised with management.

arena Letters

Send your thoughts to:
The Editor, arena,
Usdaw,
188 Wilmslow Road,
Manchester, M14 6LJ
or email: arena@usdaw.org.uk

**HAVE
YOUR
SAY**

Members can have their say right here
via email or post — but keep it brief!



Branch thanks for Sharon



Double celebrations

Saying it with flowers

Tesco Carmarthen shop steward Sharon Evans is retiring after over 27 years of service with the company. She became a member in 1991 and shop steward in 2001. Store manager Ian Little and myself presented Sharon with flowers and a bottle of champagne on behalf of the branch for her help and support to members. Peter Evans, area organiser, Cardiff office

Management style

I was very happy to present 30 year awards to Tesco Extra Warrington store manager Jane Hurley (pictured third left) and peoples manager Teresa Donaghy (left). We were proud to thank them both on behalf of Usdaw for continued membership and loyalty.

Pat Gibbons,
K033 branch secretary

Freedom From Fear

Usdaw members promote the union's Freedom From Fear campaign which raises awareness with the public that violence, threats and abuse against workers is unacceptable.



Campaigning for respect at work

**People
like you**

Ikea rep Owain Davies
is making great strides in
union activism and education

Top class reps

When Owain Davies became a rep last year he realised that helping people and advocating change was something that he cared a lot about.

His dedication led him to Ruskin College in Oxford where he began studying for a degree in Applied Social Sciences last September and has since been elected president of the student union.

"I am a very passionate person when it comes to fighting for rights and for a better world, but I wasn't able to find a suitable outlet for that passion until I became a rep," said the 25-year-old.

"It all started when an organising officer visited our Ikea store in Cardiff and overheard me talking to a young co-worker about their rights at work. She encouraged me to

become a rep and I signed up in February this year.

"I absolutely love playing an active role in the union. I'm the youngest in a team of four reps. We've held a lot of in-store campaigns this year in a bid to increase membership and raise the profile of the union.

Union events

"I've also been active within my divisional young workers' committee and last year I attended the national young workers weekend.

"It was very interesting and inspiring to meet some of the union's best young activists and hear about their experiences.

"We also heard a great speech from the general secretary elect Paddy Lillis and took part in workshops

on Brexit and hidden disabilities which were taught in a fun and light way to keep us all engaged. I look forward to more events of this nature and hopefully I will see the people I've met there again.

"I'll be on the course at Ruskin College for three years and during that time I'll still be employed by Ikea on a student study contract.

"I hope that when I come back to Cardiff during the holidays I can continue campaigning at my store.

"While at Ruskin I plan to contact my local Usdaw office to volunteer my services and continue to be a part of the great work that the union is doing."

If you are interested in becoming a rep, visit the union's website:

www.usdaw.org.uk/bearep



WIN!
£50

arena Crossword

sponsored by

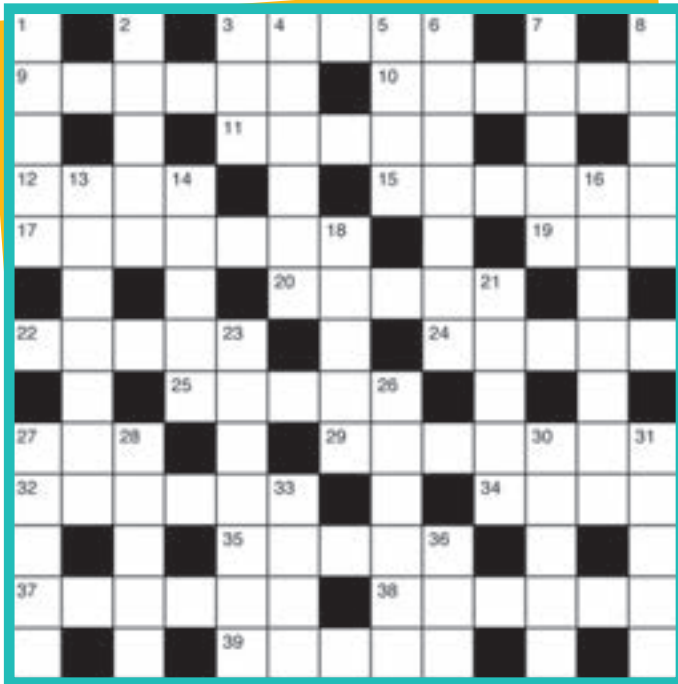


Three lucky members will win £50 each if they answer correctly the crossword clues below.

Closing date 6 April 2018

(Not open to Usdaw staff)

usdaw.org.uk/uia



Word up!

Complete our prize crossword and you could be one of three members to win £50. The first three pulled out of the hat...win!

Send your completed crossword with your details to: **the editor**, Xword Comp, arena, Usdaw, 188 Wilmslow Road, Manchester, M14 6LJ.

arena Winter £50 winners:

- Paul Parks
North East Kent Ho59
- Julie Roberts
NW Co-op Group Retail Koo8
- Donna Hinde
West Sussex PT Ho65

ACROSS

- 3. Facial expression (5)
- 9. Frozen spike (6)
- 10. Congenital (6)
- 11. Tugs (5)
- 12. Land measure (4)
- 15. Exclamation of discovery (6)
- 17. Cigar (7)
- 19. Permit (3)
- 20. Breakers, e.g. (5)
- 22. Entice (5)
- 24. Compass point (5)
- 25. Narrow (5)
- 27. Father (3)
- 29. Not either (7)

- 32. Bleach (6)
- 34. Foot part (4)
- 35. Insurgent (5)
- 37. Eye membrane (6)
- 38. Meal (6)
- 39. Equipped with weapons (5)

DOWN

- 1. Pale mauve colour (5)
- 2. Liquid measure (5)
- 3. Cunning (3)
- 4. Lea (6)
- 5. Similar (4)
- 6. Guarantees (7)
- 7. Ship of the desert (5)

- 8. Gain access to (3,2)
- 13. Spotted feline (7)
- 14. Burst out (5)
- 16. Small falcon (7)
- 18. Accepted (5)
- 21. Types (5)
- 23. Greek restaurant (7)
- 26. Ebb (6)
- 27. Make stunted (5)
- 28. Grubby (5)
- 30. Pursue relentlessly (5)
- 31. Brings up (5)
- 33. Close (4)
- 36. Cover (3)

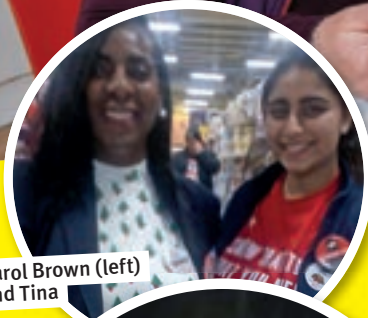
Sign up a friend and **£250 CASH** could be in your pocket!

Don't let your colleagues miss out on **Usdaw membership** – including **free legal help, representation and advice at work** and **member offers... sign them up now...**



TWO MEMBERS WILL WIN £250 EACH IF THEY ARE THE FIRST TO BE PULLED OUT OF THE HAT!

Enter the competition and you could win



Carol Brown (left) and Tina



Donald Campbell

Last issue's winners!

The winners of the 2017 Winter Issue's recruitment prize of **2 x £250** are Donald Campbell and Carol Brown.

Donald Campbell recruited 2Sisters Food Group colleague Claire Hodgkinson. Both are based at the Scunthorpe site.

Carol Brown from Nottingham signed up her Tesco Top Valley Extra colleague Tina Khakharia.

You could **win £250** in this issue's **Recruit a Friend** competition. All you have to do is sign up a colleague at work using the form overleaf, and send it to **ARENA PRIZE DRAW**, Usdaw, 188 Wilmslow Road, Manchester, M14 6LJ.

The first two out of the hat **win £250**. With an average of 50 entries each issue you've a great chance of scooping this fantastic prize.

The weekly rates are **£2.36 for Scale A** (applicable to full-time and part-time workers) and **£1.49 for Scale C** (applicable to part-time workers only)

Closing date is 6 April 2018

Branch No. _____

I apply to join Usdaw. As a member of Usdaw I undertake to abide by the Rules and regulations of the Union and to pay contributions regularly. The home address I give is the address that Usdaw will use for balloting purposes.



Use BLOCK LETTERS and complete this form as fully as possible.

Please tick the appropriate box

Ms Miss Mrs Mr Mx Other _____ Female Male

Surname _____

Forename _____

Full Postal Address _____

Postcode _____

Tel. No. (inc. STD) _____ Mobile No. _____

Email _____

Date of Birth Age _____

Company Name _____ Occupation _____

Workplace Address _____

Postcode _____

Location Number _____ Employee No. _____

Have you been a member of Usdaw before? Yes No

Choose your membership rate. If you do not select a scale of contributions you will automatically be entered as Scale A in order to take advantage of the full range of benefits. For details of current membership rates and cash benefits visit www.usdaw.org.uk

The responsibility for keeping payments up-to-date rests with the member.

Please tick the appropriate box **Scale A** Full or Part-time workers **Scale C** Part-time workers only

Opt-in Notice I agree to contribute to the Union's political fund at the rate set out from time to time in the Rule Book, and I understand that this agreement constitutes an opt-in notice for the purposes of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended and the Trade Union and Labour Relations (Northern Ireland) Order 1995. Every member may opt to contribute to a separate fund for the furtherance of the Union's political objects under the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) or, as appropriate, the Trade Union and Labour Relations (Northern Ireland) Order 1995 by ticking this opt-in notice. A member who chooses not to contribute shall not, by that reason, be excluded from any benefits of the Union or be placed in any respect either directly or indirectly under a disability or at a disadvantage as compared with other members of the Union (except in relation to the control of the fund).

For Members Paying by Payroll

I hereby authorise my employers for the time being, or their representatives, to deduct from my salary or wages the amount of contributions payable by me under the Union's Rules, as amended from time to time. I also authorise the deduction of any arrears which may accrue during my employment. I consent to the Union sharing my personal data with my employers, or their representatives in order to process my deduction contributions. I also authorise my employers, or their representatives, to share my information with Usdaw in order to process and maintain my Union membership and where appropriate that my employers, or their representatives, shall notify the Union of any future changes in my home address to enable the Union to maintain a register of the names and proper addresses of its members.

Privacy Notice

As a member of the Union, Usdaw will process your personal data as part of its legitimate activities in providing trade union services and benefits in accordance with the Union's Objects stated in the Rule Book and to perform its obligations to you under statute or contract. This involves processing of personal and sensitive personal data under the current data protection legislation. We will store your personal data only for the period necessary under law to enable us to fulfil our legal obligations. You have the right to request access to your personal data, and its rectification, erasure, restriction on processing, and portability. You have the right to withdraw consent for sharing of your personal data and to complain to the Information Commissioner. Usdaw and its Data Protection Officer may be contacted at 188 Wilmslow Road, Manchester M14 6LJ.

Member's Signature _____ Date _____

Recruiter's Name _____

Recruiter's Membership No. _____

Communication

Your Contacts

From **Aberdeen**
to **Plymouth**,
Usdaw has
offices across
the UK

Channels

Aberdeen
1 Queens Lane North, AB15 4DF
T: 01224 652820
E: aberdeen@usdaw.org.uk

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T: 0141 427 6561
E: glasgow@usdaw.org.uk

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Stockmans Way, BT9 7ET
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Business Village, Olivers Place,
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Warrington
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Centre Park, WA1 1RL
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E: plymouth@usdaw.org.uk

Bristol
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E: bristol@usdaw.org.uk

Andover
The Priory,
6a Newbury Street, Hampshire SP10 1DN
T: 01264 321460
E: andover@usdaw.org.uk

Always speak to your rep first if you need advice or support. If you don't have a rep at your workplace contact your local Usdaw office as shown on the map. Alternatively, you can ring our freephone national helpline **0800 030 80 30** to be connected to your local office.

The union's head office is:
188 Wilmslow Road, Manchester, M14 6LJ
Tel: 0161 224 2804/249 2400
email: enquiries@usdaw.org.uk, www.usdaw.org.uk

Know your Branch! The number of your Usdaw branch is printed on the plastic wrapper of each issue of arena above your name. Some members change branches during the year, so check this to make sure you attend the right branch meeting. You are only entitled to take part in Usdaw elections at meetings of your own branch. If you need further information, contact your local Usdaw office.

Let us know if your
details change...

www.usdaw.org.uk/update

Edinburgh
39 York Place, EH1 3HP
T: 0131 556 5242/557 9109 E: edinburgh@usdaw.org.uk

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Surrey SM4 6RF
T: 020 8687 5950
E: morden@usdaw.org.uk



Legal

Plus

Workers' Rights

A guide for full-time and part-time workers



- Basic Rights for Everyone
- Rights for Part-time Workers
- Discrimination in the Workplace
- Maternity and Parental Rights
- Family Friendly Rights
- Fixed-term Contracts
- Sunday Working Rights
- State Benefits
- Usdaw's Legal Plus – Looking After You and Your Family

view or download from

www.usdaw.org.uk/211