

NETWORK

The bimonthly magazine for Usdaw activists | www.usdaw.org.uk | July/August 2012

SUPPORTING REPS

The union has launched a new comprehensive support system for reps



SCAN
the code using
your smartphone
to view
NETWORK

■ Warehouse and distribution conference

Reps from across the UK met in Warrington to discuss all the major issues in the sector **pages 09 – 11**



■ Activist in depth from North West division

Northern Ireland Asda rep Ku Baiden on how the union has changed her life **page 19**



■ Membership Week in June pays dividends

Activists are making all the difference on the shopfloor **pages 24 – 25**



Solidarity works

General secretary John Hannett's comment



While the Tory-led Coalition continues to target low paid workers and people on benefits and tries to blame them for the recession Usdaw is working closely with the TUC to speak up for hard-working families across the UK.

The next national event – a march and rally in London on October 20 – will see hundreds of thousands of trade unionists demand **A Future That Works** and not the austerity measures being forced upon the most vulnerable in society.

Usdaw is right behind the campaign and wants to see as many reps and members as possible make the trip to press our case for jobs, growth and justice. Last year more than 450,000 attended and we'll be releasing details of our plans for the march soon.

Supporting reps

Membership continues to grow thanks to the hard work of reps and officials. This is all the more remarkable given the severe economic downturn, massive unemployment and the cuts in hours faced by members in many companies.

Our reps are clearly doing a great job and as part of our investment in them we have launched a new initiative to support our reps, especially the new ones, with a new range of materials and a new system designed to coach them through their early months. You'll find more information on this on pages 22&23.

Think politics

There is a long struggle ahead with little good news likely to appear on the horizon. That's why it's more important than ever to recruit our fellow workers into the union and speak up for them industrially and politically.

The Coalition is planning to cut your access to justice, strip innocent victims of crime of any compensation and cut further in-work benefits. Only Usdaw and the trade union and labour movement are standing up for workers.

Political decisions made by this Tory-led Coalition are making it easier for companies to treat workers badly. That's why we can't ignore the political system no matter how much it has fallen into disrepute lately. We survived the dark days of Thatcher and together we will survive the worst excesses of Cameron.

Usdaw
Union of Shop, Distributive
and Allied Workers

“Political decisions made by this Tory-led Coalition are making it easier for companies to treat workers badly – we can't ignore the political dimension”

USDAW

www.usdaw.org.uk

© Usdaw 2012

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.

**Network is published
bimonthly and distributed to
Usdaw activists.**

Published by:

Usdaw

188 Wilmslow Road
Manchester M14 6LJ

T 0161 224 2804

F 0161 257 2566

E network@usdaw.org.uk

W www.usdaw.org.uk

HEAD OF MEDIA & COMMUNICATIONS

Mike Glover

EDITOR

Peter Rees-Farrell

REPORTER

Mairead Bradley

EDITORIAL ASSISTANTS

Sarah Bailey & Paula Barke

OTHER CONTRIBUTORS

Jo Bird, Ruth Cross, Ruth George,
Tony Larkin, Doug Russell, Dave
Warwick and Karen Whitefield.

PHOTOGRAPHERS

Mike Bartlett, Della Batchelor,
Steve Bootle, Tony Cashen, Don
Clements, Tony Flanagan, In-Press,
Louise Kelham, Phil Mahoney, and
Ross Parry Agency.

For circulation enquiries contact
your divisional office. Paper is
sourced from sustainable forests.

ADVERTISING

Century One Publishing Ltd

T 01727 893 894 F 01727 893 895

E enquiries@centuryonepublishing.ltd.uk

W www.centuryonepublishing.ltd.uk

ADVERTISING MANAGER

Dave Challenor

T 01727 739 193

E dave@centuryonepublishing.ltd.uk

PRINTED BY: Buxton Press



Game on

SUPPORTING AND DEVELOPING REPS

The union has launched a new initiative to provide reps with comprehensive help and advice with a new support system and a range of new materials to give activists the knowledge and confidence to deliver a first-class service to members across all sectors.

Pages 22-23.



04 In the news

Alliance Boots looks likely to be taken over by American firm Walgreens, Booker has bought Makro and the application process for the union's very own Oscars ceremony is underway.

08 Lifelong learning

Union learning reps and management at NFT St Albans have teamed up to launch a new learning centre at the Sainsbury's distribution centre.

09 Warehouse and distribution conference

Delegates from across the UK met in Warrington in June for a weekend conference to discuss all the important issues in the sector.

12 Supporting LGBT members

Activists continued to show their support for lesbian, gay, bisexual and transgender members during a busy summer of divisional, national and international events.

16 Workers' rights poster

Activists can use the special pull-out workers' rights poster to alert members to the proposed changes to the employment tribunal system and accident claims.

19 Activist-in-depth

Northern Ireland's Ku Baiden on how she juggles being a busy mother with work and the rewards of union activism at her Asda store.

24 Membership week

Usdaw continues to be the fastest growing union in the UK thanks to the commitment of active reps across the UK and across all the union's sectors.

26 Politics and you

Important information on working tax credits and how the Tory-led Coalition is turning the screw. Plus why Usdaw is not supporting the call for Scottish independence.

Regulars

18 Member services Find out if Usdaw can save you money

20 Staff news Two loyal staff members look forward to retirement

28 Health and safety All the latest issues in focus

30 Letters What's happening in your division

CHARLIE
MCLAUGHLAN

Life-long Scottish activist Charlie McLaughlan died in June he was 68.

Charlie had been a member for 44 years in the Glasgow Miscellaneous Trades G111 branch, and served as a rep when he worked in Cadburys.

He was a former divisional councillor and remained an active retired member holding positions on the divisional political committee and the divisional retired members' committee.

He received a divisional exceptional service and outstanding achievement award in 2008.

Charlie canvassed tirelessly in his constituency for the Labour Party helping to make it a Labour stronghold. He was also a regular Usdaw delegate to the Labour Party's national conference.

Divisional officer Lawrence Wason paid this tribute: "Charlie was well-known and well-liked in Scotland and in the wider trade union movement.

"Always willing to help his fellow members, he gave a life-long commitment to the union and the Labour Party and will be remembered for all his hard work and his commitment to fairness.

"Charlie was a genuine nice guy who will be sadly missed by his many friends in the division.

"Our deepest condolences go out to all his family and friends."

DHL deal full of Eastern promise



Top team... (l-r) Rep Walter Asonganyi Defang, area organiser Paul Walker, HR managers Catherine Bott and Linda Rogers and (seated) deputy divisional officer Dave McCrossen and site general manager Steve Henshaw

Ushaw has signed a new agreement at the massive DHL/Sainsbury's distribution centre in Bedford, part of the union's Eastern division.

Senior officials and management met to put pen to paper in June on a deal which

will see a progressive working relationship between the two sides and facilities for the reps who currently look after 80 members and this is expected to rise to 400 by the end of the year.

Deputy divisional officer Dave

McCrossen was pleased with the progress at the site. "All credit to our reps who have done a great job here," he said. "Importantly we have also developed a good working relationship with the on-site management team."

Struggling with payday loans?

Household incomes are under real pressure at the moment. A whole range of factors such as high inflation, rising energy bills and low wage growth are all combining to 'chip away' at our ability to make ends meet.

Amid this tightening financial squeeze, it is easy to see how tempting it might be to turn to so-called 'payday loans' to bridge the gap.

There has been an explosion in the number of these kinds of short-

term loans available, on the high street, on TV and online, in recent years – but the reality is that this is an extremely expensive way to borrow, and these debts can quickly spiral out of control.

If you are short of money before the end of the month, and turn to a payday loan for £100, you will typically have to repay £125 on your next pay day. This is an extraordinarily high rate of interest, and means you will be even more short of cash the following month.

This can turn into a dangerous cycle whereby your situation becomes worse and worse.

Instead of turning to payday loans, the best step to take if you are struggling to cope is to seek free advice from a debt charity such as Consumer Credit Counselling Service (CCCS) as early as possible. Charities such as CCCS can offer free advice on budgeting, and can help you deal with your existing debts in a realistic and affordable way.

You can get free advice by contacting the freephone CCCS helpline on **0800 980 8271** (open Monday to Friday, 8am to 8pm and Saturdays, 9am to 3pm) or visiting Debt Remedy, the charity's anonymous online debt counselling tool, at:

www.cccs.co.uk

CONSUMER CREDIT *Counselling Service*
A Registered Charity

REPS WILL BE THE STARS AT AWARDS CEREMONY

NOMINATION PROCESS

The search for Usdaw's best reps has begun as part of the annual national organising awards – the union's very own Oscars.

Reps can nominate themselves or a colleague for one of the eight categories. Each divisional council then chooses its eight national nominees who go forward to a glittering event held in a top Manchester hotel on January 19 next year to compete for the national title.

The eight categories are:

- Most Promising New Activist
- Individual Recruitment Award

- Team Recruitment & Organising Award
- Campaigns Award
- Individual Organising Award
- Union Learning Rep Award
- Health & Safety Rep Award
- Equalities Award

The awards night, now in its eighth year, is a celebration of the hard work and commitment shown by reps throughout the year.

General secretary John Hannett will be master of ceremonies at the national event. "This is also about saying a big 'thank you' to our reps because without them we could not deliver the first-class service our members need and

deserve," he said.

"Obviously not everyone can be at the event in Manchester, but over the years we have seen many activists get the recognition they deserve. All the reps who have been, have told me what a good night it is and how they appreciate their efforts being recognised.

"Application forms have now been sent to all of our activists and I would urge you to think seriously about putting yourself or a fellow rep forward.

"The form has to be sent to your divisional office for consideration and the closing date is September 28."

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



Celebration time....last year's national award winners

The **co-operative** funeralcare is pleased to support Usdaw

We promise to give you individual support, care and reassurance when it matters most. Our caring staff are here to listen and advise you, 24 hours a day, 7 days a week.

Usdaw members and their immediate families are entitled to...

- £25 discount on our funeral Pre-Payment Plans
- 10% discount on professional services fees on funeral arrangements

For more information, contact your local The Co-operative Funeralcare (Quote reference – MKT/12/042)

Or visit our website at

www.co-operativefuneralcare.co.uk

10% discount applies to funeral director professional services fees only (as detailed on price list and estimate form provided at the time of arranging a funeral) and excludes discounts on supplementary services, coffin/casket selection, additional services and payments made on your behalf (e.g. clergy, doctors fees, crematorium/burial charges). The funeral plan offer applies to new cremation and burial plans purchased through a Co-operative Funeralcare home. The offer does not apply to funeral plans paid for by the fixed monthly payment option. Offers cannot be used in conjunction with any other offer and are valid until 31st December 2012. All offers are not retrospective. Our business terms and conditions apply. This does not affect your statutory rights.

FPA
FUNERAL
PLANNING
AUTHORITY
REGISTERED

IN BRIEF

■ 2012 Forthcoming events for your diary

August

17–27 August
Manchester Pride Festival

September

01–08 September
First Series
Summer School

09–12 September
TUC Conference

15–22 September
Second Series
Summer School

29–30 September
South Wales & Western
Divisional Conference

30 September –
04 October
Labour Party Annual
Conference

October

06–07 October
North Eastern Divisional
Conference

13–14 October
Retail Trades Conference

November

03–04 November
National Youth Weekend

10–11 November
Eastern Divisional
Conference

December

01–02 December
Southern Divisional
Conference

01–02 December
North West Divisional
Conference

■ 2013

ADM 2013
April 28 - May 1

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

Reps to be asked: What do you think?

BIENNIAL SURVEY OUT NOW

All reps will get their chance to have their say on what they think of Usdaw in the latest comprehensive survey which has just been sent out.

The survey will only take ten minutes to complete and the first 1,000 reps to reply will receive a 2GB USB stick.

General secretary John Hannett said: "Please take this opportunity to give your opinion as the more people who respond, the more representative the findings will be – which means the recommendations we get,

provided by the Work Foundation (WF) who are conducting the survey independently of Usdaw, will be more relevant and beneficial to you and your colleagues. There are no right or wrong answers just complete the questionnaire as honestly and as quickly as you can.

"Please return your completed survey directly to The WF in the freepost envelope provided. The closing date for returns is 27 July 2012. The WF will present the results to Usdaw in September 2012, so that action planning can commence immediately after."



Reps will be asked their opinion on a wide range of issues including their involvement, training, communications, and legal services

Foot soldiers

Youth activists Dex Miller and Chris Gilmour were the toast of the Scottish division after they raised more than £1,000 for charity.

The dynamic duo, ably assisted by area organiser Craig Smith, spent a week, in all sorts of weather, walking the 96 mile West Highland Way.

"Raising money for Cancer Research UK is really important to me as it's had a real impact on my family," said Dex.

"The walk wasn't as bad as I'd expected but we were pleased to cross the finishing line. Thanks to everyone who donated and you can still do so at: www.justgiving.com/usdaw-scottish-youth-committee."



Walking tall...Dex Miller (left) and Chris Gilmour after completing the gruelling West Highland Way in aid of charity

Union stalwart Charlie Friell

Veteran activist and lifelong union man Charlie Friell died in June, he was 88.

Charlie started work as a warehouse clerk for the Co-operative Wholesale Society (now the Co-operative Group). He became a shop steward, and went on to make a significant contribution to the union over seven decades.

In retirement Charlie continued to be active and was given an exceptional service award in

2011. A lifelong member of the Scottish Labour Party, he was active well into his 80s.

Divisional officer Lawrence Wason said: "Scotland and Usdaw have lost a great man. Intelligent, warm and committed to the struggle for fairness and equality. Charlie touched the lives of many people in the labour movement and we will remember him with great fondness.

"Our deepest condolences go out to his family and friends."



AMERICANS EYE ALLIANCE BOOTS

FIRST STEP TO TAKEOVER

Alliance Boots has unveiled details of a \$16 billion deal that could see US pharmacy giant Walgreens take full control of the company by 2015.

Walgreens, which is the largest pharmacy chain in the USA, will pay \$6.7 billion to acquire a 45 per cent stake in Alliance Boots in September this year and will have the option to buy the remaining 55 per cent of this business in 2015.

If approved by industry regulators, the deal will create the first global pharmacy business, with more than 11,000 stores across 12 countries and the world's biggest pharmaceutical wholesale firm.

In a letter to staff Stefano Pessina, executive chairman of Alliance Boots said: "Given the complimentary geographic footprints, there are no plans for job cuts at either company



as a result of the partnership and we remain committed to maintaining all our support offices across Europe, including the Boots UK operational hub in Nottingham."

General secretary John Hannett said: "We are

encouraged by the statement that there are no plans for job cuts and that Alliance Boots remains committed to Nottingham, but talk of synergies worth up to \$150 million in the first year and up to \$1 billion by 2016 obviously do concern us.

"Usdaw has been in contact with the company and officials will be meeting with them shortly to get more detail on how the deal will affect Alliance Boots' UK operations. This should be an opportunity to grow and improve the business within the UK as well as the rest of the world and we will do all we can to ensure our members' jobs and conditions of service are not adversely impacted by the acquisition."

Wholesaler Booker buys Makro

UK food wholesaler Booker Group is to buy Makro UK from its German parent company Metro Group in a combined share and cash deal worth £139.7 million.

The acquisition, which is subject to the approval of Booker shareholders, was announced to workers at both Booker and Makro UK in late May. Metro Group will receive a 9.99 per cent stake in Booker, currently valued at £123.9m,

plus £15.8m in cash.

A letter to workers at both companies said the acquisition was 'good news and a great opportunity' adding that by 'working together' Booker and Makro UK 'will be able to improve choice, prices and service for its 1.5 million customers in the UK.'

Booker said it hoped the deal would help it 'become the UK's leading wholesaler to caterers, retailers and SMEs, with a wide

range of foods and non-foods.'

General secretary John Hannett said: "Usdaw has spoken with both Booker and Makro and have been assured that for the moment it is very much business as usual.

"Both Booker and Makro will continue to trade as separate businesses for the foreseeable future and Usdaw will be fully consulted regarding any future developments within both businesses."

IN BRIEF

Unilever in job loss announcement

Anglo-Dutch multi-national Unilever has announced it will close sites in Swansea, Slough and Bridgend, Wales, with the loss of around 800 jobs.

The closures are expected by the end of next year. As part of the restructure some 150 jobs will be created at the Port Sunlight site on the Wirral, Merseyside.

Workers in limbo as system struggles

The employment tribunal system backlog is heading towards breaking point, according to a recent survey.

The number of outstanding employment tribunal service cases almost quadrupled from 144,900 cases in 2007 to 530,400 at the end of 2011, with new cases continuing to outstrip completed ones.

One expert claimed that the tribunal system is completely over-stretched, with cases continuing to pile up, leaving employees in limbo.

The report comes just months after the Coalition increased the qualifying period to claim unfair dismissal from one year to two years – potentially denying hundreds of thousands of workers access to justice.

Inflation still outstripping wages

Workers living standards are still being hit as average earnings growth remains at a low level, new figures show.

Average weekly earnings showed an annual rise of 1.9 per cent in April, while inflation was running at 3.5 per cent.

CLICK CONNECT WIN

www.usdaw.org.uk/emailupdates

SIGN UP TO OUR EMAIL UPDATES AND YOU COULD WIN A GARMIN SAT NAV COURTESY OF

WIN

Usdaw Insurance is offering Usdaw members 30% off Home Insurance and you can get an extra 5% off if you combine Home and Contents Insurance. Call 0800 376 0300 or visit www.uisa.co.uk/tiered for a quote. Offer ends 24 Sept 2012.

Sponsored by UIA. Tel 0800 376 0300 www.usdawinsurance.co.uk. Closing date 4 September 2012. Terms apply.

In the zone at NFT

A three-way effort from Usdaw, management at the NFT site in St Albans and a local college has delivered exciting new learning opportunities for the workforce

Members at the NFT distribution site in St Albans can now look to improve their personal and occupational prospects following the opening of an on-site learning centre in June.

The team of four Union Learning Reps (ULRs) has worked closely with management, Unionlearn and North Hertfordshire college to provide courses in IT, numeracy, literacy and English for Speakers of Other Languages (ESOL).

"We gauged interest among the staff to find out what sort of courses they'd be interested in," said ULR and warehouse operative Robin O'Hare. "We had some positive feedback and because we all worked together things developed very quickly. We have eight PCs, internet access, and a range of learning materials in the centre. It's given the site a real lift and raised the profile of the union."

Rewarding

The 24/7 depot has around 550 staff and provides both ambient and chilled products on a Sainsbury's contract. ULR and chargehand Steve Marriot is pleased with the progress and is expecting more once the holiday season ends. "We tried to do this a few years ago but it just didn't get off the ground," he said. "So it's very rewarding to have started two IT courses already with others fully subscribed. We've had some interest in courses like conversational Spanish and digital photography so that may happen. We've still got some work to do in making sure all the members on all the shifts get a chance to

participate. The management have been very supportive and it has been a team effort."

Boost

Ushaw project worker Phil Gander hailed the day as a great success. "Release time was given to the ULR team, which also included Gerry Ruane and Faisal Janjua, to give advice to members from 8am until midnight," he said. "A great boost on the day was that the social club at the site agreed to pay 50 per cent of any computer course on completion."

Deputy divisional officer Dave McCrossen was also at the launch of The Learning Zone. "This is a great benefit and an excellent facility for our members and is another example of the excellent relationship that Ushaw and the Eastern division has built with national companies."

Steve Witty, depot general manager said: "It was a great day with over 40 colleagues signing up on a variety of

courses offered in association with Ushaw and North Hertfordshire college. Thanks to all who took part and made the launch ceremony so successful."

Human resources executive for NFT Jayne Crocker said: "The launch of the Learning Zone at NFT St. Albans, has given us a great opportunity

to bring lifelong learning to our employees on site.

"The atmosphere created by the ULRs and college staff was brilliant and gave a 'party' feel to the day. Due to its success, we are planning to offer this facility at other depots in the future."



Staff have a look at what's on offer from their new Learning Zone



The learning team come together to celebrate the opening at NFT St. Albans

UNDER PRESSURE

The annual Warehouse and Distribution conference had a definite political feel to it as delegates and officials discussed the impact of the Government's hostile policies



Members and reps in the warehouse and distribution sector are experiencing 'hurricane' type conditions with job cuts, hours cuts and increased pressure, general secretary John Hannett told delegates.

"This current situation is being made worse by a Tory-led Government that thinks cutting workers' rights will somehow lead to more jobs," he said. "It's like a re-run of the 1980s – massive youth unemployment, a prolonged

economic recession and workers under huge pressure.

"That's why we need a strong robust union that has both an industrial and a political voice.

"I can understand people being disillusioned with politics and the political system but that plays into the hands of the Tories who will use it to their advantage and our disadvantage.

"Issues like unfair dismissal legislation, pension law, health and safety regulations and statutory workers' rights

all require a political solution. So we can't afford to let apathy stop us speaking up for our members. We know Labour didn't get everything right – especially on agency workers – but I am unashamedly pro-Labour. And when you line up all the detrimental changes the Tories have planned you will see why we have a lot of work to do to protect our members.

"However, Usdaw continues to grow, continues to invest in its reps – probably more than any other union –

“ I can understand people being disillusioned with the political system but that plays into the hands of the Tories ”

and will continue to argue industrially and lobby politically so that our members don't pay the price for the Tories' recession.”

(Continued on page 10)



Supporting reps is vital

We are determined to do more to support reps across all sectors and reduce the turnover rate among activists, deputy general secretary Paddy Lillis told conference.

“First of all a big ‘thank you’ to all of our warehouse and distribution reps who do a great job under very difficult circumstances,” he said. “We probably don’t thank our reps enough for the work they do – voluntarily and unpaid – and often with little thanks from the members. Reps often have to absorb a lot of flak that should be directed at the

employers and politicians. We are fighting on two fronts industrial and political, but I’m confident because of our army of reps we can grow bigger, stronger and be more influential inside and outside of work.

“Our Academies have resulted in massive inroads into new sites and seen 55 reps go on to be full-time union officials mainly with Usdaw but in other unions too.

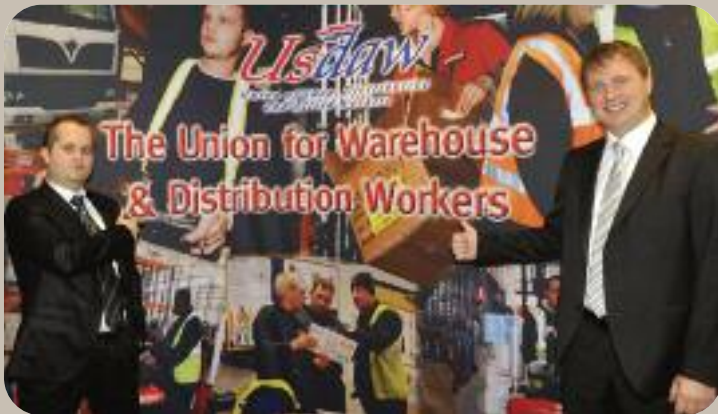
“Having reps on stand-down duties has also paid off with membership growing constantly and now standing at more than 416,000.

“However we have to address the fact that around 25 per cent of reps give up their role every year with almost three quarters of these staying in union membership. This is a very important issue for us.

“We have reviewed our support and training of reps and have recently launched new information material and a closer connection between new reps and area organisers. Perhaps we expect too much too soon of new reps so that’s why we have made these changes and hopefully we will see fewer reps walk away from their role.”



“Reps often have to absorb a lot of flak that should be directed at the employers and politicians”



Workers’ rights under attack and innocent victims of violence to be denied

The industrial landscape is going to get much more difficult for all workers meaning Usdaw membership is even more important, head of legal services Kate O’Neill explained to delegates.

“The Tory-led Coalition has embarked on a cynical and

crude attempt to price working people out of access to justice whether that involves unfair dismissal and the tribunal system or compensation for innocent victims of crime or personal injury claimants,” she said

“For non-members the

outlook is particularly grim but for our members they are guaranteed the support of Legal Plus and FirstCall Usdaw which will prove essential over the coming years. The Coalition is determined to hammer working people’s access to

justice with non-members priced out of the tribunal system, the union having to fund additional costs to its service and trade union law firms being hit financially.

“If Usdaw members are injured through a crime of violence then we will help

If you claim unfair dismissal the fees proposed are:

- £200 to lodge the claim.
- £1,000 to go to a hearing.
- £250 to get a copy of the decision.
- £1,450 Total

If you want to bring a discrimination claim the fees proposed are:

- £250 to lodge the claim.
- £1,250 to go to a hearing.
- £250 to get a copy of the decision
- £1,750 Total

If you want to claim £300 in unpaid wages or unlawful deduction the fees proposed are:

- £150 to lodge a claim.
- £250 to go to a hearing.
- £250 to get a copy of the decision.
- £650 Total

Plenty on the agenda at weekend conference

While the warehouse and distribution sector continues to be well-organised, reps were keen to explore new ways to recruit and communicate with members and potential members.

New Ideas

During workshop sessions activists discussed their ideas, which included:

- Holding monthly surgeries often in the canteen so reps could answer any problems or queries raised.
- Using Q&A cards so members could put their question(s) to the reps if

they could not attend any of the meetings. The answer would then be given to the member and pinned to the noticeboard to inform other workers on site.

- Mapping the workplace to identify areas of low or non-membership so recruitment can be targeted more directly.
- Communications, talking to members and using inductions to make contact with new-starters as soon as possible.
- Ensure reps are trained both in recruitment skills and, as importantly, in representation skills.

The big issues

Activists also discussed the main issues at their sites and these included:

- Unrealistic targets were putting pickers under huge pressure and were very stressful.
- Pay negotiations were proving very difficult with terms and conditions being eroded.
- The forthcoming changes on pensions and auto-enrolment and the potential reduction in the contribution of the employer.

Looking forward

Delegates also discussed possible ideas for raising the union's profile on site and these included:

- More visits from the area organisers and possibly national officers.
- Reassessment of current agreements looking closely at staffing and pay levels within and between companies.
- Improved communications in particular better access to advice for reps to reflect the 24/7 nature of the sector.



Justice – warns head of legal services Kate O'Neill

them make a claim to the Criminal Injuries Compensation Authority (CICA). However, the Government proposals will take away the right to compensation in most cases."

She gave the following examples:

Under these proposals looking at the successful claims from 2011:

- 67 per cent of Usdaw members would get nothing.
- 22 per cent would have their compensation halved.
- 11 per cent – those who have the most serious injuries –

will have their compensation reduced.

"This is not about reducing the deficit. The expected savings are only £50 million. This is an attack by the Government on the innocent victims of crime," she added.

Kate then went on to give examples of the forthcoming tribunal fees (see box left).

"The message to non-members is clear – if you are not in Usdaw you will be in real trouble. The message to members and reps is clear also – these changes are politically driven, if we want to change

them or get rid of them – which we do – we'll have to get rid of the Tory-led Coalition at the next election."

“ For non-members the outlook is particularly grim but for our members they are guaranteed the support of Legal Plus ”



DIVISIONAL PRIDE

Activists turned out in force to attend their equalities forum and pride march in Blackpool

At the beginning of June, the North West's Divisional Equalities Forum staged their fourth LGBT get-together.

In previous years the get-together has focused on tackling homophobia (prejudice against lesbians and gay men) and biphobia (prejudice against bisexuals). This year the workshop focused on supporting transgender members.

There are at least five thousand transgender people in the UK, some of whom will work in Usdaw organised workplaces. While every person's situation is unique, the process of changing gender is usually slow, difficult and traumatic. It is often very stressful and reps can play a vital role to support members changing gender.

Guest speakers, from campaigning organisations Trans Inclusion and Trans Lakes, with lots of personal experience as well as expertise attended the event to talk activists through some of the stages that most transgender people go through before achieving their goal.

"This is an important issue for Usdaw reps but it is also a difficult one", said area organiser Amanda Bailey-Coll, who helped the Forum organise the get-together. "There is a lot of confusion out there about what it actually means to be transgender.

"The guest speakers were brilliant. They spoke with feeling and humour about how they had come to terms with their overwhelming desire to live permanently in the sex opposite to that in which they were born. They explained that many of them had been rejected by friends and family at different stages



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



(Top) activists and officials at the get-together, (above) reps have their say and (below) one of the workshop sessions

of the process of changing gender but that the support of their union in getting through it and staying in work was invaluable."

■ If you are supporting a transgender member or would like more information contact the equalities section.



PRIDE

Birmingham & Blackpool



Global Pride wins support

This year London hosted World Pride 2012 and it proved to be a bigger and better event than ever, writes equalities officer Jo Bird.

Thousands of LGBT activists from all over the world gathered in the capital to celebrate the progress made towards LGBT equality over the last half century.

Usdaw delegates to the TUC LGBT Conference together with activists from Eastern and Southern Divisions took their place amongst the crowds, taking part in the parade and staffing the Usdaw stand.

The event also gave activists the opportunity to highlight the fact that prejudice against LGBT people is far from over. Usdaw LGBT activists continue to be harassed and abused for no other reason than for simply being themselves. For this reason it is estimated that even now, in 2012, over half of all of LGBT workers in the UK don't feel safe to be 'out' at work.

For the first time London staged an international LGBT conference to raise awareness of the situation for LGBT workers across the world.

In some countries, homosexuality is still a criminal offence, punishable with imprisonment. In others while it may not be unlawful, attacks on LGBT people are still widely accepted and those responsible never brought to justice. Usdaw sent a small delegation to the conference to show its continued support for the international struggle for LGBT equality.

"There are still battles to be fought here in the UK before LGBT people are truly equal," said Graham Newport (below), activist from Tesco in Irvine. "But it has to be remembered that the situation here is nowhere near as grave as for brothers and sisters in other countries where LGBT people are imprisoned, tortured and in some instances executed."



BANK ON LEGAL PLUS

Many members, and particularly non-members, don't realise how much the union offers

A Legal Plus awareness day at the Tesco Extra store in Worcester generated huge interest and raised the union's profile among members and non-members.

Academy2 organiser Paul White set up the event and was helped by store rep Bernard Mills, area organiser Sarah Hughes and Usdaw panel solicitor Julie Roberts from Thomson & Bancks.

"The day was a great success and was supported by both staff and

management," said Paul. "Members had the chance to ask Julie about a whole range of legal issues both work and non-work related and this was a particularly popular service.

"We also canvassed members and non-members to find out how much they knew about the Legal Plus service and it's surprising how many people don't realise just how much Usdaw has to offer. The free will-writing service was very popular.

"I've visited quite a few stores now and the issues for staff are usually hours or shift changes, staffing levels and multi-tasking. I'm pleased to

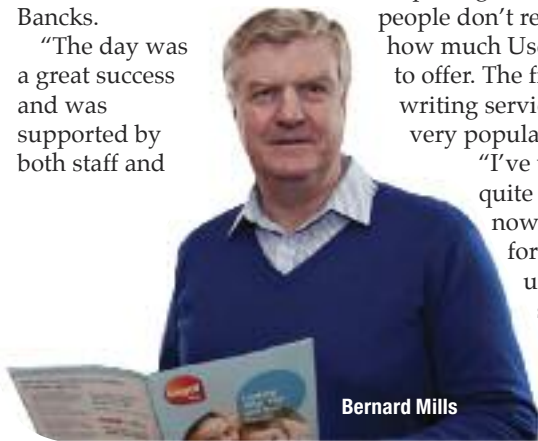
Legal team... (l-r) Julie Roberts, Paul White and Sarah Hughes



see that Tesco is recruiting at present and I'll be doing all I can to sign them up. The recession is having an impact and it is tough for workers who are under a lot of financial pressure.

"The Academies have been great for me. I did Academy1

in 2008 and I'm thoroughly enjoying Academy2 at present. I'd recommend it to all reps. The support and coaching I've had from officials and staff at the Redditch office has been fantastic and the training has been first-class."



Bernard Mills

Are you making the most of Legal Plus and FirstCall Usdaw?

Making sure members and potential members know about the union's Legal Plus service, including FirstCall Usdaw – the direct claims line for personal injury – has never been more

important.

The Tory-led Coalition are planning to change the way individuals can claim compensation which could see non-union members:

- Have their compensation cut by 25 per cent by private solicitors.
- Unable to recover the No Win No Fee insurance premium
- Be responsible for their own solicitor's costs if they lose
- Find it very difficult to get a law firm to take their case if it

is complicated or which on the face of it may be difficult to win.

For Usdaw members though it is business as usual with the union and its solicitors aiming to improve on the £21m it recovered for its members last year.

The union publishes a comprehensive range of leaflets and posters to spread the word on what Usdaw has to offer and reps should ensure their noticeboards display all of this material.

Reps should use their Legal Plus Reps Toolkit to help them organise their own awareness day. Activists can also visit the union's website to view and download the promotional materials.



SURVEY REVEALS DRUGS INCREASE

CLASS A DRUGS IN SYSTEM

Almost a million UK employees carry on working with drugs including cannabis, opiates and cocaine in their systems, according to a new report.

The study – which analysed the results of 1.7m UK workplace drug tests over the past five years – also found the number of workers testing positive rose by nearly 50 per cent between 2007 and 2011, up from 2.26 per cent to 3.23 per cent.

Contrary to stereotypes, the age group most likely to test positive for Class A drugs such as cocaine, heroin, amphetamines and methadone was not the under-25s, but those aged between 25 and 34.

The report, which was carried out by the drug and alcohol screening firm Concateno, looked at drug tests conducted by 856 UK employers in industries including logistics, haulage, policing, utilities, retail,



occupational health, manufacturing, construction, commerce, and healthcare.

“These are conservative figures across the workplace, when you consider how many companies do not have a screening programme in place,” said one expert.

MP supports Shop Direct team

Usdaw has won the support of local MP Mark Hendrick as it seeks to represent the workers at Shop Direct Group in Preston after its announcement it would be transferring the site to Serco and out-sourcing other jobs within the group.

National officer David Johnson led the talks. “Our team of reps on site are doing a great job in very difficult circumstances,” he said. “We’re doing everything we can to protect members during the transfer and it’s encouraging to have the MP on board.”



National officer David Johnson with reps (l-r) Janet Finch, Bev Maudsley, Mark Hendrick MP, Michelle Bond, Cath Robinson (Sata) and Alan Blockley

Companies cut costs amid gloom

Businesses are three times more likely to encourage voluntary redundancies during the next 12 months compared to two years ago and are also likely to double the outsourcing of loss-making services, a new report has revealed.

According to the study of employee restructuring techniques, 18 per cent of companies surveyed are ‘quite likely’ or ‘very likely’ to make compulsory redundancies.

The report, which quizzed over 320 senior business decision-makers, found that a

third of businesses had already made compulsory redundancies in the last year, with 75 per cent of those questioned also using a range of alternative cost-saving techniques.

Seven out of ten firms said that they are ‘less confident’ or expect ‘no improvement’ in the UK economy in 2012.

Out of those businesses stating that they needed to reduce their employee cost base over the next 12 months, 55 per cent said that they would introduce a voluntary redundancy programme. This

compares to 16 per cent of companies who did the same during the last two years.

The report also saw a sizeable increase from 10 per cent to 21 per cent in the proportion of businesses preparing to outsource their loss-making services.

In addition, the survey found that firms are more likely to cut down the use of agency workers, freeze pay, grant unpaid absences, remove other benefits such as bonuses and reduce staff hours in the next 12 months compared to two years ago.

IN BRIEF

Fashion chain in plea to banks

High street fashion chain New Look has persuaded its banks to give it extra time to pay back its £1.1 billion debt as it looks to close up to 100 of its shops over the next five years. The company, which is owned by founder Tom Singh and private equity groups Apex Partners and Permira, said its lenders had agreed to extend the debt repayment from 2013 to 2015.

Usdaw continues to buck the trend

The latest trade union membership figures from the department of Business Innovation and Skills (BIS) confirms Usdaw’s position as the fastest growing union in the UK. The figures show Usdaw has consistently grown by more than 12,000 members annually since 2007.

Pay Day Loans – Tell us your story

Usdaw wants to know if reps have had any experiences with Pay Day Loan companies. You can send your story in via the website at: <http://www.usdaw.org.uk/paydayloan>

or scan the QR code with your smart phone.



Co-op may yet take Lloyds branches

Talks between the Co-operative Group and Lloyds Banking Group for the society to acquire 632 Lloyds branches continue to make slow but steady progress, having stalled earlier in the year the deal now looks back on.

Working People – Under Attack

Please display
this poster on your
Union noticeboard

Usdaw
Union of Shop, Distributive
and Allied Workers
www.usdaw.org.uk

The Government is attacking Accident Claims and the Employment Tribunal system. You need Usdaw's protection.

Accident Claims

If you are not an Usdaw member

You will be in real trouble:

- Your compensation may be cut by up to 25% to pay private solicitors.
- You will not be able to recover the No Win No Fee insurance premium.
- You will be responsible for your own solicitors costs if you lose.
- It will be harder to find someone to take your case – solicitors will only take on safe cases with very good prospects.

If you are an Usdaw member

It's business as usual

- Usdaw and our solicitors will continue to fight our members' accident cases. Usdaw members will not face cuts to compensation or insurance premiums.
- Usdaw's legal service is completely **FREE**.

Free Accident Helpline 24/7

Call FirstCall Usdaw on 0800 055 6333 to start all accident and injury claims, including CICA claims – and road traffic accident claims for family members. We'll log your claim immediately and appoint a Solicitor to your case straight away.

If you have an accident, disease or injury just phone FirstCall Usdaw to start your claim.

No forms – No fuss – No delay

For further information, assistance or to join Usdaw, contact your Usdaw Rep or local Usdaw office. Alternatively you can phone our Helpline 0845 60 60 640*. You can also visit www.usdaw.org.uk



Employment Tribunal Fees

If you are not an Usdaw member

You will be in real trouble:

The Government are proposing to charge you for taking a case to employment tribunal to price you out of being able to bring a claim. If you claim unfair dismissal the fees could be:

- £250 to lodge the claim.
- £950 to go to hearing.
- £1200 total.

If you are an Usdaw member

It's business as usual

- Usdaw will continue to represent our members in employment cases as we do now at no cost to our members.

To apply for assistance with an employment tribunal claim you must:

- Contact your local Usdaw Office for an Employment Case Member Pack.
 - Complete and return the Pack to the local Usdaw office with the relevant documents as soon as possible.
- On receipt of your Pack the Union will check your eligibility for assistance and assess whether your claim is one which Usdaw will support. The Union's Legal Department will write to confirm whether assistance has been granted.
- The Union will take no responsibility for your tribunal claim until you have been formally notified that assistance has been granted. If assistance is granted Usdaw will take over the conduct of the case.

Scan here
to join Usdaw
through your
smartphone**



www.usdaw.org.uk/join

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

MEMBER SERVICES

Usdaw works with all of its affinity partners to get you and your family the best deals available. Find out now if your union membership can save you money. For more information visit:



 www.usdaw.org.uk/offers

Unisaver: The union no longer offers the Unisaver savings product as advertised on the member services pages of previous Networks.

Any members who have taken out a policy with Unisaver will not be affected by this change and existing policies will carry on as normal. If you have any queries please contact **Coventry Assurance Society** on 024 7622 3683.

LAST SECOND TICKETS

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



Whether you're into Live Music, Comedy, Theatre, Sports or more, there's an offer for you. There are 1000s of offers every year, including '2 for the price of 1' and discounted tickets for many of the nation's most high profile events, gigs, festivals, clubs, theatre, comedy, cinema, sports, days out and family attractions.

To find out more go to www.lastsecondtickets.com/usdaw

HOME, MOTOR & TRAVEL INSURANCE



As an Usdaw member, you are entitled to great value, low cost insurance from UIA.

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 Services Authority.

UK TOP ATTRACTIONS

Usdaw members can make great savings on the following UK attractions and theme parks: Alton Towers Resort, Chessington World of Adventures Resort, LEGOLAND Discovery Centre Manchester, LEGOLAND Windsor Resort, Madame Tussauds London, SEA LIFE centres & Sanctuaries, the Dungeons, THORPE PARK and Warwick Castle. To find out more or to book call 0871 222 4001 and quote **REWARDS** for your special discount or visit www.usdaw.org.uk/merlin



SAVE WITH USDAW ENERGY

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

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

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



USDAW HEALTH & DENTAL PLAN

Usdaw Health Plan

Low cost alternative to private medical insurance. Get 100% of your money back on optical, dental, therapist and specialist treatments. To apply online visit: www.usdawhealth.co.uk or call 0800 037 2094

Usdaw Dental Plan

Get 100% of your money back on the cost of your dental treatment. NHS and Private plans available. White fillings and crowns covered. To apply online visit: www.usdawdental.co.uk or call 0800 037 2092

Designed and administered by Protego Group Ltd. Registered Office: 260-268 Chapel Street, Manchester, M3 5JZ. Authorised and regulated by the Financial Services Authority (registration number 304363)

*Money back may differ on NHS dental plans in Scotland and Northern Ireland

THE CO-OPERATIVE FUNERALCARE

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

For more information visit www.co-operativefuneralcare.co.uk for your nearest Co-operative Funeralcare or call 0800 083 6301

Terms and conditions: 10% discount applies to Funeral Director professional services fees only (as detailed on the price list and estimate form provided at the time of arranging a funeral) and excludes discounts on supplementary services, coffin/casket selection, additional services and payments made on your behalf (e.g. clergy, doctors fees, crematorium/ burial charges). 10% discount is not applicable on funeral plans. Both offers cannot be used in conjunction with any other offers. Offers valid to Usdaw members and their families until 31 December 2012. All offers are not retrospective. Our business terms and conditions apply. This does not affect your statutory rights.

BRITANNIA

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

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

To find out more call free on 0808 156 2838*

Visit your local branch or britannia.co.uk/usdaw

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



TAX REFUND SERVICE

Over 94,000 members have used this service and so far received tax refunds in excess of £3.2million. Refunds average £160.51 each!

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

NEW AND USED CARS

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

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

Part exchange welcome
Finance available



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

FREE DEBT ADVICE

Usdaw and Consumer Credit Counselling Service (CCCS) are to continue their successful service providing debt advice and solutions for all Usdaw members.

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

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

Telephone debt counselling
Freephone 0800 980 8271
Mon to Fri 8:00am-8:00pm

BRITANNIA RESCUE



We've been providing breakdown recovery since 1983 so we know what's important to you when it comes to your car breakdown cover

- 24/7 response across UK and Republic of Ireland
- National network of more than 3000 breakdown professionals
- 15% discount to all Usdaw members
- New members get a further £5 off by applying online

Call free on 08000 22 39 52
Apply online: www.britanniarescue.com/usdaw

Lines open Mon-Fri 8am-8pm, Sat-Sun 8am-5pm calls may be recorded. Britannia Rescue is a registered trademark and is a trading style of the Liverpool Victoria Group of companies. 21017636 12/10

GYMSTASTIC OFFERS

Discounted rates on Gym Membership exclusive to Usdaw Members

Visit the following Usdaw websites for more information:

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



ALL FOR CHARITIES



Shop at your favourite listed retailers via All4Charities and earn 100% of all commissions for your chosen charity.

If you are an online shopper, then you could really help to raise much needed funds by registering with and shopping through All4Charities.co.uk

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



It is free to register and will not cost you a penny more than the advertised price of the item that you are buying. The charity you nominate will earn 100% commission from all the retail sites when you shop through All4Charities.co.uk



“It can be hard at times, busy and stressful, but I always feel supported”

ACTIVIST IN-DEPTH

North Western division's **Ku Baiden** answers our questions on her experiences as a rep

FACT FILE & TRIVIA

FAST FACTS

- **Employer** Asda
- **Occupation** Customer service assistant
- **Age** 32
- **Lives** Antrim, Northern Ireland
- **Family** Two children, a boy and a girl
- **Branch** NI Asda K145
- **Usdaw Activist** September 2010
- **Union positions** Shop steward, health and safety rep, branch chair and member of equalities forum

MY FAVOURITE...

■ Music...

I couldn't name just one. I love music and listen to almost anything. If I had to pick I'd say Pink, Meatloaf, Randy Crawford, Dizzee Rascal, and the list goes on...



■ Book...

The Harry Potter series. I'm just a big kid at heart.

■ I spend my spare time...

Doing Zumba or reading. With two small children there isn't very much free time!

Why did you become an Usdaw rep?

Initially, I wanted to find out more about the union, and what it had to offer, but since becoming a rep, I have realised the importance of having a voice within the workplace, and the right to fair terms and conditions. I enjoy the work that I do, and am always striving to improve both myself and my workplace.

What's it like being active?

The knowledge I have gained since becoming active in Usdaw has been fantastic. It has helped me deal with many varied situations, and ensure a fair outcome for our members. The training provided is first class, and I feel I have been armed with information and confidence that will be useful to me not only while carrying out my roles within the union, but also in my everyday life.

What have been your highs and lows?

My best moment as a rep was winning my first collective grievance. It was something that affected a lot of members in my store and proved that the process works.

The worst, was probably when I first became a rep and was unsure of myself and my ability.

It can be hard at times, busy and stressful, but I always feel supported and appreciate the opportunities that have been presented to me.

If anything, it has made me realise how far I have come and how much I have learned.

Have you been to ADM?

I did attend ADM this year, and our branch also submitted a proposition which I spoke on. It was my second year attending, and as always I found the debates very interesting, and emotive. I would love to go again, however I would also like

other members to be given the same opportunity as it is a very important part of what the union does.

Have you changed at all since becoming a rep?

I would always have had the ability to stand up for myself but its very different when other people are relying on you to stand up for them as well. My training and experiences with Usdaw have developed those skills and hopefully helped me to help my colleagues. As I have more than one role within the union, I find that life can be very busy so I've had to become organised to stay on top of everything.

What's your advice to a prospective rep?

It's hard work but worth it. There is a great support network and loads to learn, so go for it.

How would you improve Usdaw?

Making sure people know what we achieve as a union and how good we are at what we do. We should all be blowing our trumpets a bit louder!

What law would you introduce if you were PM?

I would probably make it essential that all businesses, or at least all large businesses recognise a union. We have contractors that work within our store, and I have seen people being treated very badly in the absence of a union, and not knowing where they can get help. I feel that everyone has the right to be treated fairly and with dignity at work and that the presence of a union ensures that this happens.

What's next for you?

There are so many possibilities but I'll keep taking whatever opportunities come my way and run with them.

Want to be the next activist in-depth?

 network@usdaw.org.uk

RETIREMENT CALL

Usdaw will lose two influential, loyal and 'privileged' members of staff this summer

Head of legal services Kate O'Neill has called time on her 29 years with Usdaw but will not be settling for the quiet life just yet as she will take up a new position of employment tribunal judge following her retirement in June.

The 57 year-old joined Usdaw in 1982 as deputy head of the legal department and was promoted to departmental head nine years later.

Prior to joining Usdaw she had qualified as a solicitor having graduated in law from Manchester University.

"I have to say without a hint of hesitation it's been an enormous privilege to have worked for Usdaw for 29 years," said Kate.

"I have had more job satisfaction than anyone could

have wished for. Usdaw is in a much better shape now than when I joined, with more professionalism, slicker communications, and better service delivery.

"It is well-placed to prosper even in the increasingly hostile political outlook it will have to work in for the near future.

"Without my experience with Usdaw I would not be going on to be an employment tribunal judge.

"I will watch Usdaw with great fondness and affection. I'm very sad to be leaving."

General secretary John Hannett paid tribute to Kate's contribution. "It's thanks to Kate that we have such a strong legal service that has represented the members so well for decades.

"Kate has played a very important role in the way

Usdaw has improved its service for both members and reps. She also made a significant contribution when the union embarked on its own modernisation strategy a few years ago.

"Kate has made a lasting impression on Usdaw and I'm sure her talents will be put to good use in the employment tribunals.

"We wish her all the very best for the future."



Kate speaking at the Warehouse and Distribution conference in June

Our man in Hull gets ready to dust off his passport

One of Usdaw's longest serving area organisers Tony Aylward retires in August after almost 34 years on the union's staff.

The 55 year-old was based at the Hull office from 1985 until May this year, prior to his appointment he had worked as a research assistant and a records clerk at central office from 1978. Leeds-born Tony joined Usdaw straight from Manchester University where he graduated in economic geography.

"It's been an enormous privilege to have had a career with Usdaw," he said. "And I'm very proud to have been able to look after working class people, like myself, and put something back into the community. It's been a pleasure.

"There have been many highs during my time. In particular coaching and mentoring many reps, some of whom have gone on to hold senior positions within the union. I've also made some lifelong friendships with colleagues who share the same principles and commitment to the union as me.

"Unfortunately politically things have come full circle. I started work in the dark days of Thatcherism and now the Tories are attacking workers' rights again. Thankfully Usdaw is in a much stronger position now than then, but it will be difficult.

"I'm looking forward to retirement and a stress-free life. I have a lot of travelling to do with my wife Maggie who has supported me in my

work and without whom I couldn't have devoted so much time to Usdaw. So a big thank you to Maggie.

"I'll be following the Olympics closely and after that we'll be off on our travels. I may get involved in local politics in the future but for now it's time to relax."

General secretary John Hannett said: "Tony was a one-man band in Hull and did a great job. He always put the members first and was instrumental in developing and supporting the reps. Good luck to Tony and many thanks to him for his outstanding and conscientious service to Usdaw."



To bee or not to bee

That is the question reps have to ask as the UK's bumblebee population comes under threat



At this year's ADM, Usdaw agreed to support a proposition (right) put

forward by my branch to support an organisation called the Bumblebee Conservation Trust (BBCT), writes activist Dave Walker.

We also agreed to campaign for the retail giants to put wildflower meadows on the roofs of their warehouses and superstores as well as other available land they manage. Green roofs, as they are known, are becoming increasingly popular in Scandinavia, Germany and other environmentally aware countries.

On Academy1 last year I was working at the new Tesco grocery depot near Daventry. I was amazed by the huge size of the place, 870,000 square feet of what used to be fields and hedges.

The potential of such vast acreages of roofing for the planting up of grasses and native wildflowers struck me as enormous.

Imagine a future with meadows in the air supplying plentiful pollen and nectar to our nine struggling species of bumblebee as well as food for butterflies, and hundreds of other species of insects and beetles that rely on our increasingly rare wild flowers.

This would in turn give a much-needed boost to the many bird species that feed themselves and their young on insects and caterpillars.

The BBCT website offers keen amateurs lots of support and advice on what to grow to help our bumblebees along. 'Saving the Sound of Summer' is how they put it and their tips are excellent, no matter how small your garden (or window box). They can also help you

identify what different types of Bumblebee there are (it turns out there are more than 200 types of other bees once you start looking). There are even cuckoo bees that do the old trick of laying their eggs in a host nest and then buzzing off!

Some bees can only take nectar from particular shape flowers because of the shape of their mouths, which is why providing a variety of flowers is

important. For example this year I noticed a tiny little bee visiting the forget-me-nots in our garden in April. These flowers are easy to grow, look lovely and come back every year without fail and the later flowers grow through them.

Apparently spring nectar is particularly important because the queen bee comes out of hibernation and wobbles about looking for a hole to lay her already fertilized eggs. Having found a suitable site she has to find enough pollen and nectar to make a pea sized ball of honey to lay her first brood of workers on. The colony will perhaps eventually reach 150 workers, and they all need pollen and nectar all through summer to keep themselves going.

I noticed that the TUC was campaigning for the recognition of green reps in work places and reckon that this idea could take off with companies very keen to demonstrate their commitment to sustainability and eco-awareness.

I hope that reps will run with the idea at a local level and that nationally our officials will put the issue on the agenda with the management that run the sites we work and organise in.



ANDREW FARMER: MIDLANDS EXEL E110

This ADM notes with interest the development of green roofs and welcomes this innovation in environmentally-friendly architecture.

Both in retail and distribution we recognise the potential acreage of currently barren desert roof space that once was fields.

The benefits of green roofs interspersed with wild flowers can enormously help insect life and biodiversity which has suffered dramatically since the widespread use of pesticides and 'weed' killers introduced since the war.

Bird species reliant on insect life for food as well as ground-nesting birds struggling for nesting space would also benefit. Additional benefits include absorption of CO2, pollutants and storm water, as well as providing natural insulation for buildings.

Conference instructs the Executive Council to research the matter of green roofs in some depth and campaign amongst the membership and companies with whom we have recognition agreements in their favour.

Conference agrees to affiliate to the Bumblebee Conservation Trust and collaborate with their officers to use our influence to increase biodiversity on land and roof space owned by companies we have dealings with.



Bumblebee Conservation Trust
www.bumblebeeconservation.org



SUPPORTING & DEVELOPING

The union is determined to stem the flow of newly elected reps giving up their role within the first 24 months.

Usdaw has launched a new initiative to support its reps, especially new ones, with a range of new materials and a comprehensive support system provided by area organisers.

The new **Supporting and Developing Reps Project** aims to stem the turnover of those reps who remain in Usdaw but give up their role within the first 12-24 months of being elected.

The new system links reps, officials, training officers and central office as part of an all-reaching network of support and is the result of thorough research into how the union supports its reps.

General secretary John Hannett said: "Usdaw reps are at the centre of what the union does and we strive to ensure that our reps are the best trained and developed reps in the trade union movement.

"Supporting and

developing reps is about taking the modernisation of the union to the next level by providing more support to develop the network of reps.

"The project's aim is to support reps so that more of them stay in the role for longer and to develop them so that they feel more confident to play a wider role in the workplace. Through this we will build a stronger organisation that will be better placed to improve workers' lives and win for

members."

Deputy general secretary Paddy Lillis added: "The union has made great progress in encouraging members to become more active in Usdaw. In 2011, more than 3,000 Usdaw members took up the challenge of becoming a rep. This was an increase on the previous year's number of 2,408.

"Despite the large number of newly appointed Usdaw reps in 2011, the overall number of reps only increased



Usdaw's new support structure will see every new rep receive:

- ✓ **A welcome letter from the general secretary, within the first couple of weeks after appointment.**
The letter will include:
 - Contact details for their local office.
 - The rep's credential card..
 - A copy of our new leaflet *Things you need to know as a rep*, giving them some basic information about their role and their rights.
 - ✓ **An induction meeting with their area organiser within the first few weeks.**
 - The induction meeting will be an opportunity for the rep and area organiser to get to know each other, and for the rep to ask any questions.
 - The area organiser will explain some of the roles of a rep including organising, representing and communicating with members/management, etc.
 - The rep will be informed how they can access advice and information.
 - The area organiser will give the rep some tips on building a support network locally, particularly if they are the only rep at their workplace.
 - The rep and area organiser
- will come up with a simple action plan for the rep to work on before their training.
- There will be a follow-up meeting arranged a few months after the induction meeting.
 - ✓ **At their induction, training course and follow-up meetings, new reps will receive the following materials:**
 - The new Usdaw rep bag and a rep badge.
 - The newly re-launched rep's handbook, which comes in three parts covering the role of a rep, organising and representing members.
 - Any appropriate agreements between Usdaw and their employer.
 - Help in accessing key company policies such as grievance and disciplinary.
 - ✓ **Access to the core training they need to represent and recruit members.**
- Wherever possible, workplace reps will now be booked onto the basic rep's course at their induction meeting. All reps should have their basic training within the first few months of becoming a rep.
- The union will continue to

LOPING REPS – VITAL

4 months of their election and has launched a groundbreaking new initiative to support all reps

by around 250 during the year. The reason for this is that, on average, one in every three Usdaw reps step down from their role each year, so we have to get large numbers of new reps just to fill in the gaps."

Usdaw's analysis of reps who stepped down from their role found that:

- Two-thirds of those who stepped down stayed in Usdaw membership – so it is unlikely that they simply stopped being a rep because

they changed job.

- The peak time for a rep to give up the role is between one and two years of becoming a rep.

- 42 per cent of those who stepped down had been a rep for less than two years.

"We have a responsibility to support reps from the day they are elected into the role. The union already works hard to ensure that reps receive training, relevant information and regular contact, but it is a major challenge for us to

make sure this is done effectively and consistently. A high turnover of reps in workplaces is not good for members or the union," said Paddy.

The project aims to deliver a consistent process for new reps which will:

- Make sure that every rep is supported in their new role as soon as they are elected.

- Give every rep the confidence, training, knowledge and skills they need to meet the challenge

of being a rep.

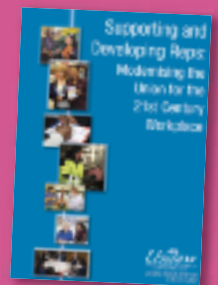
- Ensure that every rep has all of the resources they need to fulfill their role.



The union is confident that the increased support for reps that will be delivered through the Supporting and Developing Reps Project will lead to:

- A reduction in the number of reps stepping down from their role.
- An increase in the number of new reps taking part in union conferences, training courses and negotiating bodies.
- Reps developing into a wider role in the workplace.
- Greater engagement from members with the rep at their workplace.
- Increases in membership, improved representation, better organised workplaces and winning for members.

For more information you can download the executive council statement to this year's Annual Delegate Meeting.



www.usdaw.org.uk/ECstat

work hard to make sure that the longer serving reps receive regular contact and communication as well as the opportunity for development.

Usdaw has sent every existing rep the new Usdaw rep's bag to their home address, and it contains the newly updated reps' handbook. All existing reps will also have received their new Usdaw rep credential card.



ONWARDS AND UPWARDS

Active reps continued to nudge the union's membership total nearer to the 420,000 mark in June during the second national Membership Week.

Reps and officials combined to take the union's message on to the shop and factory floors of workplaces across the UK.

General secretary John Hannett was keen to praise the efforts of everyone involved. "This is a very important week in the union's calendar," he said. "Membership continues to grow despite

the very difficult circumstances faced by reps who are clearly doing a great job.

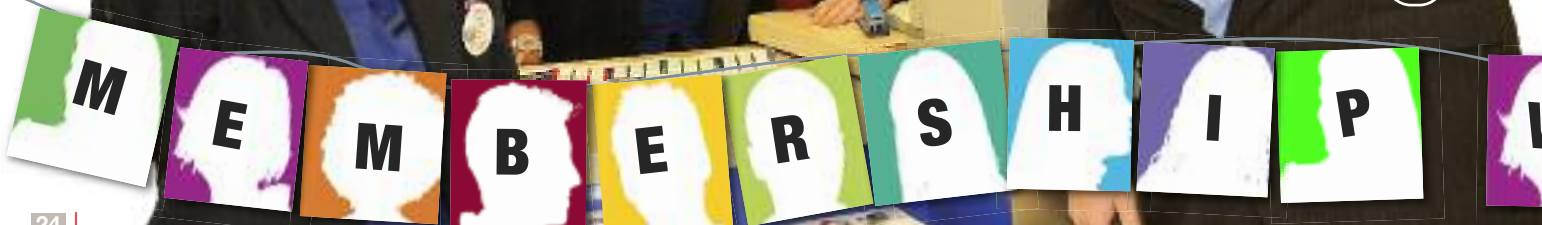
"With the ongoing attacks on workers' rights it's vital that workers join Usdaw so we can offer them the protection and support they need. I'd urge all of our reps to ask their colleagues to join because together we are stronger."

“Membership continues to grow despite the very difficult circumstances”

IN NUMBERS

MEMBERSHIP FOR WEEK ENDED: 23 JUNE 2012

South Wales & Western	49,093
Eastern	61,015
Midlands	56,706
North Eastern	56,852
Scottish	45,170
Southern	56,199
North West	92,596
TOTAL	417,631





LOCATION, LOCATION, LOCATION...

- 1 Tesco Extra, Wigan
- 2 Morrisons, Melton Mowbray
- 3 Tesco Aylesford
- 4 Tesco Seacroft, Leeds
- 5 CRL Newhouse, Motherwell
- 6 Ocado, Hatfield
- 7 Tesco House, Cardiff



If you can – claim it

While the Tory-led Coalition keeps cutting benefits Usdaw wants its members to know their rights

The Government's 'welfare cuts' have so far been primarily directed at working people.

This year the Government continued to reduce or cut tax credits for millions of working people, including:

- Couples with children working between 16 and 24 hours a week lost all Working Tax Credit – worth between £60 and £73 a week to most families.
- The 50+ element of tax credit was abolished, costing part-time workers £1,320 and full-timers £1,965 a year.
- The 'family element' of £545 a year was cut for families earning over £26,000 with one child, or £32,200 with two children. These families also lost their Childcare Tax Credit.
- All rates of Working Tax Credit were frozen, and the above-inflation increase of £110 for Child Tax Credit was abolished.

On top of last year's increase in the rate at which tax credits are 'clawed back' to take account of wages, the cuts to the baby element and childcare payments, and the three year freeze on Child Benefit, many Usdaw members are reporting that they are struggling to make ends meet.

If you are concerned that members in your workplace have been affected by government cuts, or may be in financial hardship, here are a few suggestions:

Have you been affected by Government cuts?

Usdaw is continuing to lobby the Government about cuts that affect working people, and were able to help many members by gaining concessions to tax credit cuts for carers and members whose partners are unable to work through disability or illness.

If you are affected by Government cuts, help us to make the case by emailing to tell us about it at campaigns@usdaw.org.uk
All cases are used anonymously.

Where to go for help

■ Online Benefits Adviser:

If you fill in your income, number of children, rent etc, it will tell you how much you can claim from a whole range of benefits. It takes about 15 minutes, but you can do it anonymously. You can check that your tax credits or other benefits are correct as well. Go to: www.direct.gov.uk and type in 'benefits adviser' in the search panel.

■ Council Tax Benefit:

If you are on a low income, you could qualify for up to 100 per cent off your Council Tax bill, whether you rent or own your own home. Apply via your local council.

■ Housing Benefit:

If you rent your home, whether through a council or private landlord, if you are on a low income you may qualify for Housing Benefit. Forty per cent of Housing Benefit recipients are in work, and thousands more could claim but don't realise it. Apply via your local council.

■ NHS Costs:

Even if your tax credits have stopped, if you are on a low income, you may still get free prescriptions, dental care etc. You need to fill in Form HC1 which you can get by ringing 0845 850 1166 and giving your address.

- You can also refer members to Usdaw's leaflet 'Worried about Money – Need a Helping Hand'. See the website or ring 0161 224 2804 for copies to be used in your workplace.



What Usdaw members say...

“ Thanks to this Government we as a family-of-four are now £75 a week worse off. As from now, I will be going to work for 74p a week more than people on Job Seekers Allowance.

I work 16 hours a week and have to be flexible from 8.30 am - 6 pm.

Finding an extra eight hours to fit in with those hours is hard enough, but everybody is in the same boat fighting for the same jobs.

All this Tory-led Coalition has done is put a family that was managing to get along into poverty. I am going to love doing 16 hours a week for 74p. ”



“ Me and my wife have had our tax credit stopped completely as we earn exactly £26,000 between us.

We were entitled to £10 a week and cannot afford to lose this.

We cannot increase our hours as we are sharing childcare and working opposite shifts.

We are now worse off than friends with children who do not work, not to mention having little family time.

If petrol continues to rise my wife will have to leave work altogether. ”



Contact the politics section on: 0161 249 2452

✉ getinvolved@usdaw.org.uk

🌐 www.usdaw.org.uk/usdaw4labour

Keep Scotland united

Usdaw is supporting the Better Together campaign to keep Scotland part of the UK



The Scottish people face the biggest decision that Scotland has been asked to make, when they vote on independence in a referendum in 2014.

It is a once in a lifetime decision, that will affect not only Scotland, but also England, Wales and Northern Ireland for generations to come.

Usdaw is supporting the 'Better Together' campaign, a cross-party campaign for Scotland to reject independence and to make a positive choice for a UK which can provide the best possible future for generations. We recognise that as part of the UK we are all part of a big and difficult world and that independence is not the answer to the problems which Scotland face.

John Hannett explained the reasons for the union's decision: "Usdaw has recently debated Scotland's constitutional future at its Annual Delegate Meeting and delegates overwhelmingly agreed that Scotland should remain as part of the UK.

"As a union it is not that we don't believe that Scotland couldn't be independent – it is that our delegates decided that being part of the UK is a better choice.

"We believe in campaigning for better pay and conditions for our members, whether you live in Stevenage or Stirling, a better deal on pensions whether you are in Aberystwyth or Aberdeen and protecting workers' rights in Port Rush or Perth.

"That is why we were the first trade union to sign up to support the **Better Together** campaign and we will be working with other trade unions to make the case against Scottish independence."

Three reasons to join the Better Together Campaign

Prosperity

Times are tough at home and internationally. We need more growth, more jobs and more prosperity. At this difficult time, the size and strength of the UK economy helps to protect all of the United Kingdom. The UK is the world's oldest and most successful single market.

Security –

The British Armed Forces that protect us are the best in the world and where men and women from all parts of the UK work together protect us at home and abroad.

Interdependence –

Hundred and thousands of Scots, English, Welsh and Irish men and women have made their homes in each others' nations. This interdependence – the coming together of family, friends, ideas, institutions and identities – is a strength not a weakness. It is an ideal worth celebrating and protecting.

What the members say...

“ I am a proud Scot and I care about Scotland too much to cut our economic, cultural and family ties with the rest of the UK.

We live in uncertain times and families are worried about how to make ends meet, how secure their jobs are and what kind of opportunities there will be for their kids when they grow up.

The SNP have been campaigning for independence for the last 80 years and still can't answer the most basic questions about pensions, taxes or a minimum wage. Independence isn't the answer to creating more jobs, improving living standards or providing us with a living pension. ”



Neil MacDonald, Usdaw rep at the Co-op in Wick

“ In the past I used to think that independence was right for Scotland but I have been listening to the arguments for and against Scottish independence and will be voting No.

The SNP aren't really fighting for independence when they want to keep the pound and continue to let the Bank of England control an independent Scotland's currency. Scotland needs to have a say in our monetary policy to help build a strong economy and one that gets people back to work. We will have more influence on UK monetary policy by staying within the union – that is the most important issue for people where I live and work. ”



Jean Hession, Usdaw rep at Morrisons in Airdrie

What do you think...

Whether you live in Scotland, England, Wales or Northern Ireland, let us know your views on Scottish independence. Karen Whitefield, campaigns officer, will be co-ordinating Usdaw's campaign from our Glasgow office. Please email Karen your views at: karen.whitefield@usdaw.org.uk

Sign up to support the campaign today at www.bettertogether.net



Managing safety together

Reps in the food and drinks sector are being urged to get involved in the national conference for the industry which will focus on health and safety and will be held in Harrogate in October

The theme of October's national Food and Drink conference will be 'Health and safety: fresh recipes, proven ingredients'.

The programme will explore fresh ways to address the most pressing health and safety issues that affect the food and drink manufacturing industry, looking at solutions to practical challenges on the first day and focusing on the importance of good management and leadership on day two.

This is the ideal opportunity for reps in the food, drink and manufacturing sector to attend along with their employer's health and safety people and have an input into reducing problems in the industry.

As usual Usdaw will be circulating detailed information to all Food and Drink branches.

This year's Topics include:

- behavioural safety
- worker involvement
- leadership
- communication
- slips, trips and falls
- manual handling
- falls from height
- confined spaces
- machinery safety
- transport safety.

National Food and Drink Health and Safety Awards 2012

The awards, sponsored by the IOSH Food and Drink Group, recognise innovative projects that have produced a practical solution to, and made a positive impact on, a health and safety problem in the sector. They are open to anyone working in the food or drink manufacturing industries including health and safety representatives.

For more information about the awards, please contact Julie Littlejohns, Networks Officer at the IOSH on 0116 257 3248.

Full details of the conference held on the 9th and 10th of October in Harrogate can be found at: www.iosh.co.uk/news_and_events/events/conferences/food_and_drink_2012.aspx

Danger... Danger.. High Summer!

Summer is here again and temperatures may be rising in workplaces leaving members feeling hot and bothered.

Your employer has a duty to maintain a 'reasonable' temperature in indoor workplaces under the Workplace (Health, Safety and Welfare) Regulations. Minimum reasonable temperatures are defined but there is no maximum at present. Expert advice

suggest the 'comfort zone' is between 16 degrees Celsius and 25 degrees Celsius.

Usdaw, along with the TUC

and other trade unions continue to push the government for a maximum temperature of around 27 to 30 degrees Celsius in the law.

Excessive temperatures can make life very uncomfortable for workers and can lead to sweating, irritability, nausea, headaches, dizziness, fainting, muscle cramps, extra strain on the heart and possible heat stroke.

There are a range of things that employers can do when it starts to get uncomfortably hot. These include temporary air conditioning, ventilation, fans, removal or isolation of heat sources, frequent rest breaks, supply of cold drinks, job rotation, relaxation of dress codes etc.

Reps can get more advice in Usdaw's leaflet 'Keep Your Cool – Tackling heat stress at work'.

How to stop slips and trips at work

Slips and trips are still the main causes of serious injuries at work. They are a major problem in sectors where Usdaw members work such as retail, distribution and food manufacture – even though the Government claims these are 'low risk' workplaces.

HSE figures show that slips and trips account for a third of all reported injuries and result in two fatalities every year. In Usdaw, slips and trips are responsible for four out of ten serious injury claims.

Despite the suffering caused to victims and the serious costs to business from these incidents, promotion of the HSE's award winning Shattered Lives campaign is hampered by the current Government's restrictions on campaigning.

Health and safety reps can use Usdaw's Slips and Trips Risk

Mapping Tool, which is supported by HSE, as a simple way to help reduce the number of injuries to our members.

The tool allows the rep to identify where slips and trips are happening and why they happen. Reps can use the evidence to target priority problems with management.

Copies are available from central office or can be downloaded from the Usdaw website:

www.usdaw.org.uk/healthandsafety
www.hse.gov.uk/shatteredlives



Computerised sick notes

A further change to the Med3 medical statement from your doctor is being introduced.

From June 2012, most GPs will complete the sick note on their

computer and print it off, rather than giving the patient a handwritten sick note – in the same way that a GP may give out a printed prescription.

The computer-completed sick note also contains a system-generated barcode, which cannot be altered once the sick note is printed by the GP, and contains key information from the sick note that the employer can check. Your GP will not be able to send the

computer-completed sick note electronically (for example by email) to an employer and it should always be given direct to the patient.

Handwritten sick notes will still be used by hospital doctors, and on occasion by GPs, for example before the electronic version has been integrated into their practice's IT system or when they are on a home visit.

The format of the note, which allows the GP to either state you are unfit for all work or you may be fit for some restricted work, remains the same.

For up-dated advice from the TUC on the sick note/fit note system see:

www.tuc.org.uk/extras/fitnote.pdf



Prevention much better – and cheaper – than cure

As the Government continues to push ahead with plans to remove health and safety laws and restrict the activity of health and safety inspectors, a growing body of evidence from around the world shows just how wrong it is.

Recent research for NIOSH, the US Government safety and health body, has concluded that poor health and safety management costs the country more than \$250 billion a year. They conclude that investment in prevention is far less than the money spent on other diseases with lower economic burdens – despite the fact that occupational illness and injuries are 'eminently preventable'.

Australian research suggests employers could get a £2 billion annual boost to productivity (equivalent to a £6 billion boost for the UK economy) simply by keeping workers safe and healthy.

And researchers at Harvard Business School have proved that a surprise visit from an inspector is good for business.

Their study found that workplace inspections do save lives and don't destroy jobs – a direct contradiction of recent comments from Chris Grayling MP, the minister for health and safety.

To see more about the research and

about the latest de-regulation activities of the Government see the articles in issue 118 of Hazards magazine:

www.hazards.org/votetodie/youliwedie



IN BRIEF

■ Hazards Conference

The 23rd National Hazards Conference 'Countering the attack on the safe workplace' takes place on 31st August to 2nd September in Keele, Staffordshire.

The conference is the UK's biggest educational and organising event for trade union safety reps and activists and is a mixture of plenary sessions, debates, meetings and a comprehensive workshop programme.

The deadline for applications is Friday 10th August 2012.

For full details go to; www.hazardscampaign.org.uk

■ Fire safety fine for Asda

Asda has been ordered to pay more than £55,000 for serious fire safety breaches at a store in Berkshire.

Royal Berkshire Fire Authority brought the charges after an inspection of the store in June 2010 when Inspectors found two fire exits were chained and locked shut, escape routes and exit doors blocked by combustible materials and fire doors wedged open.

Reading Crown Court was told that the breaches presented a serious and life-threatening risk.

The company had previously been served with a caution in July 2000 for two contraventions relating to other fire-safety regulations.

■ Diesel danger upgrade

The International Agency for Research on Cancer (IARC) have decided to classify diesel exhaust fumes as a known human carcinogen.

They up-graded the classification of diesel exhaust from a Category 2A: probably causes human cancer to a Category 1; human carcinogen, because of growing evidence of a link to lung cancer.

Much of the evidence comes from people exposed to high levels of fumes at work.

SEND YOUR LETTERS AND PICTURES TO:

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

✉ network@usdaw.org.uk



Charlie Friell

It was with great sadness that I learned of the passing of my great friend and Usdaw stalwart Charlie Friell.

Many Usdaw members will have known Charlie throughout his many years of service. I first met Charlie back in the early eighties when I went to work for the Co-op in Cumbernauld. Charlie was the branch chair and he made me feel most welcome when I joined the union. Charlie was to inspire me over the years and even after he retired he was still a source of great help and assistance.

Charlie was a wonderful man and had tremendous talent in many different avenues, not least his allegiance to the labour movement and Usdaw in particular.

A very humble man he was never one to blow his own trumpet. His other great love was the arts and Charlie was never far away from the theatre and indeed he participated enthusiastically in amateur dramatics right up until he became ill last year. Ed Robson, artistic director at Cumbernauld Theatre said Charlie was one of the best amateur actors he had ever seen and is convinced Charlie could have tuned pro.

Charlie will be greatly missed by so many people, his wit, charm and wonderful personality will be remembered in particular. Usdaw has lost a legend.

CLLR STEPHEN GRANT
Ward 4 Abrohill, Kildrum,
and The Village

STAR LETTER

YOUNG NEED OUR HELP

Riots remembered

It's almost a year since the riots of 2011 and I remember arena & Network rightly pointing out the devastating impact that these events had on our members.

But while they condemned the rioting, they didn't say much about who the rioters were or why they were doing it. To explain this, is not to excuse it like many of the Conservative MPs in the media were trying to say afterwards.

The rioters were predominantly young people with no previous criminal record. Young people are precisely one of the groups of people the Coalition's cuts are harming the most, with for example, the scrapping of the Education Maintenance Allowance (which I needed to pay for travel to college when I was there). The increase in tuition fees has made matters worse, all this while there is huge youth unemployment of around one million.

While the riots were not some sort of political act, these factors could lead many young people to despair of their future.



Given that a significant amount of young people are retail workers, then Usdaw has an important role to play in making young people aware of trade unions and the idea of organised campaigns to try to challenge the frustrations in their lives.

So it would be nice to see in arena & Network some positive things that young people are up to. In doing so, we can offer young people an alternative to apathy or worse.

Iain Dalton, Leeds Private Trade F148

£50 UP FOR GRABS!

Write to the editor of Network and you could win £50 if your letter is chosen as the star letter. This issue's winner is **Iain Dalton**

LABOUR LUNCH

Political theatre on the menu at Morrisons

MPs Ed Balls and Rachel Reeves and actor Richard Wilson (better known as Victor Meldrew) visited the St. Albans Morrisons recently to meet some of the customers and staff.

On the shop floor Ed tried his hand at promoting the sample cheeses by offering them to customers, ably assisted by Richard.

Later in the staff canteen they had a discussion with some of the female staff, in particular they were asking about their future pension concerns.

Ed and Rachel then chatted with area organiser Andy Hearn and the reps Louise Mardel and myself.

I was able to explain the new Morrisons defined



benefit pension scheme which is just being rolled out. It has many similarities to the old final salary schemes and has been described as a market leading pension scheme by a senior Usdaw official.

After final photo calls the party returned to the House of Commons, where Rachel was due to open a debate.

COLIN C JONES
South Herts Holding C57

Top marks for Essex learners at Tesco Braintree



Congratulations to the learners from Tesco Marks Farm in Braintree, who have completed Literacy and Numeracy level one. They are now going on to complete level two in both subjects.

Reps make 50%

Sainsbury's Badger Farm in Winchester are celebrating achieving over 50 per cent membership which is fantastic.

Well done to the all reps, Tony Gasson, Jenny Waldoock, Tom Pattison and Nick Bevan

TRACEY MACGREGOR
Area Organiser
Andover Office

OPPORTUNITY KNOCKS

Academies 1&2 come highly recommended

I just want to say a big thank you to Usdaw for the opportunities I have had since Academy1 in 2011 and Academy2 this year.

Throughout the duration of Academy1, I was able to recruit 396 new members. I organised various campaigns and recruited several new reps. I also met new people from members to MPs, I grew in confidence and ability and continue to do so.

During stand down between the two Academy programmes, I recruited 215 new members and had the opportunity to take part in a new store opening induction. I also participated in teaching a basic rep's training course in Hull.

So far on Academy2 I



have run campaigns, recruited 200 new members, three new representatives and have facilitated numerous rep meetings, building a good rapport with reps and HR alike.

With the permission of my deputy divisional officer I set up a trial monthly rep team competition, which has so far seen ten new members joining Usdaw.

I have been campaigning with Lord John Prescott on a Labour stall, and my

children and I were invited to join John campaigning in local villages Patrington and Keyingham wearing Usdaw t-shirts and flying the Usdaw flag.

I have also had the opportunity to address the North East divisional conference.

The most enjoyable aspect of this role lies with the development of reps and our new Academy1 students.

All in all I have had the time of my life and would highly recommend the Academy to any reps wanting to do more for Usdaw.

Thank you Usdaw for your faith in me.

ANGELIQUE AUDAS
Academy2

CHARITY DONATION

Honouring Marge

On behalf of the Motor Neurone Disease Association, we owe a huge thank you to the Usdaw Youth Committee for all their time, hard work, and fantastic support. Your dedication is a real tribute to Marge Carey and we are so grateful for all you have done in her honour.

Someone facing a diagnosis of MND could only have 2 to 5 years left to live, and may lose the use of their hands and voice, so quality of life is crucial. These fantastic funds you have raised will help us to profoundly improve life for people living with MND, which couldn't have been done without your help.

Thank you once again for making a real difference, and to all those that have played a part in your success.

ESTHER FIFIELD
Motor Neurone Disease
Association

PICTURE ROUND-UP: Active and loyal members in the picture

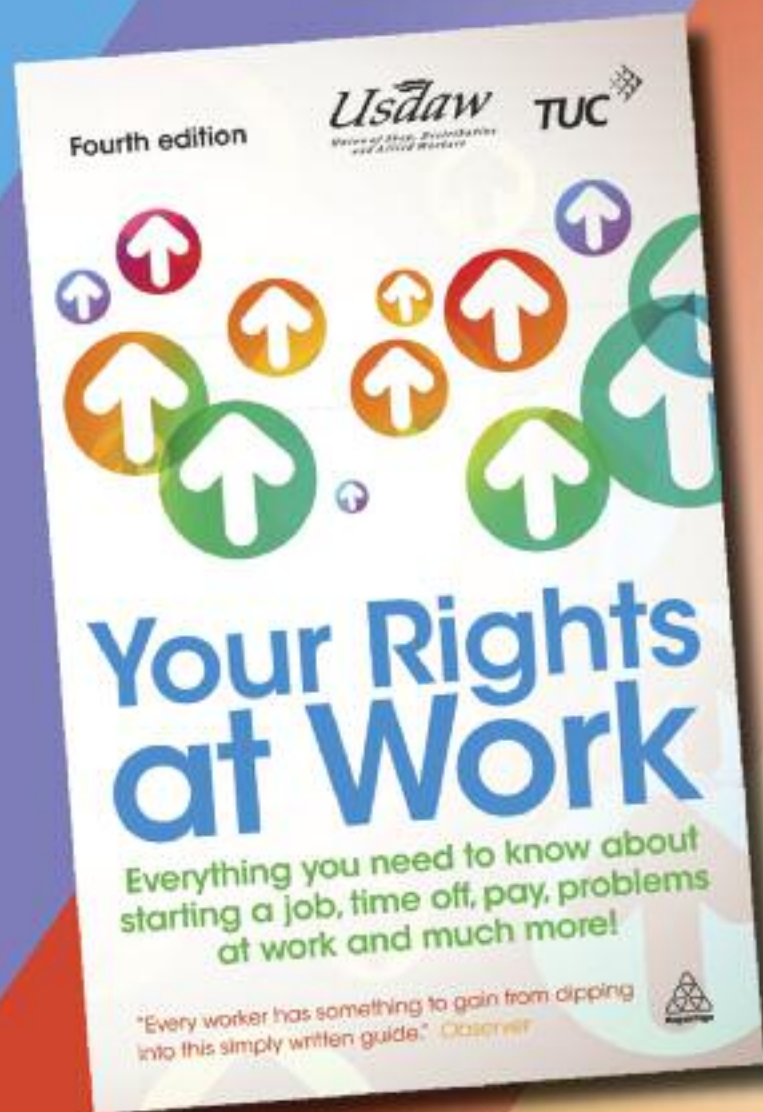


1. Iain Dalton, left, (F148) at the annual May Day march in Leeds 2. Christa McMillan (K228) 3. John Smellie (G120) 4. Sue Brown (E64)

You can't be without...

Your Rights at Work

4th Edition!



Your Rights at Work is a comprehensive, jargon-free guide to your legal rights and your employer's responsibilities.

Easy-to-read and reliable, it offers solutions to the problems and issues that everyone can face at work. Topics include:

- ◆ Starting a job
- ◆ Parental leave and maternity rights
- ◆ Discrimination and bullying
- ◆ Health and safety
- ◆ Dismissal and redundancy
- ◆ Pay and holiday rights
- ◆ Enforcing your rights

"Every worker has something to gain from dipping into this simply written guide."
The Observer

TUC

Usdaw
Union of Shop, Distributive
and Allied Workers

Order Form

Please send me copies of *Your Rights at Work*

Price: 1-9 copies @ £8 each
10 copies or more @ £7.50 each
all prices include p&p

Name

Delivery Address

Postcode

Branch

Mobile No.

Email

Please enclose correct remittance. Cheques/Postal Orders should be made payable to Usdaw. Any orders on behalf of a branch must be signed by the Branch Secretary and payment does not need to be included as this will be debited from branch funds. Orders without postcodes will not be processed. Please send your order to: Stationery Department, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ. Please allow 28 days for delivery.