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Usdaw
*Union of Shop, Distributive
and Allied Workers*



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GENERAL SECRETARY PADDY LILLIS

A year into the pandemic

It has now been a year since the pandemic began and changed everything. None of us could have ever imagined that we would still be in the middle of the biggest health crisis the world has seen in recent times. The virus has decimated jobs, taken away loved ones and brought normal life to a grinding standstill. Three national lockdowns, new variants of the virus, school closures, loneliness and worry about the future have left many people struggling to cope.

Usdaw members have been on the frontline of the pandemic and the union's work has been dominated by trying to support them through this crisis. We will continue to lobby employers and the Government for better pay and conditions, legislation to protect retail workers from violence and for the role you have played as key workers to be never forgotten.

I know most of you are working, supporting your families and volunteering. I want to thank each and every one of you for the incredible work you have done during this crisis.

Paddy Lillis, General Secretary



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USDAW CAMPAIGN

Justice for Injured Workers



Justice for Injured Workers campaign succeeds in exempting workers from reforms

Government steps back from proposed changes to small claims limit

Usdaw welcomed the Government confirming the small claims limit for employer's liability and public liability claims will not be increased and will remain at £1,000.

The Civil Liability Act 2018 reformed whiplash claims and the Government had also proposed changing the rules for employer liability personal injury cases, by doubling the threshold for the small claims court.

Usdaw general secretary Paddy Lillis said: "We welcome the Government listening to the views of the broad coalition that had come together to urge them to step back from their proposed changes.

"Employees injured at work need legal representation to help ensure that those responsible are held to account and that health and safety standards in the workplace are maintained. The original

proposals would have moved a significant number of these cases into the small claims court where legal costs cannot be recovered, forcing injured employees to represent themselves in a complex legal process without adequate advice and support.

"It is the right decision to exempt workers from the reforms, so that they can continue to seek justice with proper representation."

Secretary of State dismisses union learning with a one-word answer



Usdaw urges Government to rethink decision

200,000 WORKERS will miss out on vital training if union learning is cut

During the House of Commons Education Questions, Yvonne Fovargue MP (Labour, Makerfield) asked: "The Union Learning Fund has provided access to skills for over 200,000 workers, many of whom have few or no qualifications. Would the Secretary of State reconsider the decision to scrap this highly successful programme and fund it through the National Skills Programme?"

Usdaw is appalled by the Secretary of State's derisory

one-word answer of "No" to such an important question.

Usdaw general secretary Paddy Lillis said: "It is no surprise, but still shocking and deeply insulting, that the secretary of state dismissed this question. He has not engaged with the trade unions, education providers and businesses that work together to deliver projects through the ULF and didn't even consult before deciding to pull funding from hundreds of thousands of learners.

"If the Government is serious about levelling up, they must understand that workplace learning provides a vital pathway to the Lifetime Skills Guarantee. We urge the Government to rethink scrapping union learning, build on its strengths and make it a key part of the future of learning in the workplace."

Annual Delegate Meeting 2021 Goes Digital



This year's Usdaw Annual Delegate Meeting will be an online event.

The conference will be held over two days on Sunday 25 and Monday 26 April 2021, and will be video-streamed to delegates with a secure online voting system, operated by an independent external organisation, running concurrently with conference proceedings.

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Sponsored by Usdaw Health and Dental Plan. www.usdaw.org.uk/healthplan Closing date 1 June 2021. Terms apply. Due to the current situation with Covid 19, the voucher will be despatched as soon as possible after the draw has taken place.

Usdaw deeply disappointed that retail staff will not be prioritised, despite clear evidence they are at higher risk



Government ignores evidence that many key workers are at risk

Usdaw has consistently campaigned for shopworkers to be prioritised for the Covid-19 vaccination, so the union is deeply disappointed that the Joint Committee on Vaccination and Immunisation (JCVI) has rejected prioritisation by occupation.

Last month the Office for

National Statistics (ONS) released evidence on Covid-19 death rates by occupation, which showed that many key workers are at a higher risk.

Usdaw general secretary Paddy Lillis said: "Usdaw has campaigned for members in the food supply industry, including those in processing

plants, distribution, essential retail and grocery delivery to be prioritised for vaccination to reflect the risks they face. They have worked throughout the pandemic to keep the country supplied with essentials and deserved to be prioritised. We strongly urge the Government to reconsider the decision."

Use your vote in the May Elections

Don't miss out, register for a postal vote today!

On 6 May there are important government elections taking place in England, Wales and Scotland.

Many Usdaw members can struggle to get to the polling station because of work, childcare or shielding. For these reasons, it's a good idea to sign up for a postal

vote to vote early, vote safely, and vote from home.

The deadline to apply for a postal vote is 5pm on Tuesday 20 April (England and Wales) and 5pm on Tuesday 6 April (Scotland).

To check you're registered and find out about voting by post visit:

www.yourvotematters.co.uk



**VOTE SAFELY
VOTE
FROM HOME**



In memory

arena pays tribute to two very popular and well-respected union stalwarts who died earlier this year

Usdaw was deeply saddened to hear the news that South Wales and Western area organiser **Bipin Pitrola** died from Covid-19 in January. He was 56.

Bipin joined the union's staff as an area organiser in 1998.

Prior to joining the staff, Bipin had been a union member for 13 years and an activist for six while he worked as a Hygiene Controller for Safeway in Cardiff. He was an active member of the union's Race Relations Committee and was also the Labour Party ethnic minority officer for his local constituency.

In his 22 years as an organiser his passion and leadership for equalities stands out including the pivotal role he played in ensuring the divisional equalities forum was such a huge success.



South Wales and Western divisional officer Nick Ireland paid tribute: "Losing Bipin to this cruel virus has been shocking and very sad for everyone who had the privilege of knowing him. He will be missed by staff, but most of all, his reps, who he enjoyed mentoring and supporting during his time in Cardiff."

Usdaw general secretary Paddy Lillis also paid tribute. "It is a tragedy that Bipin, like so many others, has lost his life to this devastating pandemic.

"Bipin made a huge impression on so many people both within Usdaw and the wider community and his loss will be felt by many.

"Our deepest condolences go out to his family and the many friends he made over the years. He will be sadly and deeply missed."

Proud Usdaw member and lifelong activist **Keith Barrowcliffe** died in January. He was 87.

Keith was a well-respected figure across the North West and the wider union where he was actively involved with his branch. He had recently celebrated an impressive 70 years of Usdaw membership.

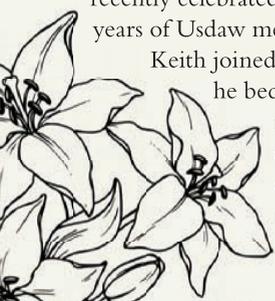
Keith joined Usdaw in 1949 when he became a trainee butcher for the Co-op. From the age of 15, Keith attended all meetings for young members around the



country. He also became the youngest president of Gorton trades council.

In his retirement, Keith continued to play an active role as branch chair and a member of the North West divisional retired members' committee, assisting in campaigning and promoting the union. He always attended divisional conferences and was a regular at the union's annual delegate meeting.

Usdaw general secretary Paddy Lillis paid tribute: "Keith gave a lifetime of commitment to Usdaw and, even in retirement, played a crucial role supporting members. Our sincere condolences go to Keith's family and friends."





Usdaw general secretary
Paddy Lillis

Paddy Lillis New Deal

Usdaw general secretary Paddy Lillis reflects on the past year and looks ahead at this year's priorities

Last year and the start of this year have been like no other for Usdaw and its members. The union's entire membership has been impacted by Covid-19, and the pandemic has dominated the union's work throughout this time.

In the face of extreme pressure, Usdaw members have kept the supply chain moving, the shelves stacked and essentials delivered to the vulnerable. When others stayed safe at home, they worked tirelessly in extremely difficult conditions. We must also recognise the work of our members in the funeral services, whose compassion and care has been extraordinary, in the most unimaginably difficult circumstances.

Throughout the year the union has been focused on supporting all of its members through the crisis. When the Covid-19 pandemic took hold in March 2020, food retail members were desperately worried for their safety at work and experiencing huge pressure as panic buying erupted. Members in non-food retail were extremely concerned too, as their workplaces closed and they worried about pay and job security.

Key workers and safety

The union immediately lobbied for retail supply chain and funeral workers to be given priority for key worker places in schools, and pushed employers to support members who

were shielding, vulnerable or pregnant, and to top up furlough pay where workplaces were closed. Union officials and reps called for urgent safety measures in workplaces that remained open. Usdaw also worked with the British Retail Consortium to agree safety guidelines as non-food retail reopened in summer 2020.



A New Deal for Workers

The union made a renewed call for decent pay and conditions for every worker, with our New Deal for Workers campaign. Following representations from the union, many members received bonuses to recognise their contribution during the crisis.

However, we have been clear that permanent improvements to pay and conditions are needed for workers across the sectors where we organise. The campaign calls for a range of measures, including a minimum wage of £10 per hour, secure hours, increased sick pay and job security.



Retail recovery plan

The pandemic has heightened the crisis facing the retail sector. At least 180,000 jobs were confirmed as lost during 2020, and, with the collapse of Debenhams and Arcadia, a further 25,000 jobs were under threat by the end of the year. The union has been making the case for an urgent recovery plan for the retail sector, including action to level the



playing field between online and bricks and mortar retail.

Freedom From Fear

The Freedom From Fear campaign has, sadly, been more relevant than ever in the past 12 months; almost 90 per cent of shopworkers experienced verbal abuse at work and one in 10 was physically attacked. Social distancing measures became the most common flashpoint for abuse, and there were appalling cases of shopworkers being coughed on and spat at. There has been strong public support for our campaign, and Usdaw reps helped to deliver more than 100,000 signatures on our Parliamentary petition, which calls for assault or abuse of a shopworker to be made a specific offence with appropriate penalties.

In January, we had a great result for our members in Scotland, as MSPs voted through ground-breaking legislation to give shopworkers the protection of the law that they deserve. However, the UK Government responded to our petition with little more than sympathy and objected to the Alex Norris Protection of Shopworkers' Bill. We will continue to lobby MPs to support key workers across the retail sector and help turn around the UK Government's opposition.

Protecting employment rights

At the start of the year rumours emerged in the Financial Times that the Government had been secretly drawing up plans to water down more of our members' workplace rights such

as rest breaks and paid holiday entitlements. After initially denying the rumours, the Business Secretary, Kwasi Kwarteng confirmed that the rumours were true, and the

Government were in fact reviewing workplace protections.

Losing these hard-won rights would lower living standards further after a decade of stagnating pay and growing insecurity, causing working people to further tighten their belts and hold back any economic recovery. Millions of workers are already working crushingly long hours and further removing rights to rest, limits on working hours or disregarding workers' time spent on-call endangers not only them, but also puts public safety at risk – no one wants their loved ones to receive care from a chronically overworked nurse or be driven home by an exhausted bus driver.

We believe this pandemic should be a turning point where working people should have their rights at work strengthened, not threatened. The whole of the labour movement will fight tooth and nail to protect and extend our rights.

Vaccination for key workers

Usdaw will continue to call for key workers to be made a priority for vaccination. The latest figures from the Office for National Statistics demonstrate that many key workers, who are providing essential services during the pandemic, have an elevated Covid-19 related death rate. It is clear that close proximity to the public and other workers, as well as an indoor working environment are factors. This



Paddy Lillis

is worrying for our members in the essential food supply industry, including those in processing plants, distribution, essential retail and grocery delivery.

We are working with employers to revisit risk assessments and ensure that all safety precautions are adhered to. We also call on the public to follow the necessary safety measures in stores, like wearing a face covering, observing social distancing, shopping alone where possible and respecting shopworkers.

The Government should prioritise vulnerable occupations in the second phase of the vaccine rollout, reflecting the risks they face. They have worked throughout the pandemic to keep the country supplied with essentials and these key workers must be valued, respected and protected.

Importance of unions

The crisis has demonstrated just how important it is that every worker has the support of their union. The impact of

restrictions on our normal recruitment activity, along with continued restructuring in our sectors, made organising particularly challenging. Overall membership stood at 402,958 at the end of the year, a fall of 8,477 from the previous year.

The hard work and commitment of Usdaw reps during the year has been absolutely outstanding. Despite facing huge pressures and worries of their own, reps continued to advise members in the workplace, to implement safety measures and speak up when improvements were needed.

As we look back, we also remember those who we have tragically lost to this dreadful virus, including some of our own members and reps, and one of our officials, Bipin Pitrola. They, and their contribution to our union, will not be forgotten. In their memory, the union will work harder than ever in the year ahead, to give every member a voice and improve their working lives.

"Udaw will continue to call for key workers to be made a priority for vaccination"

Protecting members





Protection by Law

Abuse towards shopworkers is on the increase but Usdaw's campaign to stamp it out is going strong

A huge **THANK YOU** to the **100,000+** **PEOPLE** who have signed our **petition** to help **protect retail workers**

Abuse is not part of the job!
#FreedomFromFear



Over the past few years, the union has seen an alarming increase in the levels of abuse and violence towards shopworkers. More recently, shocking results from an Usdaw survey carried out at the height of the coronavirus pandemic reveal just how bad the situation has become.

Usdaw's 2020 survey of 2,729 workers found that nearly nine in 10 shopworkers were abused last year. Of these 88 per cent experienced verbal abuse, 61 per cent were threatened by a customer, and 9 per cent were assaulted.

Throughout the pandemic, retail workers have been spat at, threatened with being infected with coronavirus and physically assaulted by customers while they have been providing an essential service in very difficult circumstances.

Petition Surpasses 100k

In light of the continued increase in violence and abuse towards shopworkers and the appalling situation they've faced leading up to and throughout the pandemic, Usdaw general secretary Paddy Lillis launched a House of Commons petition to lobby the Government to protect retail staff. The union is calling on the Government to create a specific offence of abusing, threatening or assaulting a retail worker with a penalty that acts as a deterrent and makes clear that abuse of retail workers is unacceptable.

The petition gained widespread media attention in national and regional news outlets when it was launched in August 2020 with Usdaw officials and reps making over 80 appearances on TV and radio. The petition is backed by 23 major retailers and the industry's leading trade bodies, with research by the Co-op showing its aims have huge public support as well.

Thanks to the hard work of Usdaw's fantastic reps, activists and members, the

petition was signed by over 104,000 people and will now trigger a debate in Parliament.

The day after the petition surpassed 100,000 signatures the influential Home Affairs Select Committee launched their inquiry into violence and abuse against retail staff. Usdaw responded to the inquiry by calling for legislation to protect retail staff.

New law to protect Scottish shopworkers

In January, Usdaw succeeded in winning protection for Scottish shopworkers in a new ground-breaking law.

The Scottish Parliament unanimously voted to pass legislation – The Protection of Workers (Retail and Age-restricted Goods and Services) (Scotland) Bill – that would tackle growing violence, threats and abuse against retail staff.

Usdaw general secretary Paddy Lillis said: "The Scottish Parliament is leading the way on protection of shopworkers by passing this Bill. It is a great result for our members in Scotland, who will now have the protection of the law that they deserve. We are grateful to Daniel Johnson MSP for steering this important legislation through the Parliament.

"We were deeply disappointed by the UK Government's initial response to our petition, offering little more than sympathy and their objection to the Alex Norris MP's Protection of Shopworkers Bill in the House of Commons.

"Our latest survey results clearly show the scale of the appalling violence, threats and abuse faced by shopworkers and demonstrate the need for a 'protection of shopworkers' law. We are looking for MPs to support key workers across the retail sector and help turn around the UK Government's opposition.

"Retail workers, their friends, family and loved ones, are saying loud and clear that enough is enough, abuse should never be just part of the job."

The fight to save learning

**SAVE
UNION
LEARNING**



87%

of employers

support union learning

With the deadline to save the Union Learning Fund (ULF) from being scrapped by the Government fast approaching, here is the latest update on the union's campaign to save the fund.

Usdaw members are not ready to give up the fight to save the ULF which has supported them to access life-changing skills and training for more than 20 years.

Reps and members alike have been extremely active in supporting Usdaw's campaign. Here's what the union has achieved so far:

- ◆ Usdaw general secretary Paddy Lillis has written an open letter to both Gavin Williamson, minister for education, and the chancellor Rishi Sunak, making the case for the ULF and asking them to reverse the decision to abolish the fund.
- ◆ Paddy Lillis has also written to all MPs making a compelling case for union learning and asking them to lobby both the minister for education and the chancellor.
- ◆ 50,500 people have now signed the 'megaphone petition' asking the Government to reverse their decision.
- ◆ Over 800 Usdaw reps and members have

Union Learning Fund

written to their local MPs requesting they write to the chancellor asking him to continue funding ULF by using £12million out of the £2.5 billion National Skills Fund announced by Government.

- ◆ Members and reps have raised the issue in the local press and with their local councils in Reading, St Helens, Tameside and Brighton to name but a few.
- ◆ Reps have been running workplace campaigns to raise awareness and encourage members to get involved in the campaign, such as DHL Stoke and IKEA Sheffield.

Workplace learning centres

Employers and reps alike continue to promote and support workplace learning with new on-site learning centres being established at Newly Weds in Ossett, Tesco Distribution at Goole, a further two facilities at Arla Food sites and three at Poundland Distribution depots. Major employers such as Tesco and Next have also been vocal in supporting a reversal of the Government's decision.

Co-op Retail Logistics are also working with Usdaw to revive their network of five learning centres across the country which have suffered as a result of the pandemic.

Jeff Laird, ULR Coordinator at CRL Lea Green, said: "Our learning centre has remained open throughout the pandemic providing a range of learning, particularly around mental health awareness and dealing with Covid. It's vital that members still have access to learning and there is some normality in their working lives."

Usdaw's national lifelong learning coordinator Ann Murphy said: "Learning new skills and keeping them up to date is as important as ever to our members in the current climate. With the constant threat of technological change and redundancies, having basic digital skills as well as English and Maths is vital to our members' current job security and their future employability. ULF has provided a unique way of providing and supporting members to take up learning opportunities which proposed Government initiatives just won't."

ONLINE LEARNING GATEWAY

The Gateway is a great illustration of the importance of learning to Usdaw members with several new learning platforms and opportunities available.

Almost 21,000 members have visited Usdaw's Online Learning Gateway in the past year, accessing information about courses, redundancy support and resulting in 1000+ learning opportunities being undertaken by members every month.

Visit: www.usdaw.org.uk/learninggateway

For more information about the campaign visit

www.usdaw.org.uk/saveunionlearning

**200,000
WORKERS
will miss out on
vital training
if union learning is cut**

**SAVE
UNION
LEARNING**




Award-winning super activist

Introducing Jayne Griffiths MBE,
community champion and Usdaw rep



Tesco lead community champion and Usdaw rep **Jayne Griffiths** is somewhat of a celebrity around Llandrindod Wells these days after she was recognised in the Queen's birthday honours last year. Jayne was awarded an MBE for services to business and the community and it's not hard to see why when you witness her passion and relentless commitment to supporting her local community. In the past two years Jayne has raised an impressive £100,000 for local charities and hasn't let the pandemic dampen her efforts despite having to shield for 12 weeks.

Tickled pink

"I'm very fortunate. I've got a really good store manager who is 100 per cent behind me," said Jayne, 57, who has been community champion for four years. "For example, in 2019 he joked about turning the local town pink to coincide with Race for Life in aid of breast cancer awareness – so I did! I was only expecting six or seven shops to take part, and I couldn't believe it when 20 businesses decorated the outside of their stores with pink ribbons and balloons."

With the help of her colleagues, the Co-op and the council, Jayne was able to extend the campaign to local towns Builth Wells and Rhayader where 130 businesses, schools and clubs got involved. For the event, Jayne attached an impressive 1,500 pink bows to lamp posts throughout the towns. There were pink football matches, pink cupcakes, pink park runs and even pink cauliflower cheese. The event hit national news and raised over £35,000. As a result of her charity work for Cancer Research UK, Jayne has since been presented with their Flame of Hope award.

"Another event I created was a night walk around a local lake to raise money for the British Heart Foundation. I wanted to make it exciting so I asked friends on Facebook for

empty jam jars. I ended up with 1,000 and put a tea light in each one to light up the mile trail around the lake. It looked amazing. Over 350 people turned up and we raised £600."

Jayne's charity work for the British Heart Foundation consisted of more than just the candlelit lake walk, she fundraised across a four day period and raised £1,200 for the charity. The money was used to fund new blood pressure monitors for the local nurses.

Jayne was only meant to step into the role of community champion for a couple of months, but she discovered that she loved working with the community and supporting people so much that she took it on permanently. Her remit as a lead community champion covers the whole of Radnorshire, where she oversees a team of 21 other champions and together they support a host of charities based in mid-Wales.

"My thought process when considering any initiative is how am I going to make something effective without it costing a lot of money. I'm really lucky that I've got good friends, good contacts and all the team at Tesco behind me and that's what makes it come together."

The pandemic

Despite having to shield for the first 12 weeks of the pandemic, Jayne continued her work remotely and even found the time to take on some new projects.

"I was essentially on the phone for 12 weeks, checking in with everyone and seeing if there was anything I could do," said Jayne.

"During that time I also became a volunteer champion for Credu – a Powys-based service that connects and supports carers and their families. I learnt so much and met so many fantastic people."

Outside of work Jayne continues her charity work. She is a passionate supporter of Diabetes UK Cymru, a charity close to





Turning the local towns pink

her heart, and champions and promotes their services and events throughout Llandrindod Wells and beyond. She has arranged fundraiser events, and as a trained Diabetes UK Cymru volunteer speaker has delivered numerous talks in her local community raising awareness of Diabetes UK Cymru and educating her community on how to better manage diabetes through lifestyle choices, exercise and diet. In August last year her work was recognised by the charity who presented her with the Inspire Award for reaching and connecting communities. “Having diabetes in the family makes fundraising for the cause so much more enjoyable; to know that I’m helping something close to my heart. Words can’t describe how grateful I am,” said Jayne.

Prior to Tesco Jayne owned a floristry business, so in the little spare time that she does get, Jayne enjoys teaching flower arranging – and even then she finds a way to support the local community.

“Floristry allows me to relax. When we’re not in a pandemic I run evening classes to raise money for charity. As that hasn’t been possible for a while I’ve tried to be inventive

and at Christmas I created a wreath making kit. I managed to sell about 100 of those. It was such a pleasure to be able to make something for people to enjoy and give something back to the community at the same time.”

Award-winning

“When the cabinet office phoned in May 2020 to tell me about the MBE I thought it was one of my friends playing a prank so I put the phone down,” said Jayne. “The lady rang back and said she’d send me an email to confirm her identity, I was so embarrassed.

“The list of recipients wasn’t made public until October so I had to keep quiet. It was such a long time to keep a secret. When the list was published I was overwhelmed to receive over 2,500 messages of congratulations on Facebook. I didn’t realise I knew that many people, it was very humbling.

“I do my job because I love it, not for the recognition, but it is such an honour to receive this award. I’ve got such fantastic people around me, I couldn’t do all the things I do without them. The MBE belongs to everyone who has helped and supported me along the way.”

Publications Update

Read, download
and order
Usdaw publications at:
dtp.usdaw.co.uk



LEAFLETS AND HANDBOOKS

Drivers' Handbook

Member Offers (Leaflet 398)

Pensions - Understanding Your State Pension (Leaflet 428)

Puzzled by Pensions? How much has been lost to pension scammers? (Leaflet 452)

Training for Members - Summer Schools (Leaflet 431)

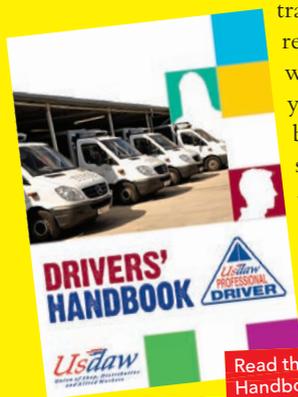
Usdaw the Trade Union for Professional Drivers (Leaflet 289)

Drivers' Handbook

Usdaw is Britain's second largest road transport workers' trade union. Members across the industry have done brilliant work throughout the coronavirus crisis, helping to keep the nation supplied and the supermarket shelves full. So, it's vital that professional drivers have access to valuable, reliable information at all times.

That's where the newly updated Drivers' Handbook comes in. Written by the professional drivers on the union's National Road Transport Committee, it's a no-nonsense, easy to read guide that gives sound advice about today's road transport laws and good driving practices. Knowing the

transport regulations will help you be a better and safer driver – and help you keep the roads safe for everyone.



Read the Drivers' Handbook online at

[dtp.usdaw.co.uk/
drivershandbook/](http://dtp.usdaw.co.uk/drivershandbook/)

POSTERS, HANDOUTS AND FACTSHEETS

Maternity Leave and Pensions Factsheet

Mental Health Awareness 'Bingo Card'

Morrisons Personal Retirement Scheme (Factsheet)

Puzzled By Pensions? - How much has been lost to pension scammers? (poster)

Puzzled By Pensions? - Salary Exchange Explained (Factsheet)

Sainsbury's Retirement Savings Plan (Factsheet)

Usdaw Calendar 2021

ONLINE COURSES

ABCs of ICT – IT bitesize course - www.usdaw.org.uk/ABCsofIT

CV Writing – IT bitesize course - www.usdaw.org.uk/cvwriting

Helping with Homework – Maths bitesize course www.usdaw.org.uk/mathshomework

Home Study 1 – Unity is Strength – www.usdaw.org.uk/homestudy

Home Study 2 – Democracy in Usdaw – www.usdaw.org.uk/homestudy

Looking After Your Mental Health – www.usdaw.org.uk/yourmentalhealth

Mind your Head – Mental Health bitesize course – www.usdaw.org.uk/mindyourhead

Pensions Home Study – www.usdaw.org.uk/pensionshomestudy

Quirks of the English Language – English bitesize course – www.usdaw.org.uk/quirksenglish

Staying Safe Online – Social Media and online safety course - www.usdaw.org.uk/SafeOnline

Pensions

Time to show your pension some love

Make a real difference to your longer term finances by devoting a bit of time to your pension today

Visit the Usdaw website for more information on pensions:

www.usdaw.org.uk/pensions

A loved one who is often neglected throughout the year is your workplace pension.

We all get an annual pension statement and take a fleeting glance at the information provided, but, by taking a little time and having a more meaningful look at the information you can potentially give your pension savings a boost.

Why not take this opportunity to find your last pension statement and 'show it some love'? By giving your pension a little TLC you could make a real difference to your longer term finances, as this often neglected benefit can provide major rewards in the long term.

So what are the easy wins you can make?

- ◆ Check how much you currently pay – by increasing your contributions many employers also contribute more (some employers will match your contributions up to 7.5 per cent).
- ◆ Don't forget that if you are a basic rate tax payer the Government also contributes an additional 25 pence for each £1 of



"Please, don't ignore your pension for another day, if you show it some love now it will love you all the more when you retire."

contribution you make.

- ◆ Check if you are entitled to better life insurance benefits by increasing your pension contribution from the starter level of employee contribution (the default rate)



SENIOR WOMEN COULD BE OWED THOUSANDS ££££ – CHECK IF YOU ARE ONE OF THEM!

Until April 1977 married women could opt to pay a lower rate of National Insurance (NI) contributions (known as the 'small stamp').

As a consequence, they gave up the right to claim a full state pension in their own right.

Many married women who paid small stamp are however still entitled to a basic state pension, at 60 per cent of the full rate, because of their husband's NI record.

This issue potentially affects women born before 6 April 1953 – particularly widows, married or divorced women and those aged over 80.

Usdaw does not have access to your state pension records so if you want to check if you are owed any money contact: **Pension Service on 0800 731 0469** (option 4, then option 2).

You may have a partner, friend, sister, auntie, mother or grandmother who is affected – so please pass this information on.

your workplace pension?

◆ Check if you are on track to achieve the level of income at retirement you require for a comfortable standard of living – ask yourself if you need to contribute more.

So dust off your last pension statement, read the information provided and if you are not sure what it all means – ask questions.

Going forward resolve to check how your pension investments are doing regularly.

Please, don't ignore your pension for another day, if you show it some love now it will love you all the more when you retire.

to a higher level of contribution.

◆ Check where your money is invested and how well it is performing – can your money work harder and potentially achieve a better outcome, over the long term, if you change the investment to another fund provided in

For more information and to make a claim for universal credit visit:

www.gov.uk/universalcredit



Universal credit: How it works

When the coronavirus pandemic struck in early 2020 millions of struggling families were forced to apply for universal credit. From March to May 2020, the Department for Work and Pensions (DWP) received a staggering 2.9 million claims. As the country emerges from a third national lockdown, members might

be worried about their income. This article explains universal credit in more detail and looks at how members can apply.

Please be aware that the rules governing entitlement to benefits including universal credit are complex and subject to frequent change.

Universal credit (UC) is a means-tested benefit for people of working age. It has replaced the following benefits:

Universal credit

- ◆ Income support.
- ◆ Income-based job seeker's allowance.
- ◆ Income-related employment and support allowance.
- ◆ Housing benefit.
- ◆ Child tax credit and working tax credit.

If you are currently receiving these benefits you can continue to do so until you claim or are transferred to universal credit. Although you may be worse off on universal credit.

Who gets it?

Universal credit is a benefit for both single people, and couples on a low income, to provide financial support for living costs. It can be paid to people in or out of work.

You can claim if you are:

- ◆ Aged 18 or over (although there are exceptions for some 16 or 17-year-olds).
- ◆ Are under the qualifying age for pension credit. If you are in a couple and only one of you is over pension credit age, then you will have to claim universal credit.
- ◆ Are in Great Britain.
- ◆ Are not in education.
- ◆ Accept a 'claimant commitment'.

What is a 'claimant commitment'?

This is a contract between you and the Department for Work and Pensions and may include requirements about what you will do to look for work or increase the number of hours you work. If you are doing some work, you will normally be expected to search for work for at least 35 hours a week (less if you are a parent or carer).

How much will I get?

When calculating how much universal credit people will get, a basic rate called the 'standard allowance' is included and extra amounts for people in different circumstances are paid on top. For example, additional amounts are paid if you have children (limited to two in most circumstances), you

or they are disabled, or you need help with housing costs.

Does it include housing costs?

Help with housing costs via universal credit can include a housing costs element if you are renting accommodation, are an owner occupier or if you pay service charges.

Can I get help with my mortgage?

You cannot get any help with your mortgage payments if you (or your partner) have **any** earned income, no matter how low your earnings are.

When will I get my first payment?

When you start to claim universal credit, there is at least a five-week waiting period when you will receive no support.

If you are experiencing hardship because of having to wait for your UC payment, you can apply for a short-term advance, although it will have to be paid back later on through your UC payments.

See the following article from the Money Advice Service: www.moneyadviceservice.org.uk/en/articles/universal-credit-advance-payments-and-other-help

How do I claim?

In most cases, claims for universal credit must be made online at www.gov.uk/universalcredit.

If you do not have access to the internet you can claim via the telephone service. The helpline number is **0800 328 5644**.

FURTHER ADVICE AND INFORMATION

- ◆ www.gov.uk for information on government services, including money, tax, benefits, disability, employment and carers.
- ◆ Visit www.entitledto.co.uk to find out which benefits you might be entitled to.

Dealing with debt management

Exclusive debt help solutions for Usdaw members provided by debt charity StepChange



The last 12 months have left many people worried about money and many have seen their debts pile up as they have tried to make ends meet. Being in debt can be extremely stressful that's why Usdaw has teamed up with StepChange, a debt charity that provides free debt advice and practical support, to outline the options available for managing debt.

Read about different debt solutions

It's important to get free and impartial debt advice before going ahead with a solution to make sure it's the right one for your circumstances.

Understand the risks and benefits of debt solutions

There are different risks and benefits associated with each solution. You need to be sure you're fully aware of them and how they can affect you. For example, your ability to get future credit can be affected if your credit history shows you were on a debt solution; debt consolidation can increase the overall cost of repaying the loan.

Debt Management Plan (DMP)

Available across the UK. Make a single monthly payment through a debt management company. This is based on what you can afford and will be shared amongst your creditors. Many will freeze interest and charges.

Debt Arrangement Scheme (DAS)

Available in Scotland only. Apply for a debt payment plan through DAS: Similar to a DMP, but a legally binding arrangement with fixed payment terms arranged by approved money advisors.

Individual voluntary arrangement (IVA)

A form of insolvency. Make agreed payments to your debts, usually for five or six years, and at the end any unsecured debts are written off. In Scotland, the Protected Trust Deed is a similar solution.



Find out more about the benefits and risks of different debt solution by reading the guides produced by StepChange

www.stepchange.org

StepChange is authorised and regulated by the Financial Conduct Authority.

Bankruptcy

A form of insolvency. Your debts are written off. Any income or assets you have may be taken to pay off some of your debt. Sequestration is the Scottish equivalent.

Debt relief order (DRO)

Available in England, Wales, N. Ireland only. Apply through an approved organisation and, if you qualify and your financial situation hasn't changed after 12 months, all the debts included will be written off.

Settlement offers

Available across the UK. If you've received a lump sum of money, you can use this to offer a 'full and final settlement'. Creditors are more likely to agree if it would otherwise take you a long time to repay them.

Debt consolidation

Available across the UK. Pay off debts by combining them with a consolidation loan or a new credit card. Loans may be secured against your home and the interest rates may be high if you're already in debt.

Unwind & upskill

Being a member of Usdaw isn't just about protecting your rights at work. Usdaw offers a wide variety of learning opportunities exclusively for members that will enhance their development and improve their career opportunities.

Most opportunities are online, and with us all spending more time at home, and getting more familiar with technology, now is a great time to get started.

Online Courses

Ushaw has over 20 FREE bitesize learning opportunities that members can access at any time to test their knowledge or improve their skills.

With a wide range of topics, including Maths, English, ICT and Mental Health, these courses are quick, straightforward and engaging. They take less than 20 minutes and can be completed on a mobile device.

Here's an introduction to just some of the many courses available.

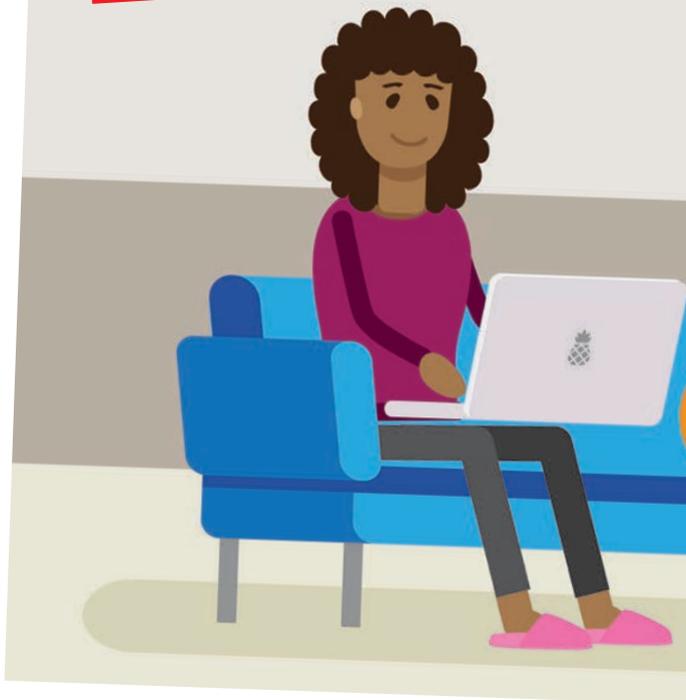


Helping With Homework – Maths Bitesize Course

How do you feel about maths? Are you nervous about numbers? Are you confident you could help your children or grandchildren when they bring out

To see all the bitesize courses on offer through Usdaw visit:

www.usdaw.org.uk/bitesize



the dreaded maths homework from their school bag and ask for your help? If the very thought of this makes you worried – you are not alone!

Fear not. This course is here to help – discussing common maths tricks to help you feel more confident and less nervous about maths.



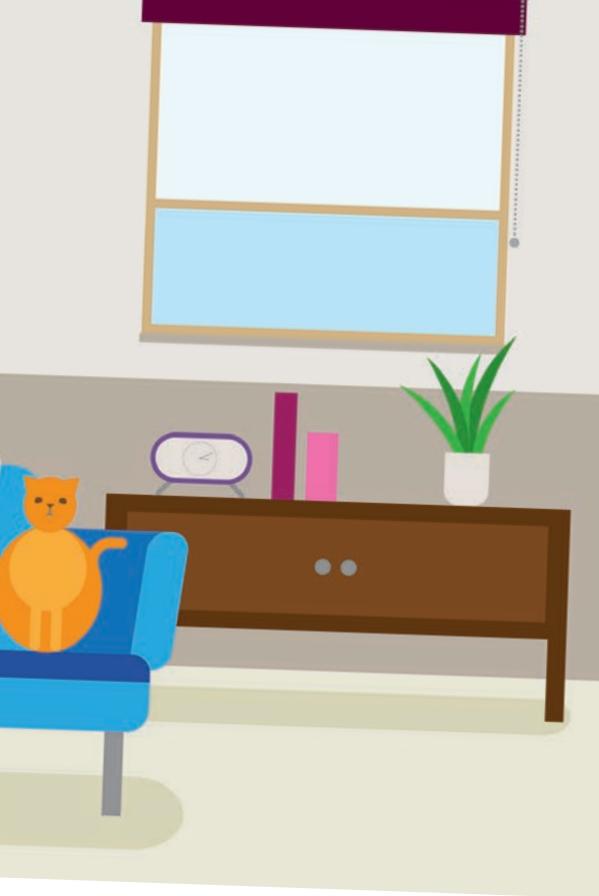
Mind Your Head – Mental Health Bitesize Course

How are you feeling?

How many times have you been asked that, or have asked someone else that, during this current coronavirus crisis?

While many of us might be doing ok and feeling fine about where we are right now, a lot of us might describe ourselves as worried, anxious, stressed or in distress.

This course will help recognise these feelings and reactions in ourselves and potentially in



Access learning

Online Learning Gateway

Usdaw's bitesize courses are just a small part of the learning opportunities on offer to members. If you want an overview of everything that's available then visit Usdaw's Online Learning Gateway. The Gateway provides information about the many learning opportunities available to members and gives access to a variety of different online courses including English, Maths, ICT, languages, CV writing and much more. It's a great place to start your learning journey.

[www.usdaw.org.uk/
onlinelearninggateway](http://www.usdaw.org.uk/onlinelearninggateway)

Getting help

If you want more information about learning opportunities through Usdaw, talk to your Usdaw rep or your Usdaw Union Learning Rep (ULR).

ULRs can advise you on your learning and help you to use the courses available through the Gateway.

They can also show you how to improve your digital skills if you don't feel confident enough to complete an online course or use the Gateway.

If your workplace doesn't have a rep then contact your local Usdaw office for help and support.

www.usdaw.org.uk/usdawoffices

others, and show what we can do to promote better mental health.



ABCs of ICT – Bitesize Course

It's not as difficult
to start developing

your digital skills as you might think. This course covers three digital skills topics; access to services, banking and communications and will help you get started on improving your digital skills.

If after completing this course you felt it was too advanced, don't worry. Speak with your union learning rep or your local Usdaw office, they can offer additional support. Equally, if you found this course too basic, Usdaw has a wealth of resources to help you build your digital skills further.



CV Writing – Bitesize Course

This course will help
you create a great

CV that will catch the eye of any potential employer. You'll learn how to use Microsoft Word to format and lay out your document and get advice and guidance on sharpening your content.

For further information on the equality act
and reasonable adjustments please visit:

www.usdaw.org.uk/383

Time to Break the Silence

*Urinary incontinence is a common problem among women
and men and those affected should reach out for help*

Urinary incontinence

Up to six million people in the UK are thought to experience urinary incontinence – making it a very common issue for a lot of people. Urinary incontinence is when a person unintentionally passes urine because they are not able to control their bladder.

Who does it affect?

Urinary incontinence occurs more often in women than in men. This is due to the impact of pregnancy, childbirth and the menopause on a woman's body. Weak bladder muscles, overactive bladder muscles, and nerve damage may also cause urinary incontinence. Men with prostate gland problems are at increased risk of urge incontinence (intense urge to urinate).

The effect of urinary incontinence

Urinary incontinence can cause people to feel embarrassed, anxious and distressed. It can have a major impact on their quality of life. As a result, many people are reluctant to discuss their symptoms with a doctor and try to self-manage their condition, assuming there is nothing that can be done. Urinary incontinence is common and, in most cases, very treatable.

What treatment is available?

Treatment for urinary incontinence will depend on the type of incontinence and the severity of symptoms. If incontinence is caused by an underlying condition, the doctor may recommend treatment for this alongside incontinence treatment. Initially doctors are likely to advise non-surgical methods that can improve symptoms including:

◆ *Lifestyle changes*
Changes such

as losing weight, stopping smoking, altering the amount of fluid an individual drinks, and reducing caffeine and alcohol intake as these can increase the amount of urine produced.

◆ *Pelvic floor muscle training (Kegel exercises)*
Pelvic floor muscles control the flow of urine. Weak or damaged pelvic floor muscles can cause urinary incontinence so doctors may recommend an individual set of exercises designed to strengthen these muscles.

◆ *Bladder training*

This involves increasing the length of time between feeling the need to urinate and passing urine over six weeks, guided by a specialist. If these treatments are unsuccessful, your doctor may discuss the options of medication or surgery with you.

How can the union help?

It might be difficult for members to approach their employer and reps about

this issue because they may feel embarrassed. However, the union might be able to help by checking to see if this issue would be covered under the Equality Act.

Reasonable Adjustments

If the condition is covered under the Equality Act then the rep may be able to negotiate reasonable adjustments such as more frequent or longer rest breaks, changing the location of work so the individual is nearer to toilet facilities, altering job role – for instance if the job is particularly physical or involves a lot of heavy lifting which can aggravate the condition and time off/rearrange shifts around hospital or doctor's appointments.

Urinary incontinence can cause people to feel embarrassed, anxious and distressed.

FURTHER HELP AND SUPPORT

- ◆ **Bladder and Bowel UK** – A national organisation supporting people who experience urinary incontinence. Contact **0161 607 8219** or **www.bbuk.org.uk**
- ◆ You can find Usdaw's leaflet on this subject here: **www.usdaw.co.uk/WH16**

Legal
Plus

First Call *Usdaw*

For more information visit:

www.usdaw.org.uk/legalplus

Don't be fooled - trust FirstCall

Beware: High street solicitors and companies advertised on TV want a huge cut of your personal injury compensation.

Don't throw away more than 25 per cent of your personal injury compensation by using a high street solicitor or claims company – that's the stark warning from Usdaw's head of legal services Darren Miller.

Usdaw members and their families are being urged not to be fooled by the stylish TV and press adverts, the offer of free gifts or even cash incentives from high street solicitors to 'sell' your case.

"Every member needs to know that Usdaw's legal service offers them everything

they need – expertise, a first-class service – and most importantly 100 per cent of their compensation. No deductions, no upfront fees, no insurance policies, and definitely no gimmicks," said Darren.



Darren Miller

"We know some members are taken in by the glitzy publicity of high street solicitors – we've all seen them on daytime TV – but they don't come anywhere near giving members the kind of service we do.

"Our nationwide panel of solicitors know the sectors our members work in, have

years of experience of looking after injured workers and have a strong commitment to the work of trade unions. We also monitor our solicitors to ensure quality control, value for money and professionalism.

“The companies you see on the TV and on the high street are profit making and more than 25 per cent of that profit will come from the individual taking a claim. Usdaw doesn't take a penny from its members.

“Let me give you an example. Let's say a worker is injured, through no fault of their own, and their claim is assessed at about £4,000. A high street solicitor will take at least £1,000. That could increase to pay for things like medical reports and other investigatory costs, leaving the worker with as little as £2,250. The same worker would receive the full £4,000 with Usdaw behind them.

“I can't stress enough the importance of using Usdaw's FirstCall service for accidents – wherever they occur. It's a professional efficient service that just can't be matched.”



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

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



**REMEMBER
YOU'RE A
MEMBER**

Legal Plus Usdaw
**DON'T FORGET YOUR
FREE LEGAL SUPPORT**

Keep 100% of your compensation – no 25% reduction.
Any accident, anytime, anywhere in the UK.
Expert solicitors to look after you.
And family members living with you
are also covered for road traffic
accidents.

FirstCall Usdaw
0800 055 6333
WWW.USDAW.ORG.UK/LEGALPLUS

WHAT IS FIRSTCALL USDAW?

FirstCall Usdaw is the union's free accident and injury claim line exclusively for Usdaw members. Thousands of members use the service every year for instant access to professional legal assistance for accident and injury cases. If you've had an accident that wasn't your fault contact FirstCall Usdaw.

What does FirstCall Usdaw cover?

- ◆ Any accident, anywhere in the UK – including road traffic accidents, work-related conditions or diseases, slipping and tripping, and injuries caused by violent crime or armed robbery (CICA claims).
- ◆ Accidents/injuries to members, and their children under the age of 18, while outside the UK on a package holiday.*
- ◆ Family members living with you are also fully covered if they're injured in a road traffic accident.

How do I make a claim?

Call free on 0800 055 6333. You will be asked to provide some personal details and information about your claim. Have a pen and paper ready for your case number. Don't worry, there are no complicated forms to fill in and you will be supported by Usdaw every step of the way.

How do I qualify?

The accident must not pre-date your membership and you must be a fully paid-up member. You must also be making a claim within three years of the accident (two years if it is a criminal injury claim).

What legal fees do I need to pay?

There are no legal costs (the only exception is if you have knowingly made a fraudulent claim). If the claim is successful you will keep 100 per cent of your compensation, unlike many private solicitors who can deduct up to 25 per cent to cover the legal costs.

*Package holiday claims means accidents, injuries or other personal injury claims covered under the Package Travel, Package Holidays and Package Tours Regulations 1992. Members are advised to take out adequate holiday insurance at the time of booking their holiday. Usdaw Legal Plus does not cover members for any personal liability that might arise from their actions; cancelled flights or accommodation; lost baggage; or up-front medical expenses.

Please note: Usdaw Legal Plus is not an insurance policy. The Personal Injury cover does not replace the need to obtain specialist holiday insurance, car insurance and home insurance.



LEGAL PLUS



Danny was delighted with the free legal service just for Usdaw members

*It paid to be in the union for member **Danny McFadyen** after he was awarded £16,000 following a nasty accident at work where he nearly lost his thumb in May 2019.*

“Part of my job involved using an eight-inch steak knife which is hanging on the wall in a scabbard. I went to grab the knife with my right hand and the scabbard came loose. As a result, the knife dropped straight down onto my left hand,” said Danny, 36, who worked on the production line at AK Stoddart Ltd beef suppliers.

“I didn’t realise how bad the cut was until a colleague looked and told me to go straight to hospital. When I got there, I realised the tendon in my thumb was completely severed. Thankfully the doctors were able to repair it during a four-hour surgery.

“After the operation I needed 10 weeks off work to recover. I also had to have several courses of physiotherapy before I was able to use my hand properly.

“I phoned the union about two days after the accident when I realised I wasn’t going

to get any sick pay even though it was an accident at work. Usdaw put me in touch with Thompsons solicitors in Glasgow straight away.

“It took about two months for the company to accept liability. We went through several offers to close the case before a trial and eventually agreed on a settlement of £16,000 which I received in July 2020.

“There are still some tasks that cause pain in my hand and as a result I moved jobs late last year to something less manual. The doctor said it could take up to two years for a full recovery.

“I’ve been a union member for six years so I knew about the legal service from reading *arena* magazine. I was still surprised at how easy the service was to use and that everything would be taken care of. All I really needed to do was make the initial phone call.

“My advice to members is to stick with Usdaw – forget high street solicitors.”

Robert kept 100 per cent of his compensation thanks to FirstCall Usdaw

*Tesco delivery driver **Robert Carrington** was thankful for his Usdaw membership after some much-needed support and £10,000 in compensation following two accidents at work.*

“I injured my left shoulder while out delivering groceries to a customer and then a few weeks later I was involved in a serious road traffic accident,” said Robert, 64, who works at Tesco in Norwich.

“The first accident happened in October 2018. There was a problem with the shutter on the delivery van and sometimes you would have to use your full weight to pull it down. One afternoon, following a delivery, I was trying to close the shutter and it jammed causing a jolt and straining my left shoulder. I didn’t need to take time off work but was put on light duties to avoid using my arm. Tesco admitted liability and I received £3,500 in compensation through the union.

“The second accident happened in November 2018. I was out delivering on a Saturday night and I noticed a motorbike and a car coming toward me in the opposite lane – they were travelling so fast I actually think they were racing each other. The car then pulled out into my lane to overtake the

motorbike forcing me to drive off the road to try and avoid a head-on collision. The car still hit the van and I carried on into the field eventually stopping five feet away from a tree.

“Paramedics examined me at the scene and fortunately I only had a couple of bruises so didn’t need to go to hospital. The next day I felt like I had been in a boxing match – I could hardly move. I took three weeks off work and had physiotherapy to help my body recover.

“Within 10 days the other driver had admitted liability and in the end I received £6,500 in compensation.

“I had brilliant support from the union for both cases and I was really pleased with the outcomes. There was no paperwork to fill out, the solicitor took all the statements and typed them up and all I had to do was sign to confirm I was happy. The best bit was that it was all free because I’m an Usdaw member – if I would’ve used a high street solicitor, they would’ve taken at least 25 per cent. I was really pleased with the service.”



“I had brilliant support.”

COMPARED TO HIGH STREET
UP TO
25%
MORE
COMPARED TO HIGH STREET

MemberOffers

Some offers are temporarily unavailable due to the coronavirus pandemic but keep checking the website for regular updates.

CARS & TRANSPORT

Car Hire
Car Leasing
Car Maintenance
Car Parking: Q-Park
Fiat
Startrescue
Vauxhall Cars

HEALTH & BEAUTY

Comfort Insoles
Gym Membership
My Active Discounts
Usdaw Health Plan
Usdaw Dental Plan
Vision Express

INSURANCE

Accident Protection Cover
Car/Home/Travel Insurance
Gadget Insurance
Life Insurance
Pet Insurance
50+ Personal Accident Cover
Free £5,000 Accidental Death Cover

LEISURE & ENTERTAINMENT

Beer52
Cinema at Home: Chili.com
Cinema Tickets
Cinema at Home: Rakuten TV
Discount Card
English Heritage
Go Ape
Golf Membership
Magazine App: Readly
Magazine Subscriptions
National Trust Gift Cards
Online Ticket Store
SAA Art Membership
Theme Parks & Attractions
Virgin Experience Days

HOLIDAYS

Airport Parking, Lounges & Hotels
Away Resorts
Cottage Breaks
DFDS Ferry Crossing
James Villa Holidays
Lost Luggage Protection
Parkdean Resorts
Pontins
Wightlink Ferries

MONEY & FINANCE

Debt Advice
Financial Advice
Mortgage Advice
Pensions Advice
Pensions Annuity Service
Shepherds Friendly Savings
The Co-op Credit Union

SHOPPING

Apple
Charles Tyrwhitt
Crown Decorating Centres
Dell
Discount Card
Domestic Appliances
Gift Card Savings
Magazine Subscriptions
T.M. Lewin
Usdaw Prepaid Cashback Card
UsdawRewards Cashback
Virgin Wines

MISCELLANEOUS

Funeral Planning
Gas and Electric
Mobile Phones
TOTUM Pro Card
International Student ID Card

Don't forget about the Union's legal services such as free will writing and Legal Plus

www.usdaw.org.uk/legal

Legal
Plus

Find out more

www.usdaw.org.uk/offers*

*Terms and conditions for individual offers on the website.

FASHION INDUSTRY GRANTS

**fashion &
textile
children's
trust.**



Grants for parents & carers working for clothing, homeware or fabric companies

The Fashion & Textile Children's Trust (FTCT) gives financial grants to parents and carers who work in the UK fashion and textile industry. Grants can ease the financial strain of redundancy, furlough or reduced working hours for parents, by covering the cost of essential items for children in the family.

To find out more go to: www.usdaw.org.uk/offers*

FREE DEBT ADVICE

StepChange
Debt Charity

Money worries?

StepChange offer free, confidential debt help and solutions. They have recently launched a Covid Payment Plan which is a simple way to pay back money you owe towards your credit commitments based on what you can afford. To find out more go to:

www.stepchange.org/start.aspx and answer a few quick questions to find out how to get the help you need.

SAVE & BORROW

Get your finances back on track



The Co-op Credit Union - make your money your New Year's resolution

The Co-op Credit Union, Usdaw's credit union partner, is available to all Usdaw members for secure savings accounts with competitive dividends and affordable loans for any purpose from £50 to £15,000. The credit union is owned by its customers – serving you is what we do! To find out more go to: www.usdaw.org.uk/offers*

BENEFITS & SUPPORT

TURN2US
FIGHTING UK POVERTY

Access to help

Turn2us is a national charity that helps people in financial hardship to gain access to welfare benefits, charitable grants and support services. Their online Benefits Calculator is designed to help people who are struggling financially find out what welfare benefits, tax credits and other support they may be entitled to based on their situation. Their website also provides a Grants Search, which allows people to look through 3,000 charitable funds across the country to find out if they might be eligible for support. To find out more go to: www.usdaw.org.uk/offers*

Elections

President and executive council elections 2021

The report of voting for the above elections is as follows:

Current executive council member Jane Jones will serve her first term as Usdaw president after she was elected in the union's all-member ballot in February. Jane is from Mold in Wales, works for Tesco and has been on Usdaw's executive council since 2017.

After ADM, Jane will take over from Amy Murphy who stepped down after serving one term. She will head up the union's governing body for the next three years joined by four sitting members who were re-elected (Simon Vincent, Kate MacLeod, Mike Dixon and John Barstow) and 11 newly elected members (Barbara Wilson, Tracy Cannard, Val Cooke, Karl Lockley, Jo Crumplin, Robert Killin, Susan Donaldson, Keith Jones, Michael Murray, Robert Bell and Andy Firman).

Usdaw general secretary Paddy Lillis said: "Congratulations to both Jane and the rest of the executive council. I look forward to working together on the challenges we face and to ensure that our members do not feel the brunt of any economic fallout caused by the coronavirus pandemic.

"Usdaw has a busy agenda that will include lobbying for a New Deal for our members, legal protection against violence and abuse towards shopworkers and trying to save the high street from further shop closures through a retail recovery plan.

"I would also like to thank Amy Murphy for her hard work and contribution over the last three years. And a big thank you to those members, who did not stand again or who were not elected, for their valuable time and support."

For all the latest news and information visit:

www.usdaw.org.uk



RESULT (1 TO ELECT)

JONES, Jane: **7,505 ELECTED**
WATTS, Andrea: **3,784**
WINWOOD, Christopher: **2,186**
MUTEKE, Samson Kitula: **1,403**
MILLER, Wendy J: **854**

Number of eligible voters: **384,317**

Total number of votes cast: **16,439**

Turnout: **4.3%**

Number of votes found to be invalid: **707**

Total number of valid votes to be counted: **15,732**

Executive Council

SOUTH WALES AND WESTERN DIVISION (A)



RESULT (2 TO ELECT)

WILSON, Barbara: **912 ELECTED**
CANNARD, Tracy: **763 ELECTED**
WILSON, Debbie A: **717**
ALDRED, Ryan J: **583**
OSBORNE, Elliot: **331**

Number of eligible voters: **44,533**

Total number of votes cast: **2,168**

Turnout: **4.9%**

Number of votes found to be invalid: **41**

Total number of valid votes to be counted: **2,127**

EASTERN DIVISION (C)



S. VINCENT



V. COOKE

RESULT (2 TO ELECT)

VINCENT, Simon: **1,037 ELECTED**

COOKE, Val: **855 ELECTED**

THURGOOD, Jacqui: **674**

STOKER, Bob: **667**

Number of eligible voters: **53,206**

Total number of votes cast: **2,171**

Turnout: **4.1%**

Number of votes found to be invalid: **43**

Total number of valid votes to be

counted: **2,128**

MIDLANDS DIVISION (E)



K. LOCKLEY



K. MACLEOD

RESULT (2 TO ELECT)

LOCKLEY, Karl: **1,148 ELECTED**

MACLEOD, Kate: **941 ELECTED**

MCDERMID, Richard R: **756**

KRUNGLEVICIENE, Indre: **729**

Number of eligible voters: **52,080**

Total number of votes cast: **2,517**

Turnout: **4.8%**

Number of votes found to be invalid: **56**

Total number of valid votes to be

counted: **2,461**

NORTH EASTERN DIVISION (F)



M. DIXON



J. CRUPLIN

RESULT (2 TO ELECT)

DIXON, Mike: **899 ELECTED**

CRUPLIN, Jo (Joanne): **650 ELECTED**

HAGGIS, Janet: **560**

LOUGHHEAD, Brian: **548**

DISTEFANO, Christina: **493**

MUTEKE, Samson Kitula: **319**

Number of eligible voters: **55,485**

Total number of votes cast: **2,368**

Turnout: **4.3%**

Number of votes found to be invalid: **34**

Total number of valid votes to be

counted: **2,334**

SCOTTISH DIVISION (G)



R. KILLIN



S. DONALDSON

RESULT (2 TO ELECT)

KILLIN, Robert: **539 ELECTED**

DONALDSON, Susan: **498 ELECTED**

ANDERSON, Michael: **483**

MILLER, Wendy J: **448**

DONALDSON, Norman: **439**

Number of eligible voters: **38,716**

Total number of votes cast: **1,650**

Turnout: **4.3%**

Number of votes found to be invalid: **28**

Total number of valid votes to be

counted: **1,622**

SOUTHERN DIVISION (H)



J. BARSTOW



K. JONES

RESULT (2 TO ELECT)

BARSTOW, John: **1,034 ELECTED**

JONES, Keith: **938 ELECTED**

AKABA, Pip: **865**

KIRK, Vanessa: **672**

Number of eligible voters: **56,652**

Total number of votes cast: **2,429**

Turnout: **4.3%**

Number of votes found to be invalid: **49**

Total number of valid votes to be

counted: **2,380**

NORTH WEST DIVISION (K)



M. MURRAY



R. BELL



A. FIRMAN

RESULT (3 TO ELECT)

JONES, Jane*: **1,247**

MURRAY, Michael **1,205 ELECTED**

BELL, Robert: **763 ELECTED**

FIRMAN, Andy*: **719 ELECTED**

DAVIES, Samantha: **606**

ELDER, Patricia: **602**

WILLIAMSON, Caroline: **535**

MURPHY, Gail: **459**

GOODWIN, Lynn: **417**

* As **Jane Jones** is elected as President the candidate elected to fill the third position is accordingly the 4th placed candidate, **Andy Firman**.

Number of eligible voters: **83,645**

Total number of votes cast: **3,136**

Turnout: **3.7%**

Number of votes found to be invalid: **61**

Total number of valid votes to be

counted: **3,075**

LEGAL STATEMENT

As Scrutineers appointed in accordance with Section 49 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended), we are satisfied as to each of the matters specified in subsection 52(2) with regard to the election. The following points should be noted:

- a) The person appointed under section 51A to carry out the storage and counting of voting papers was Civica Election Services.
- b) The person appointed under section 51A to carry out the distribution of voting papers was Civica Election Services.
- c) A copy of the register of voters (as at the relevant date) was examined in accordance with section 49(3). The examination took place at our own instance and did not reveal any matter that should be brought to the attention of the trade union.

We would draw your attention to sections 52(4), 52(5), and 52(6). Section 52(4) requires that a copy of this report be published and made available to all members of the union within a three month period from today. This does not, however, mean that every member has to be notified individually. Section 52(5) requires that the union will, on request, supply any member of the union with a copy of the report on payment of a reasonable fee.

ALEX LONIE

Associate Director –
Membership

CIVICA ELECTION
SERVICES

Vaccination

Q I have had my first Covid-19 vaccination. Do I still need to follow my employer's Covid restrictions?

Yes. Once you have had your first vaccination you are still susceptible to contracting serious disease in the days following vaccination. Developing a good level of protection from the disease normally takes approximately 22 days after your first

vaccination. Even

then it does not guarantee that you won't catch Covid-19 but, if you do, it will help to reduce

the chance of serious disease and hospitalisation. This protection from serious disease is why it is so important that everyone takes up their vaccinations.

At this stage it is not clear if the immunity you get from the vaccination will reduce the chance of you passing the virus on to other people. That is why it is still very important that everyone who is vaccinated continues to follow their employer's restrictions

and continues to follow the Government guidance on social distancing, hand hygiene and wearing of face coverings.

Lateral Tests

Q My sister works in health care and they are being given tests for Covid-19 every few days which tell you within 20 to 30 minutes whether you are positive for the virus. Will these tests be introduced where I work?

The tests you refer to are called Lateral Flow tests. They still require you to swab the back of your throat and nostrils to collect a sample. But instead of sending it off to a laboratory, the sample is put into a test kit that looks like the one used for pregnancy testing. After 20 minutes or so you can read off from the test kit whether the result was positive.

It is known that there are quite a few people who are infectious but have no symptoms so don't know that they are spreading the virus. If you test positive in a lateral flow test that means you have the virus and are an infection risk. Therefore, even if you are asymptomatic, you need to self-isolate and contact NHS Test and Trace.

There is a concern however about the accuracy of a negative result from the lateral

flow test as it is less sensitive than the laboratory PCR test. When they were tried in Liverpool at the end of 2020, research suggested that the lateral flow test could miss around half of the people who are positive. In other words, they might test negative but could still be infectious. So, if you get a negative result at work, it does not mean that you can assume you are free of the virus. You will still need to follow the rules and restrictions on social distancing and it does not mean workplace restrictions should be relaxed.

The Government is rolling out the use of these tests and some retail and food manufacturing organisations are already taking part in pilot schemes to assess their use in a workplace.

Pregnancy and Covid

Q I am pregnant and worried about catching Covid-19 while at work. What should my employer be doing?

Firstly, you must inform your employer of your pregnancy. If you are less than 28 weeks pregnant your employer needs to assess the risks of Covid from your work. If your risks are increased, they should be looking to find you alternative work. If you are 28 weeks pregnant and beyond, your



SEND YOUR QUESTIONS TO ARENA'S HEALTH EXPERTS:

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

employer should, if possible, provide you with a home working role. If this is not possible, or your employer cannot reduce your risks while you are in work, they should put you on paid leave for as long as is necessary to protect your health and that of your baby.

Every pregnancy is different and it is important that you discuss your work activities and environment with your GP and midwife. They will provide you with clinical advice to take into account as your pregnancy develops.

Government advice is available at: www.gov.uk/government/publications/coronavirus-covid-19-advice-for-pregnant-employees

Roll Cages

Q I work the night shift in a busy supermarket. We are short staffed because people are off self-isolating and it gets really hectic. When we had our training, we were told to move only one roll cage at a time, but the manager tells us we need to pull at least two cages to help speed things up. Should I do this?

Under no circumstances should you be pulling or pushing two cages at once. When they are fully loaded,



**For further information
on health and safety go
to www.hse.gov.uk**

roll cages can carry up to 500kg or even 700kg, and using these cages can lead to manual handling injuries. Cages like these are a major cause of injury and handling two at a time increases the risk.

The HSE have guidance that says you should only pull/push one at a time and many of the major supermarket chains have procedures that say the same. If you are being pressured into breaking the rules talk to your union rep at once.

Stress

Q I have been working on the frontline with the public during the pandemic for over a year now and am feeling like I am not coping. Can my employer help?

Yes. In these difficult times it has been incredibly challenging and it is understandable that stress levels will be heightened. Employers do have a legal duty to assess the risks of stress in their business and to reduce it. The HSE has pointed out that stress was the biggest single cause of absence even before

the pandemic. They have made it clear that employers should consider the increased risk of stress as part of their Covid-19 risk assessment and give advice on the need to talk openly to workers about their concerns and to involve workers and safety reps in managing risk assessments and use of occupational health or employee assistance programmes. They have also developed a *Talking Toolkit* which is designed to help managers to do this.

You can look for support from the union by discussing your concerns and how you are feeling with your Usdaw rep. Or if you do not have a rep where you work call your local Usdaw office and they can put you in touch with your union official who can also help.

Usdaw's mental health campaign *It's Good To Talk* has materials that can help and support. www.usdaw.org.uk/Campaigns/Mental-Health

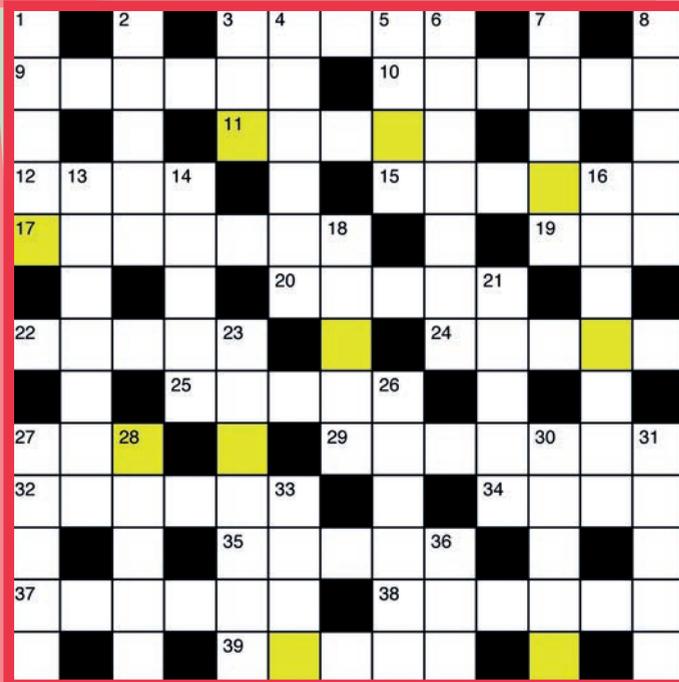
See the HSE talking toolkit: www.hse.gov.uk/stress/assets/docs/stress-talking-toolkit.pdf

arena crossword

Correctly complete the grid and you could win a £50 shopping voucher!
Closing date 19 April 2021

Win! £50

(Not open to Usdaw staff)



Word up!

Complete this prize crossword to spell out the hidden word in the yellow squares and you could be one of three members to win a £50 shopping voucher. The first three pulled out of the hat...win!

Email your answer along with your name and address to:

arena@usdaw.org.uk

Please put 'xword' in the subject box.

www.usdaw.org.uk/xword

Solutions available from 20 April 2021.

ACROSS

3. Pugilist (5)
9. Radiator, eg (6)
10. Old Spanish monetary unit (6)
11. Street urchin (5)
12. Primates (4)
15. Colour (6)
17. Part of a whole (7)
19. Spoil (3)
20. Speed contests (5)
22. Go away hastily, informally (5)
24. Noise (5)
25. Shoe fasteners (5)
27. Wager (3)

29. Whet (7)
32. Language (6)
34. Indian dress (4)
35. Without clothes (5)
37. Mittens, eg (6)
38. Beat soundly, informally (6)
39. Prepared (5)

DOWN

1. Inexpensive (5)
2. Thin biscuit (5)
3. Beseech (3)
4. Public speaker (6)
5. Heroic (4)
6. Goes back on one's word (7)

7. Jeans fabric (5)
8. Keen (5)
13. Illegal hunter (7)
14. Take dishonestly (5)
16. Stroll (7)
18. Titles (5)
21. Flies high (5)
23. Seaman (7)
26. Canny (6)
27. Emblem (5)
28. Forbidden (5)
30. Buckets (5)
31. Quick, informally (5)
33. Instance (4)
36. Period of 24 hours (3)

arena letters

**HAVE YOUR SAY –
SEND YOUR THOUGHTS TO:**

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

Happy Retirement

Barbara Redfern, Sata rep from Tesco Chester
Barbara retired from Tesco in November having worked for them for 50 years. Barbara was also a Sata rep for 19 years and never failed to support the members in all those years.

30
years
membership
awards

30 year award

Steve Young, Tesco Tidworth



Happy Retirement

Bill Miller, DHL Stoke
His branch K183 presented him with a personalised Stoke City football history book.



Happy Retirement

Cheryl Evans, Tesco Hythe Southampton.
She retired in September after 16 years of Usdaw membership.

Sign up a friend and you could win £250 of shopping vouchers!

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

sign them up now using the form opposite...



david/via/Getty Images

TWO RECRUITERS WILL WIN SHOPPING VOUCHERS WORTH

£250

EACH IF THEY ARE THE **FIRST** TO BE PULLED OUT OF THE HAT!

USE THIS FORM TO SIGN UP A FRIEND AND ENTER THE PRIZE DRAW

Your chance to win!

You could **win £250** of shopping vouchers in this issue's prize draw. All you have to do is sign up a colleague or friend to Usdaw using the form opposite, and send it to **ARENA PRIZE DRAW**, Usdaw, 188 Wilmslow Road, Manchester, M14 6LJ.

The weekly rates (applicable from 1 July 2019) are **£2.48 for Scale A** (applicable to full-time and part-time workers) and **£1.61 for Scale C** (applicable to part-time workers only)

Four prize draws a year

You can also enter online:

www.usdaw.org.uk/recruitafriend

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



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

Please tick the appropriate box

Ms Miss Mrs Mr Mx Other _____ Female Male

Surname _____

Forename _____

Full Postal Address _____

Postcode _____

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

Email _____

Date of Birth

D	D	M	M	Y	Y
---	---	---	---	---	---

 Age _____

Company Name _____ Occupation _____

Workplace Address _____

Postcode _____

Location Number _____ Employee No. _____

Have you been a member of Usdaw before? Yes No

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

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

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

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

For Members Paying by Payroll

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

Privacy Notice

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

Member's Signature _____ Date _____

Recruiter's Name _____

Recruiter's Membership No. _____

A brief guide to Usdaw

Usdaw is the UK's fifth biggest trade union with almost 400,000 members. Most Usdaw members work in the retail sector, but the union also has members in other trades such as transport, distribution, food manufacturing and chemicals.

Usdaw helps people at work by negotiating better pay and conditions. Being a member of the union also gives you the opportunity to have a say in issues that affect your working life. The more Usdaw members there are in the workplace, the stronger the union's voice when talking to your employer.



Usdaw membership includes...

Representation in meetings

There are over 9,000 Usdaw reps in workplaces across the country. If you have a problem at work, or need advice on an issue, Usdaw reps are on hand to advise and represent you in grievance, disciplinary and sickness meetings. The union can also provide specialist advice on pensions, health and safety and legal queries.

Free accident cover

Workplaces with unions have far fewer accidents. With 4,000 health and safety reps, Usdaw makes sure that your safety at work is taken seriously. If you do have an accident, your membership gives you free accident cover. If your claim is successful, you keep 100 per cent of your compensation. If you have an accident please contact our free claim line FirstCall Usdaw on **0800 055 6333**.

Member offers and discounts

Usdaw partners with a number of organisations to give members deals and discounts on everything from cinema tickets to home, car and travel insurance and great discounts at high street shops and restaurants. For further information please see the member offers pages within the magazine or go to www.usdaw.org.uk/offers



Where to find information

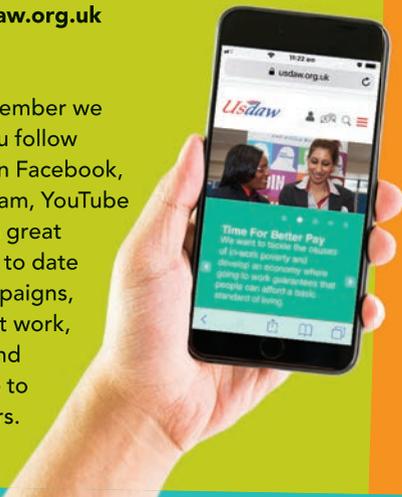
Usdaw website and enews

For everything you need including sections on legal advice, workers' rights, health and safety, news, training opportunities, upcoming events and campaigns. You can also download informative leaflets and posters, and sign up for email updates.

Visit www.usdaw.org.uk

Social media

As an Usdaw member we recommend you follow **UsdawUnion** on Facebook, Twitter, Instagram, YouTube and Flickr. It's a great way to keep up to date with news, campaigns, events, rights at work, competitions and offers exclusive to Usdaw members.



Branch meetings

The best way for members to get involved and stay informed is to attend their branch meetings. These are regular union meetings run by reps and are a good way of finding out what is happening in your workplace, your division and the wider union. Your branch number is printed on the wrapper of each issue of *arena* and will start with a letter from A to K. To find out where and when your branch meeting is held, speak to your union rep or call your local office.

Become a rep

Usdaw is always looking for members to volunteer as reps. Becoming a rep gives members invaluable opportunities to develop personally and professionally. For further information visit www.usdaw.org.uk/bearep

Want to get more involved?

How to contact the union

Usdaw divisions and offices

Usdaw divides the UK into seven geographical divisions. If you have a problem at work always contact your Usdaw rep in the first instance (details can be found on your union noticeboard) or contact your local Usdaw office:

www.usdaw.org.uk/contact

Update your details:
www.usdaw.org.uk/update



A South Wales and Western Division

Bristol 0117 931 9730
Cardiff 029 2073 1131
Plymouth 01752 765930

C Eastern Division

Bury St Edmunds 01284 775700
London 020 7323 5550
Waltham Cross 01992 709280

E Midlands Division

Redditch 01527 406290
Kegworth 01509 686900

F North Eastern Division

Leeds 0113 232 1320
Newcastle 0191 296 5333

G Scottish Division

Edinburgh 0131 556 5242
Aberdeen 01224 652820
Glasgow 0141 427 6561

H Southern Division

Faversham 01795 532637
Andover 01264 321460
Morden 020 8687 5950

K North West Division

Preston 01772 704003
Belfast 028 9066 3773
Warrington 01925 578050

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* Lines are open 9am-6pm Mon-Fri (subject to change due to covid-19 restrictions). † Trustpilot rating correct as at 25.01.21.

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