

NETWORK

The bimonthly magazine for Usdaw activists | www.usdaw.org.uk | March/April 2010



CLAIM IT CAMPAIGN

The Supporting Parents & Carers Spotlight Day was a huge success throughout the UK

■ Tesco pushes on with distribution changes

Reps and officials are in talks with Tesco over its plans to restructure its depot network **page 15**



■ Union membership continues to grow

Usdaw is the fastest growing union in the UK and it's all down to the hard work of reps across all sectors of the economy in all seven divisions **page 16**



■ Usdaw puts Gordon Brown under the spotlight

John Hannett quizzes the prime minister on Labour's policies **pages 6-7**



Budget boost

General secretary John Hannett's comment



I was delighted to see three pieces of good news in March – a fall in unemployment, the planned rise in the National Minimum Wage (NMW) and the Budget which suggests that hopefully the worst of the recession is behind us.

Economic recovery

The budget will help get the economy moving – no gimmicks – just sound economic decisions and strong leadership to take the UK forward. There was better than expected news on government borrowing and debt, and coupled with the recent encouraging news regarding unemployment figures it demonstrated that the economy is in safe hands. The tough decisions taken over the last two years leaves us well placed to recover more quickly than we would have done if we had done nothing as the Tories wanted. This was a budget of a government with the vision and drive to take the country forward and win a fourth term at the forthcoming general election.

Support for vulnerable workers

Labour introduced the NMW in 1999 and have increased it every year since. The Tories opposed it saying it would cost jobs. They were wrong then and they have continued to be wrong on all of the big decisions affecting the economy especially since the recession hit. The Government's decision to increase the NMW again in October this year is further evidence that it is determined to support the low paid and most vulnerable workers in the UK. The full adult rate will be paid at 21, rather than 22, a welcome step although Usdaw still believes it should be paid at 18.

Tory threat

Whatever the election outcome Usdaw will continue to provide a first class service for its growing membership. When the Tories won in 1979 Usdaw faced its bleakest period in its history, but we survived even at a time when trade unions were blamed for the UK's economic troubles. Not even the Tories are blaming the unions this time after the banking collapse last year. There is still everything to play for. I believe the electorate are seeing through the vague policies hinted at by the Tories. Don't risk another recession – I urge all readers to think carefully and vote for what's best for you, your family and the UK.



“The Labour Government is determined to support the low paid and most vulnerable workers in the UK and has increased the NMW every year since 1999”

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CLAIM IT CAMPAIGN HITS THE STREETS

Union reps, officials and members took to the high streets and shopping centres in March to promote the Supporting Parents & Carers Spotlight Day which this year focused on the benefits available to working parents and the cash help they can claim. An event in Westminster also promoted the campaign slogan – The Easter Bunny Says Claim Your Money **10-11**.



04 In the news

Usdaw held a top level seminar on its Freedom From Fear campaign in March bringing together senior figures from government, employers and the health and safety sector.

The union has launched a campaign to investigate the problems associated with underage sales.

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General secretary John Hannett puts his members' concerns to prime minister Gordon Brown on the eve of the general election.

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Six years ago 18 activists signed up for the union's Academy, then in just its second year, *Network* catches up with them to see what has happened since.

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From Tesco to Ikea and from the Co-op to Poundland Usdaw reps can be found signing up new members and putting in place well organised workplaces to strengthen the union.

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The North Eastern division brought together reps from Morrisons and the Co-op as part of its strategy to improve its network of activists and to provide joined up training.

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With May 6 widely tipped to be the date of the next general election Usdaw looks at the important issues like housing, crime, the economy and pensions.

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Protecting all staff

Usdaw brought together employers, government and leading safety experts to discuss new ways of cutting customer abuse



United front... (l-r) Alan Campbell MP, president Jeff Broome and general secretary John Hannett

FREEDOM FROM FEAR CAMPAIGN

Key representatives from local and national government, police, and retail employers agreed on a united front against retail crime and violence and abuse towards staff, at a summit meeting in March organised by Usdaw.

While there has been a decline in reported incidents, there were still over 13,000 physical attacks in 2009 and hundreds of thousands faced verbal abuse.

Home office minister for crime reduction Alan Campbell told the

meeting about steps the Government is taking to reduce retail crime. "Crime has fallen by 36 per cent since 1997 and the risk of being a victim of crime is at its lowest ever. However, there is no room for complacency and we are fully supportive of Usdaw's Freedom From Fear campaign.

"We continue to work with the police and businesses to increase reporting of retail crime and tackle their concerns. Since 1997 more shoplifters are sent to jail and there are tough sentencing guidelines in place for those who commit violence against shop staff."

36

The percentage fall in crime since 1997 according to government statistics

Learning curve ends for Margaret

RETIREMENT FOR ACTIVIST

Scotland's first lady of learning, Margaret Fleming, retired in March after six years as the division's project worker.

Margaret has been an Usdaw member for over 21 years and previously worked for Safeway. She was an active shop steward and health and safety rep before taking up her full-time position at the Glasgow office in 2004.

"To be given the opportunity to start lifelong learning in the Scottish division has been one of the best experiences of my life so far," said Margaret, 61.



"You can't beat that feeling of satisfaction of seeing our members going back into learning and the proud look on their faces when they've finished their course and received their certificates."

Scottish divisional officer Lawrence Wason said:

"Margaret has been instrumental in pioneering Usdaw's approach to learning especially in retail.


"She has inspired and encouraged thousands of members to take their first steps on the learning ladder and hundreds more to take on the role of union learning rep.

"She has made lots of friends and we all wish her a very happy and healthy retirement."

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Margaret Fleming

Underage sales under the spotlight

TELL US YOUR EXPERIENCES

Usdaw is aiming to help members and reps deal with underage sales with the launch of a new survey which aims to uncover the problems faced by staff.

Underage sales has become an increasingly important issue for members over recent years with

“As always the union relies on the help and support it gets from its reps”

many feeling that they have been unfairly targeted in ‘sting operations’ by the police and trading standards.

The union is running a survey for reps to speak to members and non-members about underage sales. The more responses received the more robust Usdaw’s evidence will be when talking to the Government and employers.

If you would like copies of the survey please contact the research department at central office and they will be sent to you.

The union also wants members



to contact us with their individual experiences in this area.

To share your experiences please email the union at: researchenquiries@usdaw.org.uk

As always, the union relies on the support it gets from its reps and activists in gathering information for its campaigns. This not only helps the union build a robust case, but also shows members that we are campaigning on issues that affect them.

If you would like more information on the proposed campaign please contact the research department.

18

The age which allows adults to buy cigarettes, alcohol and other age-restricted goods

European deal sealed with Tesco

INTERNATIONAL FORUM PLANNED

Usdaw and Tesco have signed a groundbreaking agreement to set up a European Works Council (EWC) to inform and consult with staff on a European level.

This is a landmark development which sees Tesco become the first UK based food retailer to launch European wide employee consultation provisions. The comprehensive agreement goes beyond what is required by law and will provide a benchmark for other EWC agreements in this sector.

The agreement was successfully negotiated at talks involving trade union representatives from seven countries across Europe at the end of 2009. Initially the EWC will have 23 delegates representing staff



from across Tesco’s European operations. There will be 12 reps from the UK, with two reps each from Poland, Czech Republic, Slovakia, Hungary and Ireland and one rep from France.

Elections for the EWC reps will take place across Europe in due course with a view to holding the inaugural European Works Council Meeting in October 2010.

The European Works Council will bring together reps from seven countries

IN BRIEF

Members vote yes for Morrisons pay rise

Members at Morrisons have voted overwhelmingly to accept a 2.4 per cent pay rise this year. The deal also included an improvement in holiday entitlement based on length of service. Working hours will continue to be monitored and the appraisal system will continue following progress made last year.

Morrisons plans further expansion

Bradford-based retailer Morrisons has announced a 21 per cent increase in annual profits to £767m. The company said it plans to open 140,000 sq metres of space – equivalent to 60 stores – in the next three years. It currently has 425 stores.

Reprieve for call centre workers

Plans to close the Shop Direct call centre in Newtown Powys have been delayed for six months following a meeting between the company, Usdaw and local politicians. The site was due to close in June but will now close in December this year.

Unemployment fall welcomed

The number of people unemployed in the UK has fallen again, leaving the jobless rate at 7.8 per cent, figures show.

Total unemployment stood at 2.45 million for the three months to January, down 33,000 on the figure for the previous three months.

“This is good news for the UK,” said general secretary John Hannett.

GORDON BROWN IN THE SPOTLIGHT

ON THE EVE OF A FIERCELY CONTESTED GENERAL ELECTION USDAW'S JOHN HANNETT PUT THE CONCERNS OF HIS MEMBERS TO THE PRIME MINISTER



Labour – at a glance

- Invested £5 billion to get people back to work
- Provided help for 300,000 people struggling with mortgage payments
- Employed 89,000 more nurses and 44,000 more doctors and achieved the shortest waiting times on record
- Guaranteed a place in education or training for every school leaver aged 16–17
- Guaranteed a job or training for all 18–24 year-olds out of work for more than six months
- Increased maternity leave to 12 months and more than doubled maternity pay
- Reduced crime by one third since 1997 with the police now committed to spending 80 per cent of their time on the beat

Q. When you look back at Labour's achievements over the last 13 years, what do you think has made the biggest difference to working people's lives?

If anyone tries to tell you that all the parties are the same, then just take a moment to look back at what we've achieved together since 1997 – from the first ever minimum wage to the shortest waiting times in history; from the creation of Sure Start to the cancer guarantee.

In particular, I want to thank Usdaw members up and down the country for everything you've done in partnership with our Labour government to improve the lives of working people. You can be proud of the part that you have played in helping deliver achievements like the increase in maternity pay, paternity leave and the Social Chapter. Working with us, you've made a real difference.

Q. People have had a tough time of things lately with the recession, what have you been doing to protect people?

When the global financial crisis struck, the British people weren't just going to let the recession take its course – and neither were we.

It's why we've invested £5 billion in getting people back to work, for example with extra support at Jobcentre Plus, incentives for employers to recruit those unemployed for over six months, and guarantees for young people. We've also provided advice and assistance for 300,000 people struggling with mortgage payments.

This action is working. Repossessions are around half the rates at which they peaked in the

Tory recession of the 1990s; and the rate of job losses is four times lower. This is good news but every job lost is still a tragedy, and we're not out of the woods yet. The economy is still recovering so we need to maintain our support.

“By cutting support to the economy now the Tories risk choking off the recovery and abandoning a generation to the dole queue like they did in the '80s”

Q. What would a Tory government committed to savage cuts mean for Usdaw members?

By cutting support to the economy now, the Tories risk choking off the recovery. This would mean repeating the Tory mistakes of the last recession, when they abandoned a generation to the dole.

What's more, they want to cut Child Tax Credits, Child Trust Funds and Sure Start from millions of families. Yet at the same time, they are committed to giving a £200,000 tax cut to the 3,000 wealthiest estates.

Q. The Tories say that they are now the party of the NHS, do you accept that?

No, because I remember what the Tories did to the NHS the last time they were in government, and I know what their policies would mean for it now.

We created the NHS in the great post-war Labour government, and since 1997 we have renewed it –



with 89,000 more nurses, 44,000 more doctors and the shortest waiting times since records began.

Now I want the NHS to go from good to great. We will create legally enforceable guarantees for all patients, including the right to cancer test results within one week, the right to hospital treatment within 18 weeks, and the right to access a GP's surgery open into evenings and weekends.

The Tories say they are committed to the NHS but in fact they would scrap Labour's patient guarantees and they would scrap our agreement with doctors, so that under the Tories, GPs' surgeries would be allowed to cut their opening hours.

Q. What has Labour done to help parents and carers balance their work and home lives?

Usdaw has been at the forefront of campaigning on help for parents and carers. Your work in partnership with our Labour government has helped deliver real results.

Access to work is crucial for parents. That is why we have taken action to help parents and carers back into employment and to make work pay – for example through the first ever National Minimum Wage and through tax credits.

We have increased maternity leave to 12 months, more than doubled the level of maternity pay, doubled the number of registered childcare places and introduced the right to request

flexible working.

I simply cannot understand the approach of the Conservatives who opposed so much of these achievements and who now plan to cut tax credits for many families on modest and middle incomes.

Q. There are a lot of young people working in retail, many who are members of Usdaw. What is Labour's offer to young workers?

Usdaw members will remember the experience of the Tory recessions in the '80s and '90s, when a generation of young people were abandoned to the dole.

We have been determined not to repeat the mistakes of the failed policies of the past. That is why we are investing £5 billion in getting people back to work, for example through extra support in Jobcentre Plus and the Future Jobs Fund.

We have announced that every 16 and 17 year old will have the right to a place in education or training when they leave school. And every 18 to 24 year old will have the right to a job or training place if they are out of work for six months. That's because I believe our young people deserve a guarantee, not a gamble.

Q. Crime and anti-social behaviour is still a big issue amongst voters, what has Labour got to offer?

Although crime has come down over a third since 1997, it is still a real concern for many. That is why we have rolled out our neighbourhood policing teams in every community, with bobbies committed to spending 80 per cent

Prime minister Gordon Brown has consistently supported Usdaw's Freedom From Fear campaign

of their time on the beat. We have also given the police new powers against anti-social behaviour, increased sentences and brought a third more offences to justice since 2002.

“ We are investing £5 billion in helping get people back to work, through extra support in Jobcentre Plus and the Future Jobs Fund ”

Now I believe that more needs to be done to give power to communities to fight back against anti-social behaviour. We will speed up the process for applying for ASBOs, and take tougher action on people that breach their ASBO. We are also committed to protecting frontline policing.

I very much welcome the work that Usdaw has done with its Freedom From Fear campaign to tackle violence, threats and abuse at work. I was pleased to support Respect for Shopworkers Week last year when you and your Usdaw delegation came to speak to me at 10 Downing Street.

The Conservatives are so determined to talk Britain down that they won't let the facts get in the way – and have been censured by the Statistics Authority for their misleading use of violent crime stats. They have refused to rule out immediate, deep, and wide cuts to the police budget. They would make it harder for the police to use DNA evidence to convict the most dangerous criminals.

AWARENESS ALERT

Usdaw is determined to inform members and reps about the importance of pensions and has a wealth of information available for activists to help them spread the word to their colleagues

Reps at the Tesco Call Centre in Dundee organised a special Pension Awareness week to help members cut through the jargon surrounding pensions.

"We had a fantastic response with staff very keen to ask questions and find out more," said senior Sata rep Heather Stevens.

"We all know just the idea of thinking about pensions puts people off but you can't ignore this vital subject.

"We made use of Usdaw's excellent leaflets and publications and had a full range on display. We also had expert guidance from the staff in the pensions department at central office.

We convinced many of our colleagues to think seriously about signing up to the company pension scheme. It's amazing how many people just haven't considered it up until now.

"All-in-all the day was a huge success."



Pictured right: Rep Heather Stevens (seated) with Jamie Hughes and standing (l-r) Eilidh Mackenzie, Lesley Grace, Kellie Bayliss and Shona Lamond

**Why not run a pension awareness session in your workplace?
Let the Network team know with a view to future coverage
email: network@usdaw.org.uk**

Take your chance to learn more about pensions

**PLEASE
SEND
ME:**

**UNDERSTANDING
PENSIONS
(PART OF USDAW'S
HOME STUDY
COURSE)**

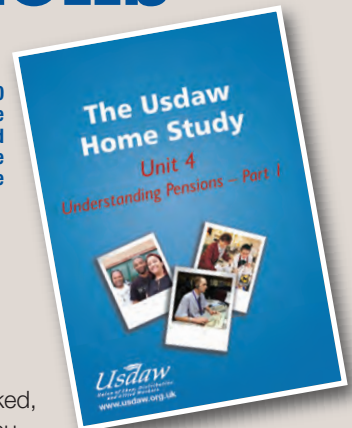
Usdaw's Understanding Pensions Home Study course will help members and reps get to grips with state and company pension schemes.

It aims to help you understand the different types of pensions, work out what pension you are entitled to and help you improve your pension. It is presented in a straight-forward and easy-to-read format.

Reps simply work through a resource book full of information which comes with a question book. To complete the course, just fill in the question book, and return it to Usdaw. Your answers are checked, and then the question book is returned to you.

The Understanding Pensions Home Study is in two parts and forms a module of Usdaw's Home Study programme. And it's FREE.

**More than 3,000
members have
already signed
up to the Home
Study course**



Name: _____

Address: _____

Postcode: _____

Membership No: _____ **Branch No:** _____

Email: _____

TO SIGN UP: Simply complete the slip opposite and return to **The Pensions Section, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ.** You can also telephone on 0161 224 2804 or visit: WWW.USDAW.ORG.UK/PENSIONS



ACTIVIST IN-DEPTH

Eastern division's Donna Heapy answers our questions on her experiences as an Usdaw rep

“Gaining knowledge is always a good thing, I'm looking to develop my skills to take my involvement further.”

Why did you decide to become an activist?

There were many issues in my workplace and nothing was being resolved. Colleagues were becoming aggrieved and the atmosphere was tense.

What do you like the most about being a union rep?

Resolving issues for members and giving advice when needed. Knowing you are trusted and they can come to you confidentially is rewarding.

Are there any downsides?

It can be a constant battle.

Have you been on any union training courses?

I've been on many and found them very informative and beneficial, gaining knowledge is always a good thing.

Have you changed at all since becoming a rep?

I'm a people person but now regard myself as being better organised and my confidence has grown.

Is recruitment easy at your workplace?

Yes I have all of the facilities to recruit so it's not a problem.

What are the most important issues for your members at present?

Staff numbers and added responsibility adding to the pressure on existing staff.

What's surprised you if anything about being an Usdaw rep?

Gaining respect from managers and you have to have a good working relationship with them.

What's the best moment you've had as a rep?

Solving a problem at work and the manager actually apologised to me.

What advice would you give to a member thinking about becoming a rep?

It can be a thankless task but the rewards outweigh the downsides.

What changes to Usdaw do you think would help it improve?

We need more agreements in companies where we haven't got one yet.

Which news items have caught your attention recently?

The forthcoming general election.

What law would you introduce if you were prime minister?

Care for the elderly should be free.

Looking back on your life is there anything you would change if you had the chance?

I'd have become more active in Usdaw sooner.

What's next for you?

I've just started Academy2 and I'm looking to develop my skills to take my involvement further.

FACT FILE & TRIVIA

FAST FACTS

- **Employer** The Co-operative
- **Occupation** Sales Assistant
- **Age** 45
- **Lives** Grays, Essex
- **Union positions** Rep, branch chair, health and safety rep and Co-op wage negotiator
- **Branch** South Essex retail C32
- **Activist** Since 2004

MY FAVOURITE...

- **TV shows** Minder, Porridge and Rising Damp
- **Band/singer** Simply Red
- **Book** any biography
- **The last film I saw was...**
The Day After Tomorrow
- **I like to spend my spare time...**
running and socialising

**watch this
space...**

Do you want to volunteer to be Network's next activist in-depth?
Email:
network@usdaw.org.uk

PARENTS: CLAIM WHAT'S YOURS



The Easter Bunny Says Claim Your Money was the timely slogan for the annual Supporting Parents & Carers Spotlight Day held on March 24 and supported by hundreds of reps

Cash help for working parents was in the spotlight in March as Usdaw took its award winning Supporting Parents and Carers campaign to Westminster and across the UK.

An Usdaw delegation of activists and their children met with MPs to promote the importance of benefits like Tax Credits, the Sure Start Maternity Grant and the Child Trust Fund to Usdaw members.

"We know from our own surveys that working parents are twice as likely to be worried about money than those without children, yet many haven't heard of the benefits they are entitled to claim," said general secretary John Hannett.

"Benefits like Tax Credits, the Sure Start Maternity Grant and the Health In Pregnancy Grant, all introduced by this Labour Government, have made a real difference to members' lives providing vital cash help and practical support at a time when parents need it most.

"The good news is that being in a trade union makes a difference. Usdaw members are twice as likely to know about the Health in Pregnancy Grant than non union-members, an indication that our campaign is reaching members on the shop floor.

"These are difficult times for our members, not least for working parents. We want to raise awareness of the support this Labour Government has made available to help working parents with the extra costs that inevitably come with raising a family.

"Ushaw knows this is a worrying time for many working parents and carers and we are focusing our attention on doing all we can to better support our members who are juggling paid work with bringing up children."





“ Tax Credits, Sure Start and the Health in Pregnancy Grant have all made a real difference to members’ lives by providing vital cash help and practical support ”



LOCATION, LOCATION, LOCATION...

- 1 Northend shopping mall, Croydon
- 2 Tesco New Oscott, Sutton Coldfield
- 3 Tesco in Yeovil, Somerset
- 4 Tesco Old Swan, Liverpool
- 5 Co-op Retail Logistics, Thurrock
- 6 Tesco in Irvine
- 7 Warrington town centre
- 8 Gates centre, Durham

LIFELONG LEARNING

From new to established learning centres, certificate presentations and author signings, workplaces are embracing the self-development of staff and celebrating their successes

DIRECT ACCESS

General secretary John Hannett made a special visit to Shop Direct, Little Hulton in Greater Manchester to see how lifelong learning was delivering and to present staff with NVQ certificates.

"The learning centre opened last July and has been busy ever since," said union learning rep Mick Clew. "The response from staff has been absolutely overwhelming and beyond all our expectations.

"It's great to see your friends and colleagues progressing, growing in confidence and solving problems and making decisions for themselves. Some haven't been anywhere near a classroom for over 30 years and to see the change learning has made is inspirational.

"Learning has helped improve communications too. It's standing room only at lunchtimes around the computer room when staff get together to use the internet as well as our very own Wii room kitted out with comfy couches and a mini library."



John Hannett checks out the facilities at Shop Direct (left) while below members with their NVQ certificates

“ Union reps are making important progress in many workplaces to provide learning for our members ”

John Hannett



MORE INFO AT: WWW.USDAW.ORG.UK/LIFELONG_LEARNING

Celebrating a decade of dedication to education

SHAW SUCCESS

Lifelong learning was the main toast at a special celebration to mark ten years of learning at Shop Direct's National Distribution Centre at Shaw in Oldham.

General secretary John Hannett and local MP Phil Woolas joined union learning reps, staff and management for the opening of the new learning centre in March.

"Learning at work has been a massive success story here at Shaw over the last decade," said centre co-ordinator Mandy Owens.

"Developing and learning new skills has become the norm. Nearly everyone has completed a course

or made use of the computers during that time.

"We now have the union office, Sata office, learning centre and Wii room all next to each other providing staff with easier access to all their union's facilities.

"This is a massive site with almost 1,000 members who have a wide range of educational interests. We've provided all sorts of courses over the years and it's given the whole place a boost.

"The reps have worked hard and the company has been very supportive."

General secretary John Hannett was impressed. "All credit to the team here they've done a great job."

Staff are lining up for new skills at Shop Direct's learning centre in Shaw, Lancashire



New agreement could offer staff study time off

NUTS ABOUT LEARNING

Staff at KP Foods in Ashby-de-la-Zouch in Leicestershire can sample a variety of learning courses after the opening of a new on-site learning centre in February.

More than 400 staff work at the 24/7 operation at Ashby, which produces a range of well-known snacks, and Usdaw has 95 per cent membership.

Full-time union convenor and union learning co-ordinator Karl Lockley said: "It's great to be where we are. We have a very enthusiastic team of union learning reps and management have been very supportive.

"We've all worked hard over the last couple of years to get to this stage. We're delighted with the progress."

"The Learning Zone has a fully equipped computer suite and a separate classroom which means a variety of courses can be run at the same time.

"We're in the process of putting pen to paper on a learning agreement which will give staff matched time off to study.

"Many thanks to the members and reps, and to the site management who have been instrumental in making it all happen.

"It's been a team effort from start to finish."

95%

Usdaw's membership at KP Foods in Ashby-de-la-Zouch



Reading challenge leads to new role

BOOK CLUB

York Tesco customer assistant Jill Fowler (right) caught the learning bug when project worker Tracey White persuaded her to take up the six-book challenge last year.

She said: "I enjoyed the challenge so much that I volunteered to be a ULR. I just finished my training in time for this year's challenge. And I'm delighted with the uptake, 50 staff this time, which is double the number that took part last year.

"We invited local author Ian Clayton along to join in World Book Day with us. Staff were given the time off to attend his talk and he told us about his writing experiences and how he got started. He also stayed on to give out signed copies of his book. It was very exciting, the store was buzzing."



Author Ian Clayton spreads the word at Tesco's York store

Usdaw CHECK OUT Learning at Tesco Prestwich



LITERACY LEARNERS

Sunil, Andy and Peter with Brenda after being presented with their NVQs

Learners from the Tesco store in Prestwich, Manchester are the latest members to benefit from the union's award winning Check Out Learning campaign.

Mobile union learning rep Brenda Bell said: "It was very satisfying to see the first learners presented with their NVQ literacy level 1 certificates in February. We already have nine signed up for level 2 and a sign language course lined up.

"Staff thoroughly enjoyed the course saying it was well structured and very informal."

WHERE ARE THEY NOW?

Usdaw's second academy intake in 2004 saw 18 reps sign up for a six months secondment working for the union – six years later *Network* caught up with the activists to find out what happened next

It has been a mixed bag for the 18 academy trainees of 2004 – four are now full-time officials with Usdaw, one is an official with the GMB, seven are still active and six have pursued other interests.

Garry Gibson was appointed area organiser at the Leeds Office in 2007, he said: "The academy is a fantastic experience and a great opportunity for those reps who are keen to develop their skills and knowledge."

Sarah Hughes was appointed area organiser at the Redditch office in 2008. She said: "I haven't looked back. The whole experience gave me the confidence and self-belief to be more assertive and progress."

Craig Smith was appointed area organiser at the Glasgow office in 2004. "The academy is another fine example of the excellent educational and training provisions available for reps."

“The academy is one of the best things I've ever done”

Northern Ireland's **Marci Wilson** was appointed training officer for the South Wales and Western Division in 2008. She said: "The academy was an eye opener. I then worked for the TUC for three years. I really enjoy my role training reps."

Daniel Gow is now an official with the GMB based in their Northern Region. He said: "I'll carry the knowledge and skills I gained with me for the rest of my career. I look back at the academy with fond memories."

Brian Kenny, who works for Sainsbury's in Edinburgh, said. "It was a great experience going into workplaces like Makro and Morrisons and actually getting results. It gave me a lot of satisfaction.

"When I returned to work I was a better rep, more informed



4 WORK
FOR
USDAW

7 ARE
STILL
ACTIVE

1 WORKS
FOR THE
GMB

6 HAVE
MOVED
ON

- (1) Mike Allen,
- (2) Sean Beharie,
- (3) Noreen Cahoon,
- (4) Barry Campbell,
- (5) John Challoner,
- (6) Paula Colbourne,
- (7) Valerie Garrett,
- (8) Garry Gibson,
- (9) Daniel Gow,
- (10) Sarah Hughes,
- (11) Brian Kenny,
- (12) Craig Smith,
- (13) Amanda Mansfield,
- (14) Colin Marriott,
- (15) Sue Patel,
- (16) Peter Watson,
- (17) Veronica Williams, and
- (18) Marci Wilson.

and more comfortable dealing with all kinds of situations."

Ronnie (Veronica) Williams from Tesco, Barry said: "It was a massive learning curve. My own store is very well organised, but it's a different story when you visit other stores. I learned a great deal and I returned to work full of enthusiasm and determined to get more involved."

"The academy taught me a lot. It's one of the best things I've ever done," said Sainsbury's **Sue Patel** from Richmond in Surrey. "I went back to work a different person."

Pharmaceutical worker **John Challoner** from Liverpool said: "It was a great six months. There was plenty of support from Usdaw, the training was first-class and I made some very good friends as well."

Activist **Peter Watson** from Tesco in Launceston in Cornwall, said: "It was brilliant. You learn to handle a variety of different situations and soon realise what a good job Usdaw actually does."

Tesco team leader **Paula**

Colbourne from the Exeter Vale Extra store said: "The academy brought out the best in me. I learned a lot about myself and my own abilities."

Val Garrett from Ipswich said: "It was life changing. It helped develop my communication skills. It gave me the courage to change careers. I now work as a negotiator for a local estate agent."

“The academy gave me the courage to change careers”

Former Dairy Crest worker **Mike Allen** has moved to Crewe and is working as a driver. He said: "It was a great experience. The training and support from Usdaw was excellent."

Noreen Cahoon is now a manager for Tesco, Newtonabbey in Northern Ireland. **Barry Campbell** works for Nottingham Council. **Colin Marriott** is a teacher.

We were unable to contact **Sean Beharie** and **Amanda Mansfield**.

For more information on the Academy1&2 visit: www.usdaw.org.uk

Tesco to close Middlewich depot

HUNDREDS OF JOBS AT RISK

Members were left shocked at the announcement in March by Tesco over plans to close the Middlewich distribution centre in Cheshire by June this year.

National officer Pauline Foulkes said: "This is clearly devastating news for the hardworking staff at the Middlewich site.

"We will be challenging the business over this decision and will seek to explore all alternatives to try and secure the future of the site.

"However, our first priority will be to support our members through this difficult time and we will work with Tesco to minimise any need for compulsory redundancies and look at options such as redeployment, and retraining."



The announcement follows Tesco's decision to withdraw from the Wincanton site at Middleton in Greater Manchester as it continues to restructure its national distribution network. More than 1,000 jobs are under threat at both sites.

Tesco is also planning to move to a purpose built site at Widnes in Cheshire.

Tesco's distribution network has undergone massive changes over the last few years

IN BRIEF

■ Largest Co-op reports record profits

The Co-operative Group has reported 'record sales and profits' for 2009 after buying Somerfield and merging with the Britannia Building Society. Boosted by the merger and acquisition, the company's first annual results for the group as a whole show a pre-tax profit of £402m and revenue of £13.7bn. However, the group was cautious in its outlook for the economy in 2010.

■ More closures at Ethel Austin

The administrator of Ethel Austin and its sister chain Au Naturelle has confirmed that a further 81 stores will close by the end of March. The closures, which come on top of the 124 announced last month, are expected to lead to a further 696 job losses. Another 56 redundancies at the company's head office in Knowsley, Merseyside, have also been announced.

■ Hourly rates set for October increase

Usdaw has warmly welcomed the Government's decision to increase the National Minimum Wage (NMW) hourly rates. The new rates, which will come into force on 1 October 2010, will be:

- £5.93 per hour for low paid workers aged 21 and over (a 2.2 per cent increase on the current £5.80 rate);
- £4.92 per hour for 18-20 year olds (a 1.9 per cent increase on the current £4.83 rate); and
- £3.64 per hour for 16-17 year olds (a 2 per cent increase on the current £3.57 rate).



USDAW AT THE WOMEN'S TUC

'A century of solidarity' was the theme for this year's TUC Women's Conference. Despite clear progress in many areas, the agenda served as a reminder of how far there is to go to achieve women's equality. Usdaw delegates spoke in the debates on violence against women, pregnancy discrimination and free school meals. Pictured (l-r), Gail Jenkins, Pat Buttle, Eve Ballinger, Karina Williamson, Jo Bird, Su Patel, Gwen Jones, Pam Thompson, Michelle Fury, Janette Thomas, Elizabeth Taylor and Jan Jervis.

Excellent year for Legal Plus Service

£19M DELIVERED FOR MEMBERS

The union recovered more than £19m for its members in compensation last year.

Personal injury cases made up £17.6m with the remaining £1.7m recovered for members treated unfairly at work.

There were more than 13,300 applications for legal assistance in 2009 which means that one in 29 members called on the Legal Plus Service and its FirstCall Usdaw accident claim line.

"Another excellent year for our legal department," said general secretary John Hannett. "It has really looked after our members."

Congratulations to Gordon



Well done to Gordon Elliot from G85 branch in Scotland who was honoured by his local Glenrothes constituency Labour Party last year – a certain Gordon Brown was on hand to perform the ceremony.

TOP 10 TIPS

Recruiting 1-2-1

1 Be a good listener

This is the golden rule of 1-2-1

2 Introduce yourself

This makes for a nice friendly start to any discussion

3 Ask questions

Such as how long they've been with the company and if they have any issues the union could help with

4 Be prepared

Try and anticipate what might be raised with you by finding out about them and what interests them

5 Make your points

Work out in advance what the key things are that you need to say, make sure you bring them into the discussion

6 Use success stories

People are more convinced about what the union can do for them when they hear about real incidents

7 Use your experience

Tell them that you are a worker just like them and how you found joining the union to be a positive experience

8 Be honest

If you can't answer their questions make a note and get back to them

9 Sign them up

Give them the opportunity to fill in the membership form there and then or make an arrangement to collect the form

10 Be available

Make sure people know where and how to contact you

JULIE DISPLAYS LOTS OF PROMISE

Without its hard-working reps Usdaw would not exist, on these pages *Network* uncovers the wealth of talent in the union's ranks

It's full speed ahead for promising new activist Julie Hart whose recruitment techniques have not only helped drive membership up but also won her a place on this year's organising academy.

"There's no magic formula, I'm just myself," said the 43 year-old dot.com general assistant who works at the Tesco store in Eastbourne, East Sussex.

"I'm passionate about the union and I get on well with people. So persuading new members to sign up hasn't been too difficult up to now."

Julie's flair for recruitment was spotted by senior rep Pat Bacon who encouraged her to join the store's team of reps in August 2008.

"Before I was a rep, membership was running around 50 per cent in my store and I really felt it should

be higher so I started asking people to join. Within no time at all I'd signed up 20 new members. It was a great feeling.

"Since then I've been out on stand-down which has been a great experience. I learned a lot and it was a very successful week.

"I spent time in Bookers Cash and Carry, Boots, Co-op, Tesco Express and Wickes. I recruited 32 new members including two managers and two new shop stewards.

"It was a very proud moment when I found out I'd been put forward as the division's nomination for the 'Most Promising New Activist' award last year, especially as I'm just doing what comes naturally.

"I've done a lot in a short time. I'm enjoying every minute. I can't wait to take on the challenges working for the academy."

Julie Hart, (below, right) was nominated for the Most Promising New Activist national award last year



Building Ikea membership

Reps at Ikea in Milton Keynes have joined forces with local officials to focus on building membership and raising the profile of the union.

There is huge potential at the store where Usdaw has 80 members out of 280 staff, and Stella Rowley, Joanne Sirrett and Bob Hewer are ready and willing to take on the challenge.

"I was the only rep for a long while," said senior rep Stella Rowley. "So it's been fantastic having Joanne and Bob involved for the last twelve months.

"We want to get better organised and push on and give it our best efforts this year.

"We held a very successful recruitment day recently and invited the division's lifelong

learning project worker Phil Gander along to explain the initiative. We recruited 11 new members."

Joanne Sirrett agreed. "The day was a huge success. There was a lot of interest from staff who came away with a better understanding of the union and the help and benefits they can get if they join.

"We're now busy working on similar events and we're going to be sitting down with Phil and our area organiser Nigel Scully soon to see how we can introduce and progress the learning agenda in our store.

"We think learning will be a real winner, especially with the many young workers here and help to show the union in a positive light."



Joanne Sirrett and Stella Rowley are determined to build membership at their Ikea store in Milton Keynes

Make June the best month yet



There's never been a better time to join the union, that's the message Usdaw's team of officials will be delivering to thousands of potential members across the UK during membership week which will run from 21-27 June.

"Udaw is the fastest growing union affiliated to the TUC," said deputy general secretary Paddy Lillis. "This is a direct result of the dedication and commitment of our reps and officials who are doing a tremendous job out in their divisions.

"We can all do our bit to help membership grow. Make it every member's mission during membership week to go out and recruit just one new member each and together we can share in the many benefits that growth will bring.

"I'm convinced that by working together we can break through the 400,000 barrier by the end of the year.

"Speak to your manager now about time off to organise a stall in the canteen, or time off to talk to new starters/non-members. Arrange your team of reps on to a rota so everyone spends some time focused on this recruitment initiative.

"If we all start planning for the week now we can deliver a massive boost to our membership across all Usdaw sectors, which will be unprecedented in the union's history."

START PLANNING NOW

CHECKLIST

- Speak to your manager about time off to organise an event.
- Order recruitment leaflets and promotional materials in advance.
- Identify areas/departments in your workplace where membership is low.
- Arrange your team of reps on a rota to cover all shifts.
- Contact your area organiser or local office for help.

Contact the *Network/Arena* team with details of your event and to discuss photographs and coverage in the magazines.

Contact your area organiser or local office for more details: www.usdaw.org.uk/contacts

NEW TEAM ON ACADEMY2

Twelve experienced reps have just started their six months secondment to the union's Academy2 now in its second year.

All are graduates of Academy1 and have been selected to develop their recruitment and organising skills even further.

They will spend the majority of their time working in their own divisions and will have a full-time official as their mentor. Additional training sessions will be held at the national centre in Warrington.



IT'S EASY BEING GREEN



There's a green revolution sweeping the South West, and Usdaw members are at the heart of it after linking up with the regional TUCs Green Workplaces Project (GWP).

The GWP is a three year initiative which seeks to work with union reps and members by supporting them when encouraging workplaces to reduce the carbon footprint and environmental impact of their site.

The main thrust is to have green, or environmental, reps at work who can take forward ideas or concerns to management. Depending on the workplace they can help set up travel plans, or be involved with energy audits.

The project offers accredited training and has been putting on specific events to help members. It is now at the midway point and has received positive feedback from members, who feel that it gives them a greater input at work, and managers who have seen reduced costs.

Environmental

Liz Skelding is the senior rep at the Co-op store in Hamworthy, Dorset. She is also one of an army of 2,500 Energy Champions recruited and trained by the Co-operative Group across the UK.

Liz was given time off to attend the TUC's three day course 'Trade Unions and the Environment'.

"Any project to green the

workplace can only be a positive thing," said the 50 year-old sales assistant.

"With the way the financial and environmental climates are at the moment, if there is anything that you can learn that can save money, it can save jobs, so the course was worth while.

"The Co-op is doing a lot on environmental issues, which is a great credit to it.

"We all have to think of future generations and do something positive. The training is a good start, though I'd like to do more.

"I'm talking to other local reps and at least one is thinking on attending the next course. I'm hopeful more reps will take the green route."

Glad to be green... Liz Skelding (right) with colleagues at the Co-op store in Hamworthy, Dorset

IN NUMBERS

MEMBERSHIP FOR WEEK ENDED: 20 MARCH 2010

South Wales & Western	44,279
Eastern	53,520
Midlands	52,701
North Eastern	53,191
Scottish	41,592
Southern	52,048
North West	88,800
TOTAL	386,131

Members feel the benefit



Usdaw's campaigns have given a major boost to membership at the Tesco Extra store in Bradley Stoke, Bristol.

Membership has doubled over the last six months thanks to a number of special campaign days organised by the store's dedicated, hard working reps

"Teamwork is the key," said rep Pete Waltho (below, right). "We were previously a Superstore and re-opened last year as an Extra with 600 staff. We had two union reps and membership of no more than around 32 per cent.

"With the support and encouragement of our deputy divisional officer Mike Walker and area organiser Milan Pavlik we have put a great team of reps together. Communication is excellent and we have regular

“ We invited local solicitors, and Britannia Building Society along to show the extent of benefits on offer when you join the union ”

team meetings.

"The campaign events have been fantastic and have gone down exceptionally well both with staff and management.

"We used the Freedom From Fear Respect Day and Membership Week which helped to raise the union's profile. People can see what they get for their money and they do join up.

"We also invited local solicitors Kirby Simcox, and Britannia Building Society along to show the extent of benefits on offer when you join the union.

"We've already put in place an organising plan for the next six months which hopefully will help membership grow even more."



Becky Davis Q&A

I became active in Usdaw because...

I started working for Tesco at the age of 17. I had an accident in the coffee shop and I didn't know how to deal with it. I felt I was treated unfairly by my manager at the time and a colleague advised me to join the union and get help and advice. After being in the union for some time I realised I wanted to help younger people who, just like me when I started work, don't know what their rights are.

I convince young workers to join because...

of the many benefits. It's a small cost for peace of mind and the protection you get. I always

tell them about my own experience and how the union helped me. I tell them, it's well worthwhile joining the union even if you're part-time, it costs less than the cost of a pint of beer a week. I also tell them about FirstCall and how it covers them out of work as well and offers excellent advice.

Getting involved with the union has... made me more confident and helped me see the union in a different light and I now see going to work not as a problem but an exciting new challenge. I have made loads of new friends through training courses and conferences, which are always great fun. My area organiser

has helped me through this and encouraged me to take my training as far as I can.

What's next for Becky Davis?...

I have applied to go on the Usdaw Academy and I am also on the National Youth Committee. I love everything about being in Usdaw and hope to be an area organiser in the future. I just like people and want to help as much as I can. Who knows I might end up working for the union one day!

Are you a young and active rep?

Network is always looking to feature up-and-coming reps in future editions.

FACT FILE

- Name Becky Davis
- Age 19
- Employer/job Tesco, general assistant - stock control
- Lives Bristol
- Union positions Shop steward



Contact the *Network* team on: network@usdaw.org.uk

CAN USDAW SAVE YOU MONEY?

Usdaw works with a number of its affinity partners to get you and your family the best deal possible.

Have a look at the companies and their offers on this page to find out whether you can save money on anything from insurance, utility bills, tax, mortgages and savings. You could also take advantage of the offers on healthcare, gym membership, funeral provision or car breakdown services.

UIA INSURANCE

As a member of Usdaw, you are entitled to great value, low cost insurance from UIA. Members can choose from home, motor, travel or pet insurance.



Call UIA free on **0800 376 0300** quoting reference USDG or visit **www.usdawinsurance.co.uk** to buy and receive up to **15% online discount** on home and travel insurance.

Motor insurance is arranged and administered by UKFIS Ltd. Travel insurance is underwritten by Fortis Insurance Ltd. Pet Insurance is arranged and administered by Thornside Pet Healthcare Insurance, which is a trading name of BDML Connect and is underwritten by Amtrust International. All these companies are authorised and regulated by the Financial Services Authority.

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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.

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Britannia Rescue has been looking after its members' needs for 25 years this year! In fact, Britannia Rescue has achieved 'Best Buy' status by Britain's leading independent consumer magazine Which?

Call free on **0800 591 563** (Mon-Fri 8am-8pm, Sat & Sun 8am-5pm) or visit: **www.britanniarescue.com/Usdaw** and find out how you and your family members can take advantage of a 15% discount with Usdaw's official road rescue provider.

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*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.



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For an information pack, call **0800 072 6178**

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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 off our funeral plans and 10% discount on professional services fees on funeral arrangements.

The co-operative funeralcare Visit **www.co-operativefuneralcare.co.uk** for your nearest Co-operative Funeralcare or call **0800 083 6301**

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ACTIVISTS IN ACTION

TWO GET-TOGETHERS FOR MORRISONS AND CO-OP REPS IN THE NORTH EASTERN DIVISION PROVED POPULAR



Morrison's reps gathered in York with deputy general secretary Paddy Lillis

Two special two-day training sessions were held in January for Morrison's and Co-op reps from across the North Eastern Division to help develop their organising and campaigning skills.

The annual get-togethers are held in a hotel in York and are made up of a series of workshops, and question and answer sessions. Reps are given paid time-off to attend.

Bryan Mulvay from Morrison's West Denton, Newcastle Upon Tyne was attending his first get-

together. "It was spot on," said Bryan, who has been a rep for six months. "It was invaluable for me. I had a lot of good advice and guidance from the many experienced reps who were there."

Amanda Brown from the Rothwell store in West Yorkshire agreed. "There was lots of support and encouragement from everyone. I don't usually like speaking out, but once I started you couldn't stop me. I surprised myself."

Information centre

Co-op rep John Fowler works at the Fullwood store

in Sheffield, he said: "It was very informative and a great opportunity to have management along and listen and put our questions to them. It was all very relaxed."

Kelly Hyde from the Co-op, Langley Park, in Durham enjoyed the event. "This was my first get-together, I'd highly recommend them," she said.

"You get the opportunity to network with other reps, meet senior management and union officials who between them have a vast range of experiences so I learned a lot. Everyone enjoyed themselves."



Senior officials, reps and top Co-op management display the division's purpose-made calendar

COURSE FINDER ALERT

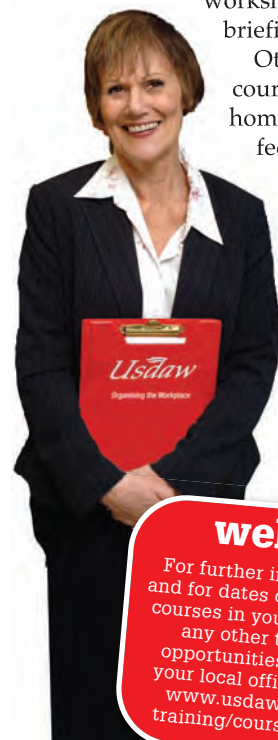
Usdaw's training courses for reps are enjoyable and informative; they help improve your skills, knowledge and self-confidence. There are a variety of courses to choose from and most are run locally in your division.

Introductory courses for new reps include: shop stewards, health and safety, union learning reps and branch officers.

“There's a variety to choose from and most courses are local”

Development courses include: shop stewards follow-on, health and safety follow-on, collective bargaining, rights at work, maternity rights, essential skills for reps, first and second series summer school, organising the workplace and workshops and briefings.

Other training courses include: home study, federation schools, divisional workshops and you can also apply for the union's very own successful organising academy.



web...

For further information and for dates of upcoming courses in your region or any other training opportunities, contact your local office or visit www.usdaw.org.uk/training/courses/index

Labour's pledge – A future fair for all



As the general election campaigns hot up, *Network* considers the important issues

SECURITY IN RETIREMENT

Labour's reforms ensure that both today's and tomorrow's pensioners can enjoy dignity and security in retirement.

Pension Credit provides a guaranteed minimum income for all pensioners – £130 a week for single pensioners and £198 for couples. In addition, over-65s income tax allowances have risen by over 80 per cent from £5,220 in 1997 to £9,490 in 2009. These measures mean that the average pensioner household is £1,500 better off in real terms than in 1997, while the poorest third of pensioners are £2,200 better off. Labour has lifted a million pensioners out of poverty since 1997.

Winter fuel payments see the over-60s receive £200 and the over-80s £300 in winter to help pay fuel bills, with a £60 bonus paid in 2009. These are combined with free TV



licences for the over-75s, free eye tests and free off-peak bus travel nationwide for all over-60s. Thanks to Labour, more people qualify for full state pensions. Labour have reduced the number of working years needed for a full state pension from 44 years for men and 39 for women to 30 years for both,

making the system fairer and giving half a million more women a full state pension.

The Tories keep talking about removing support, which will lead to means testing for the winter fuel allowance and free bus passes, which will see the low paid and those on modest incomes lose out.

1 million
pensioners have been lifted out of poverty by Labour since 1997

Recovery for the many not the few

FINANCIAL SUPPORT

Labour made the tough choices when it mattered and worked hard to tackle the problems of the global economic downturn. Labour's priority was to protect working people and now slowly but surely the recovery has begun.

Labour's approach to supporting Britain's economy has been threefold:

- Preventing a banking system collapse, so that people's savings are secure and the banks can function.
- Acting to support our economy by increasing people's spending power.
- Taking steps to get the financial system working again, to support businesses, jobs and growth.

In the global economic downturn, Labour acted with a clear sense of purpose – determined to help people and businesses through the downturn. Labour's measures to boost the economy have included:

- £145 tax cut for 22 million basic rate taxpayers.
- Extra £60 for pensioners and carers.
- £3 billion capital investment for key infrastructure projects, like schools and GP surgeries.

The Tories would have let the recession run its course, causing even greater hardship with jobs and people's livelihoods.

Now that we are on the road to recovery, the Tories want to put it at risk with savage cuts in public spending.

A safer Great Britain

CRIME DOWN

Labour's record investment has led to more police officers and neighbourhood policing teams. The UK has the highest ever number of police officers, up by nearly 15,000 alongside nearly 16,000 Community Support Officers.

This combined with Labour's 'no-nonsense' approach has brought overall crime down by 36 per cent.

The Tories have opposed many of Labour's initiatives that are driving down crime. Their planned cuts are the equivalent of losing 3,500 police officers from our streets.

Labour has put new neighbourhood police teams in every area of England and Wales to tackle antisocial behaviour.

These measures are also used to tackle retail crime and reduce the incidents of violence, threats and abuse against shopworkers. Labour has listened to our Freedom From Fear Campaign.

Labour has also pledged to tackle persistent anti-social behaviour, truancy and criminality that can blight neighbourhoods.

Support and investment in housing across UK

HOME TRUTHS

This Government is doing everything possible to provide support in the short-term for borrowers facing difficulties, and promoting the long-term stability of the housing market.

Labour is committed to helping people keep their homes. Labour's help with mortgage payments from 13 weeks after a redundancy, plus a £200 million Mortgage Rescue Scheme to help vulnerable



households avoid repossession has made a difference to many people across the country.

A legal agreement has also been reached to ensure that lenders will only use repossession as a last resort. They will look at all the other alternatives with the borrower, such as reducing monthly payments, first.

In the Tory recession of the 1990s repossessions rocketed as they left people to 'sink or swim' and pushed interest rates beyond 15 per cent.

The Labour Government has also invested heavily in affordable new housing, providing £8 billion to bring forward 70,000 new affordable homes a year, including 45,000 social rented homes by

2010/11. Since 1997, 336,937 affordable new homes have been built.

The Labour Government has worked hard to make new homes available, and also helped people take the first steps onto the property ladder. Labour has helped thousands of key workers to buy their own home. Now first-time buyers can also join shared equity or ownership schemes.

One million council and housing association homes have been upgraded to meet the decent homes standard since 1997. Compare this with the £19 billion repair backlog in 1997 as a result of continual cuts in housing investment by the Tories.

£8bn

has been invested in new housing by the Labour Government

JOIN LABOUR

Usdaw is stronger when more of our members are also members of the Labour Party.

It raises our profile and makes us heard in the major debates. Join Labour today and help stop a Tory election victory.

Ushaw members can get their first year free, contact the politics office on 0161 249 2452 for more information.



LABOUR CAMPAIGN PLEDGES

Labour promises action for working people to:

- ✓ Secure the recovery, invest in jobs and frontline services while halving the deficit over the next four years.
- ✓ Guarantee young people an apprenticeship, college place, work, or training.
- ✓ Make a Sure Start Children's Centre available within easy reach of every parent.
- ✓ Give every person the chance to save in a workplace pension with guaranteed contributions from employers.
- ✓ Provide help for the most difficult families to tackle persistent anti-social behaviour, truancy, and criminality that can blight neighbourhoods.

TORIES THREATEN RECOVERY

If the Tories get in power they will:

- ✗ Make immediate and savage cuts in public services that would put the fragile recovery at risk.
- ✗ Give a £200,000 tax break to 3,000 millionaires, but didn't back Labour's £3 billion to help the unemployed get back into work.
- ✗ Have a 'bonfire of employment rights' that could see an end to paid holiday and equal rights for part-time workers.
- ✗ Cut the Home Office budget by the equivalent of losing 3,500 police officers from our streets.
- ✗ Slash £4.5 billion from Labour's school rebuilding programme, returning to crumbling buildings, freezing classrooms and leaking roofs.

The **Tory record** on crime from 1979 to 1997 speaks for itself. Crime doubled, violent crime rose by 168%, the number of convictions fell by a third and **the chance of being a victim of violent crime trebled** and being a victim of burglary more than doubled.

You're better off with Labour...

Take 5



Find out why with our new Labour leaflets!

These new leaflets show you why we need a fourth Labour Government to continue to support Usdaw members and reps to deliver help for those who need it:

- **You're better off with Labour - Six Key Gains** – Details the Six Key Labour promises for working people and Six Key Threats from the Tories.
- **Muslim Families are better off with Labour** – Discusses Health Guarantees, tackling discrimination and supporting families through Sure Start.
- **Parents are better off with Labour** – Provides information about the right to request flexible working, free nursery places for three and four-year olds, extended paid maternity leave and Tax Credits.
- **Pensioners are better off with Labour** – Summarises help for Pensioners such as Minimum Income Guarantee, Securing Future Pensions, Winter Fuel Allowance and Free bus travel.
- **Youth are better off with Labour** – A must-have publication for young workers detailing cash for studying, rights at work, making work pay, jobs for all, time off and free culture.

To place an order: Simply complete the slip opposite and return to **The Stationery Department, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ.** You can also telephone on 0161 224 2804 or download our publications from: www.usdaw.org.uk



To place an order: Simply tick the quantity you require of each leaflet, fill in your details and return to **The Stationery Department, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ.** You can also telephone on 0161 224 2804 or download from www.usdaw.org.uk

1. You're better off with Labour - Six Key Gains	<input type="checkbox"/> 1 copy	<input type="checkbox"/> 10 copies	<input type="checkbox"/> 25 copies	<input type="checkbox"/> 50 copies
2. Muslim Families are better off with Labour	<input type="checkbox"/> 1	<input type="checkbox"/> 10	<input type="checkbox"/> 25	<input type="checkbox"/> 50
3. Parents are better off with Labour	<input type="checkbox"/> 1	<input type="checkbox"/> 10	<input type="checkbox"/> 25	<input type="checkbox"/> 50
4. Pensioners are better off with Labour	<input type="checkbox"/> 1	<input type="checkbox"/> 10	<input type="checkbox"/> 25	<input type="checkbox"/> 50
5. Youth are better off with Labour	<input type="checkbox"/> 1	<input type="checkbox"/> 10	<input type="checkbox"/> 25	<input type="checkbox"/> 50

Please send me the Usdaw leaflets as requested above

Name: _____ Address: _____
 Branch: _____ Membership No: _____ email: _____

DIARY OF EVENTS 2010

April

23 April – 25 April
TUC Black Workers' Conference
25 April – 28 April
Annual Delegate Meeting

May

12 May – 13 May
Insurance Section Conference

June

05 June – 06 June
Midlands Divisional Conference
05 June – 06 June
North West Divisional
Conference
21 June – 27 June
Membership Week

July

09 July – 11 July
National Hazards Conference

September

25 September – 26 September
South Wales and Western
Divisional Conference

October

02 October – 03 October
Scottish Divisional Conference
02 October – 03 October
North Eastern Divisional
Conference
16 October – 17 October
Retail Trades Conference

November

06 November – 07 November
National Youth Weekend
20 November – 21 November
Midlands Divisional Conference

December

04 December – 05 December
North West Divisional Conference

web...

For more
information on all of
these events call
0845 6060640 or visit
www.usdaw.org.uk

Double celebration



Union men ... (l-r) Ray Spriggs, Jeff Broome and Tony Threlfall

President Jeff Broome was on hand to present veteran activists Ray Spriggs and Tony Threlfall (executive councillor) with their 50 and 30 years' membership awards respectively at the North West divisional conference late last year. "Many congratulations to Ray and Tony they have both done an excellent job for Usdaw over the years," said divisional officer Mike Aylward. "Special mention to Ray who has a long history in the Liverpool area from his days at the former Kraft Foods site."

The co-operative funeralcare Part of a history that began in 1844.



As part of The Co-operative Group we can trace our roots right back to 1844 when The Co-operative was formed by the people for the people, a principle that continues to this very day in an organisation that is owned and controlled by over 2 million active members.

We are not about making big profits for shareholders or large family groups, but creating value for our members and that could include you. Our top priority

is to provide the best possible services for our clients and to invest in the communities that we serve. In each year we award a percentage of our profits to community projects, and in 2007 this amounted to £10.3 million.

The Co-operative's sound principles of caring for others and concern for the community are as strong today as they have always been, we offer a genuinely local funeral service backed by the strength and reassurance of a unique, caring organisation.

There are few services which are so exacting as the service provided by a funeral director. Naturally we want to ensure that those we love receive the best possible care and with many of us only selecting a funeral director once or twice in our lifetimes, it is easy to believe that such care is more readily available from smaller funeral organisations.

"We take great pride in maintaining the reputation of one of the UK's most trusted names."

But at The Co-operative Funeralcare we know that is not the case... We have become the country's leading funeral director because of the high quality of care we deliver through local people working at a local level, people who are backed by resources and expertise that only a trusted national organisation can provide.

The standards to which funeral directors operate are of vital importance in such a demanding profession. We take great pride in maintaining the reputation of one of the UK's most trusted names.

For more information about membership phone 0800 023 4708 or email membership@co-operative.co.uk

For more information about your local Co-operative Funeralcare branch visit www.co-operativefuneralcare.co.uk



IN BRIEF

■ **New website to help dads care**

The Government has launched a new website to support men who want time off work to care for their children.

It has information on paternity leave, flexible working and other rights introduced by Labour to make it easier for dads to balance work with caring.

To find out more go to www.direct.gov.uk/dadsatwork

■ **Flexibility at work encourages health**

Workers who have control over their working hours enjoy better health because they are less stressed, a new report has revealed.

The study showed that mental health, blood pressure and sleep patterns were all better where workers were able to have a say in their working hours.

■ **Family friendly rights guide available**

A new TUC guide 'Family Friendly Rights' offers advice about the law and best practice. Usdaw's work to improve rights in this area is extensively featured in the guide and there's lots of advice for reps looking to get their employer on board. To find out more contact the equalities section at central office.

Contact equalities

For more information on the work of the equalities section contact Ruth Cross or Jo Bird on:

- 0161 224 2804
- equalities@usdaw.org.uk
- www.usdaw.org.uk/equalities

FORUMS WORK

Active reps throughout the UK are getting together to support LGBT members who are facing problems in their workplace

Harassment at work continues to be a major issue for many LGBT members but the union is making great strides forwards thanks to the work of our divisional equalities forums, writes equalities officer Ruth Cross.

Local get-togethers have been held in the Midlands and North West to give members, many of them new to union activity, the chance to find out more about what Usdaw is doing to win them a better deal at work.

Some of the members attending have been able, for the very first time, to share their experiences of harassment at work.

A survey of LGBT members, organised by the North West Divisional Equalities Forum shows that harassment is still a major issue. Members spoke of their experiences, which included constant remarks from managers about their sexuality, intrusive questions about toilet facilities and in some cases threats of physical violence.

Usdaw wants to ensure that reps get the support they need to help LGBT members who have to deal with name calling, so called



The National Equality Forum, made up of divisional representatives and senior officials at their annual meeting

jokes and harassment at work. For this reason the union has run sessions at federation schools, divisional conferences and summer schools on LGBT harassment and how to combat it.

Usdaw will continue to ensure that these issues are taken up and that we find ways to help our members get together to share their concerns.

Pride not prejudice...

Usdaw members have also been getting involved in Pride festivals up and down the country, promoting the union to existing and potential LGBT members.

Pride festivals attract thousands of people and give us the chance to discuss the benefits of Usdaw membership with people who might not otherwise come into contact with the union.

Out of hours safety is a priority

Extended trading hours mean more and more of our members are travelling when it's dark and many women in Usdaw tell us they don't feel safe, whether it's walking across a badly lit car park or walking to the bus stop.

Lots of members have problems getting to and from work and women in Usdaw may feel particularly vulnerable travelling after dark.

All too often a shift may be changed with no thought given to how an employee is going to get home, which can make the difference between being able to get home on public transport or

missing the last bus.

Reps are actively involved in taking these issues up and Usdaw wants to do more to support reps to ensure members, particularly women, know that journeys to work are an Usdaw issue.

To do this we need to know more about the problems members are having and about what reps are doing to support them.

If you are a woman member having problems with your journey to or from work or if you are a rep who has come across this issue, we'd love to hear from you.



Contact us about your problems travelling to and from work on:
womensjourneys@usdaw.org.uk

Syd Tierney: 1923-2010

Tributes flood in for long serving Usdaw president, national officer and former Labour MP

LIFELONG UNION MAN

Former Usdaw president and national officer Syd Tierney died in March aged 86.

Yorkshireman Syd, who retired from the union's staff in December 1987, was elected president seven times from 1977 until he stood down in 1991.

He joined Usdaw in 1938 when he worked as a milkman in Rotherham and quickly became active in his branch and in local labour politics. He went on to serve the trade union and labour movement for more than 50 years.

Syd was appointed a collector/canvasser in 1953 and was based at the Sheffield office. He was made an area organiser four years later and worked in the Midlands division at the Leicester office.

From 1974-79 he was Labour MP for Birmingham Yardley and was elected Usdaw president for the first time in 1977. When he lost his parliamentary seat he rejoined Usdaw as a national officer with responsibilities for the insurance section and Sata membership.

“Syd was a fine servant to Usdaw and the Labour Party”

He was the union's tenth president since the union was first formed in 1895 and served under two general secretaries Bill Whatley and Garfield Davies.

General secretary John Hannett paid this tribute. “Syd was a fine servant both to Usdaw and the Labour Party. He was a popular, intelligent and well-respected man who carried out his duties with



Syd Tierney with former Labour leader Neil Kinnock at the Labour Party conference in 1987

distinction especially as president.

“He was an accomplished speaker and for many years his presidential addresses at ADM lit up the conference. He made a huge contribution to the union and to the Labour Party where he was, at various times, an activist, a councillor, an MP and a member of the NEC. He also chaired the Party for a year.

“It's a measure of his commitment to the trade union and labour movement that he put in more than half a century of service.

“He will be fondly remembered by generations of members and officials. Our condolences go to his family and many friends.”

Union veteran Mike Leahy remembered by Usdaw

Former productivity services officer Mike Leahy died in February aged 81.

Mike retired in 1990 after 31 years of service, 22 of these were based at central office.

Mike joined the union in 1953 when he worked as an off-licence manager and soon became active. He joined the union's staff in 1959 as a collector/canvasser and was appointed area organiser four years later based in the old Southern and Eastern division.

He moved to Manchester in 1968 when he was appointed works study officer. In 1986 he was appointed productivity services officer.

General Secretary John Hannett said: “Mike was very well known in the



divisions throughout his time with Usdaw. He was committed to the trade union movement and served Usdaw very well for more than 30 years.

“His role meant he spent a lot of time travelling around the offices working on various projects and he made a lot of friends.

“Our condolences are with his family and friends at this sad time.”

Memorial Day: 28 April 2010

Remember the dead and fight for the living as Workers' Memorial Day gets officially recognised



INTERNATIONAL MEMORIAL

To mark International Workers' Memorial Day this year, the TUC is calling for a two minutes' silence in workplaces up and down the country at noon on Wednesday 28 April.

This year the UK will officially recognise the day following an announcement on the 28 April by Department for Work and Pensions Minister Yvette Cooper. "For the first time, the UK will join countries across the globe in remembrance of all those killed at work and for the families they have left behind, and the many more who have been harmed.

“Every year 19,000 people die from work-related cancers”

"It is also a spur to greater efforts to improve health and safety for today's and tomorrow's working population to commemorate thousands of people who have died, been seriously injured or made ill through their work."

The Government's view is that it is important that commemorations will continue to be led by

individuals, employers, trade unions and community organisations. In keeping with the outcome of the consultation, the Government will encourage commemorations to be held on the day itself throughout the UK. The Government and ministers will help support events.

Remember the dead: Fight for the living

The slogan adopted by the world-wide trade union movement sums up the purpose of the day. Every year more people are killed at work than are killed in wars across the globe. Most of these deaths could be prevented by better health and safety management.

In the UK there are about 350 deaths of workers and members of the public from reportable work-related accidents every year and over 1,000 deaths in work-related road crashes which are not included in the official figures. In addition over 19,000 die from work-related cancers and other work-related lung diseases and hundreds of thousands more suffer long-term incapacity and misery due to other occupational illnesses.

Get involved

The international trade union movement has decided on a very

350

The number of people who die from work related accidents every year

simple theme for Workers Memorial Day this year – *Unions make work safer.*

That means there is a positive message we need to get across to both members and non-members in the workplace – being a member of the union is the best thing you can do to protect your health and safety at work.

If you can't arrange a two minute silence in your workplace at noon, there are other things you can do.

Activists can:

- Get copies of Usdaw's Workers Memorial Day leaflet from central office or from your local office. You can give them out to workers at your workplace and display them on union noticeboards. The leaflet will be available from mid-April. Use the opportunity to talk to members and to non-members about any health or safety concerns they might have.

- Wear a purple knotted ribbon on the day. The purple 'forget-me-knot' ribbon has been adopted as a symbol of the day in the UK. Display a 'Union Workplaces are Safer Workplaces' campaign sticker in your car.

Car stickers and ribbons are available from Greater Manchester Hazards Centre.

Tel: 0161 637 7556

www.gmhazards.org.uk

- Find out about events in your area. Many local trades councils, TUC education centres, union branches and local authorities organise events on Workers Memorial Day. Encourage other members to go along as well. Any Usdaw reps who are planning to take part in local events and who want Usdaw health and safety materials for a stall or similar display

should contact the health and safety section at central office.

web...

For further information visit:
www.usdaw.org.uk/healthandsafety

Highlighting the risks with Shattered Lives

Slips and trips are the main cause of serious injury at work and that is why the HSE are continuing with their ad campaign.

In 2008/9 over 10,000 workers suffered a major injury as a result of a slip or trip. In addition more than 4,000 suffered a major injury as a result of a fall from height.

The basic message of the campaign is that employers can and should be doing more to reduce the risk.

The HSE has revised its 'Shattered Lives' website to give practical examples of things employers have done. Case studies include:

■ **In food retail: Sainsbury's**
Introduction of slip-resistant footwear for staff on the deli counter and in other parts of their stores.

■ **In food manufacturing: Tulip**
Improving working methods to prevent meat and fat getting onto the floor in a meat-processing plant.

■ **In catering: Stockport council**
Reducing accidents in school kitchens by improving floor cleaning.

Usdaw is asking all its health and safety reps to contribute to the Shattered Lives campaign by using the Usdaw slips and trips

risk-mapping tool. This was sent out to all Usdaw branches recently. Reps are asked to talk to workers about the risks and to work with management to eliminate them.
www.hse.gov.uk/shatteredlives



How toilet restrictions at work have Gotta Go

Employers should not be able to penalise staff for using the toilet in work time, says a new TUC report.

When the TUC launched its 'Gotta Go' campaign in 2003 it found examples of staff having to put their hands up to use the toilet, record the number of times they nip to the loo each day or clock off to have a pee. In the seven years since there appears to have been little improvement.

The report is critical of employers who still believe that employees should go to the toilet in their own time. Others plan work schedules that take no account of toilet breaks or where toilet use is frowned upon – problems which

will be familiar to some Usdaw members.

The TUC is calling for:

■ The enforcement of the welfare laws covering the provision of toilet and washing facilities for men and women workers.

■ A change in the law to give workers a specific right to go to the toilet whenever they need and without detriment.

Not being able to go when you need to can cause a range of health problems, including digestive and urinary tract problems and kidney infections which can develop into more serious health conditions. People on certain medications may need to visit the toilet on a more

frequent basis and working in the cold may also increase the need to use the toilet.

The guidance document can be downloaded from:
www.tuc.org.uk/extras/loobreaks/guidance.doc



Communication of accidents is a necessity

Q. Our reps have trouble getting involved with investigating accidents in our workplace. Management don't tell us when an accident has happened, what can we do?

A. This problem arises from time to time and is mainly due to management not understanding the role or functions carried out by our reps.

Health and safety reps have

legal powers under the Safety Representatives and Safety Committee (SRSC) Regulations 1997. Regulation 4(1)(a) clearly states that: 'Each safety representative shall have the following functions: To investigate potential hazards and dangerous occurrences at the workplace (whether or not they are drawn to his attention by the employees he represents) and to examine the causes of accidents

at the workplace.'

If reps are not informed when there is an accident, then they cannot investigate. Raise the matter at your safety committee to negotiate a sensible system for informing the health and safety reps. If it still doesn't work you may have to use the grievance procedure and involve your area organiser.



£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 **Paula Colbourne**

SEND YOUR LETTERS TO:

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

Email: network@usdaw.org.uk



STAR LETTER

LUCKY HEATHER

From West Country to Westminster

Heather Morris has been an Usdaw rep and has been campaigning on many issues within Usdaw over the last 10 years – particularly the Sunday Trading campaign – Save Our Sundays.

I just wanted to take the opportunity to say how proud we are of her in Exeter and her achievements. Heather literally has gone from shopfloor to parliament.

She now works as secretary/caseworker to cabinet minister Ben Bradshaw MP and has recently been selected as Labour city councillor candidate for the May local elections. Heather maintains that she owes all this to Usdaw and the support and

encouragement that she has received from members through to the deputy general secretary Paddy Lillis, as it was his speech at conference many years ago that inspired her to take this path.

In her speech to the Labour Party Selection Committee, she stated 'Usdaw taught her about democracy and people taught her about life' and it is her belief that everyone should have the same opportunities and choices regardless of upbringing, education, race or ability.

In Exeter I am sure that we will all get behind her and give her our support.

It really is encouraging that being an Usdaw member can lead you to places you never imagined.

As branch secretary of Exeter general I would like to personally say well done to Heather, and to all members – get out there on May 6 and vote Labour!

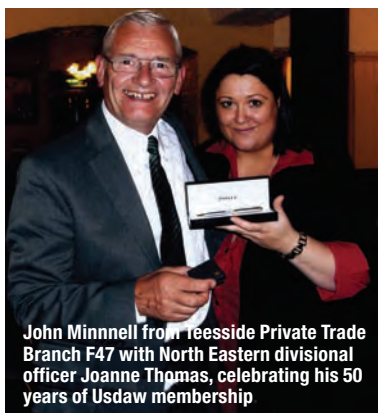
PAULA COLBOURNE,
Branch secretary, Exeter General A87



On the case – Heather has risen to the political challenge

BRANCH CELEBRATION

50 years loyalty rewarded



John Minnell from Teeside Private Trade Branch F47 with North Eastern divisional officer Joanne Thomas, celebrating his 50 years of Usdaw membership

POLITICALLY CORRECT

Scottish respect

Usdaw's Respect for Shopworkers event at the Scottish Parliament was a great success and was attended by 28 members from all over Scotland with 23 MSPs visiting the event to talk to our members.

A special thanks to those who attended and their commitment and involvement which makes Usdaw the campaigning union.

HARRY McALLISTER,
Executive council,
Scottish division

CUTTING EDGE

Fundraising reps are top of the charity crops



Here are Morrisons' Lisa Fraser and Tracy Bennett before and after their sponsored head shave at the Burntwood store in Staffordshire. They raised a fantastic £2,000 for Cancer Research.

SARAH HUGHES,
Area organiser, Redditch office



MEMBERSHIP AWARDS

Branches honour 30 years of Usdaw membership

Pictured from left Janet Brown A24, Violet Kidd A24, Val Harris H59 (centre), and Violet Tully C21 show off their certificates



FUTURE RESPECT

Raigmore kids support Freedom From Fear

To tie in with Respect day in November, we asked children from the local Raigmore School in Inverness to design an anti-bullying poster, linking their zero tolerance approach to bullying to ours against violence



towards shopworkers.

The pictures were displayed in-store during the campaign and prizes were given to the children for taking part.

MAIRIE GILLIES,
North of Scotland
Tesco G154

UNDER 27 AND
GOING TO ADM?

If you're attending this year's Annual Delegate Meeting (ADM) in Blackpool, then the **Youth Committee** need your help!

Meet them at the youth stall at 2.30pm on Saturday 24th to get involved with various youth events during conference including the ancient olympics themed youth disco, held from 7pm on Tuesday 27th at the Ruskin. No tickets required, just make a donation at the door – the money raised will go towards Sports Relief and the Haiti Disaster Fund.

HISTORY LESSON

Right is wrong

We have to learn from history about the rise of the far right.

With the general election just weeks away, we should use our magazine to show Nazi parties do not have the answers for trade unionists. We only have to look at what happened to unions and trade unionists in Germany in the 1930s to see that.

NAME WITHHELD,
West Kent General H97

FIRST CLASS

Thank you tutors

Thank you to the executive council for sending me on the First Series Summer School at Wortley Hall in Sheffield. It was very informative and educational and may I convey my thanks to all the tutors.

GEORGE LAWRIE,
Reading General H67

LAW ABIDING

Solicitors attract members

The legal day held at Morrisons Morfa in Swansea last autumn was a fantastic day.

Thanks go to Sue Edwards and Helen Griffiths from Leo, Abse and Cohen solicitors who came along to speak to members on legal issues and to our activists for their help on the day.

The event also helped increase membership in the store to 64 per cent.

SUSAN DAVID,
Academy organiser,
South Wales and Western division

**The Morfa team
get a great result
by promoting
Legal Plus**



ON COURSE

Taking training to
the next level

During the last 18 months I have been studying for the level 3 Diploma for Trade Union Health and Safety Representatives - Occupational Health and Safety, and the Trade Union Representatives level 3 Law Diploma.

I have studied online and via Bristol City College. It was a lot of hard work at the time but very enjoyable and I would recommend these courses to anyone interested.

TERRY MORGAN,
North East Somerset A168

MEMBERSHIP AWARDS

Mel, Gerald, and Shona celebrate 30 years with Usdaw

Pictured from left Mel Rogers F102, Gerald Ridgway C60 (right) and Shona Bedir G131 celebrate their membership landmark



GREAT NEWS!...

Now **EVERY** Usdaw member can benefit from Usdawdrive

It's convenient, risk free and there's a massive choice of new and used cars, providing better value for money for **ALL** Usdaw members.

We are proud to announce a new Usdaw Member Benefit - **Ustawdrive**. **Ustawdrive** is a unique Vehicle Purchase Scheme specially designed for Usdaw members and their families and can be accessed across the entire country from March 2010.

"The ease of purchase takes all of the hassle away of visiting a car showroom. The service I received was excellent."
Mr Bracewell, West Yorkshire

Ustawdrive will help to find the right car for you and give you fantastic value for money. With a dedicated website www.usdawdrive.co.uk and a low cost telephone number **0845 122 6916**, members can access this exciting car buying experience.

Buying a new or used car with **Ustawdrive** is a smooth and enjoyable ride without the hassle.

We find the right car for you, at the right price and sort out all the paperwork. Simply tell us what you want, and we will do the rest.

Ustawdrive can supply any make or model, new or used, from any manufacturer. We have preferred terms with most of the major manufacturers and these savings are passed on to our customers.

"A fantastic service. The salesman was really thorough, informative and helpful and I would definitely recommend Usdawdrive to their family and colleagues."

Mrs Perry, Northamptonshire

You can also enjoy access to tens of thousands of specially selected nearly new and used vehicles direct from the franchised dealer networks. These vehicles are normally one owner, and all have a

full service history. All our cars are thoroughly checked. We make sure they are clear from finance, have not been involved in any accidents, and their mileage is true and correct.



The scheme is administered by Autosave Affinity Partners Limited whose team has over 25 years experience in supplying vehicles to the church, charities, unions and specially selected large memberships.

From a Mini to a Merc, we've got... Something for everyone

These are just a few examples, we have thousands to choose from including:
MPV's, Estates, Diesels & Autos

Prices start from £3,999



09/09 Mini Cooper
1.6 Diesel White 9k **£15,999**

FAMILY - MPV'S, SALOON

09/09 Peugeot 308 1.4 VTI S 5dr Silver 23k	£7,999
08/58 Seat Altea XL 1.9 TDi Stylance 18k	£10,999
07/57 VW Golf 1.9 TDi Match 5dr Silver 38k	£10,999
08/58 Toyota Avensis 2.0 D4DTR Black 32k	£10,999
08/58 Seat Leon 2.0 TDi Stylance Met Grey 21k	£11,990
07/07 Lexus IS Diesel 220D 5dr Blue Met 37k	£11,999
06/56 Lexus IS Petrol 250 SE Manual 5dr Silver 36k	£13,999
07/57 Mercedes C Class C220 CDI SE Auto Black 19k	£16,999
08/08 Mercedes A4 2.0 TDi SE 143 BHP Auto Blue Met 29k	£17,999



SPORTY - COUPE, CABRIOLET

08/58 Peugeot 207 Coupe Cab 1.6 16v GT Silver 19k	£10,999
08/58 Peugeot 307 Coupe Cab 2.0 HDi Sport Grey 19k	£12,999
08/57 Volvo C70 Coupe Convertible 2.4 Sport Black 26k	£14,999
08/08 BMW I Series 1.6 Sport 5dr Blue Met 18k	£14,999
07/07 BMW 3 Series 320i M Sport Black 38k	£16,999
08/08 Volvo C70 Coupe Convertible 2.4 D5 Sport Black 19k	£16,999
08/58 Audi A3 Cab 1.9 TDi Sport Silver 21k	£17,999
09/09 Audi A5 2.0 FSI Sport Auto Silver 19k	£26,995
08/08 Mercedes CLK Cab 350 Avantgarde Silver 18k	£26,999

SMALL AND ECONOMICAL

08/08 Peugeot 107 1.0 Urban 3dr Black 15k	£5,999
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