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



General Secretary John Hannett Victory at the Supreme Court

Justice was delivered in July when the Supreme Court unanimously decided that employment tribunal fees should be scrapped. The court ruled that the Government was acting unlawfully when it introduced the fees back in 2013.

We are delighted with this decision and the result is a major victory for working people who will now be able to challenge injustice at work without the prospect of having to pay up to £1,200. We will continue the fight to protect workers rights and ensure the Government drop proposals to increase the Small Claims Limit from the current £1000, again restricting access to justice for low paid working people.

An Usdaw delegation went to Belfast in June to lobby councillors and they overwhelmingly supported our case and voted not to change Sunday trading hours in the city. The current arrangements have worked well for over 20 years and again this demonstrates the difference trade unions can make to peoples lives.

In November we will be holding our annual Respect Week as part of the union's Freedom From Fear campaign. Every minute of every day a worker is threatened, assaulted or verbally abused. No one should have to put up with violence or abuse at work. Respect Week is an opportunity for our members to talk to colleagues and the public about abuse at work. The week also highlights the vital work Usdaw does negotiating with employers and lobbying the Government for safety and security improvements in stores. We are all looking forward to another great week and encourage you to get involved.

John Hannett, General Secretary



arena

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Union of Shop, Distributive
and Allied Workers

www.usdaw.org.uk



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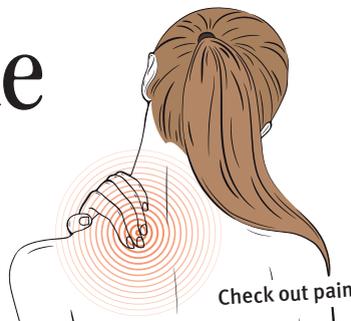
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Landmark ruling for employment tribunal fees

Justice for workers as Supreme Court scraps the controversial fees

Employment tribunal fees are set to be scrapped following a 'landmark' ruling made by the Supreme Court in July.

The court unanimously agreed that the Government was acting unlawfully and unconstitutionally when it introduced the fees for claims such as unfair dismissal, equal pay and redundancy. The Government could now be forced to pay back £27 million to 250,000 people.

The number of employment tribunal cases fell by over 70 per cent after the fees were introduced in 2013 as many workers were put off taking

their employer to tribunal because of the cost.

Usdaw General Secretary John Hannett said: "This is a major victory for working people who should now be able to access justice free of charge for employment tribunals and not face the prospect of paying up to £1200 in upfront fees to lodge a case.

"We have always argued that money should not be a determining factor in being able to access justice because it hits low paid workers the hardest.

"We now call on the Government to act swiftly and scrap tribunal fees and

reimburse everyone who has had to pay them.

"We also call on the Government to drop any proposals for increasing the smalls claims limit from the current £1000. Before the recent General Election the Government was proposing to double the small claims limit for personal injury cases and to force people to take up their own workplace injury cases where compensation was likely to be below £2000. This again is restricting access to justice for low paid working people as anyone taking a case would be potentially liable for their costs."

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Extension of Sunday trading hours voted down in Belfast

News

Councillors vote overwhelmingly to keep current Sunday trading hours



Belfast City Council had planned to relax Sunday trading hours by exploiting a loophole in the law and designating the city centre a holiday resort. But pressure from Usdaw saw councillors vote 37 to 10 to stop the changes going through.

Speaking after the result, deputy general secretary Paddy Lillis said: “We were delighted that the committee listened to our evidence based case and backed our members who remain absolutely opposed to extended Sunday trading. There was a chance that the decision could be overturned by the full council, so we welcome that councillors tonight blocked an attempt to refer the issue back to the committee and overwhelmingly supported our position.

“This is the right decision for Belfast. The current Sunday trading arrangements are a fair compromise and have worked well for 20 years. Retailers can trade, customers can shop and shopworkers are still able to spend time with their family.”

Last November Usdaw conducted a survey of members working in retail in Northern Ireland and 85 per cent opposed any extension of Sunday trading.

Decision for Derry...

Meanwhile Usdaw general secretary John Hannett and deputy general secretary Paddy Lillis led a delegation giving evidence to oppose a similar proposal by Derry City and Strabane Council in July.

The union warned that extended opening hours would not result in increased trade or jobs and would act negatively on retail workers across the city.

ICTU conference helps campaign

Delegates at the Irish Congress of Trade Unions' Biennial Conference, voted in support of a motion moved by Usdaw against extended Sunday trading in Derry and Strabane





Nominate your union rep

The Usdaw organising awards celebrates the work of reps across the country

Does your Usdaw rep go out of their way to support members and make a difference? If yes then why not nominate them for an Usdaw Organising Award.

The Organising Awards is a unique event in the trade union movement. It recognises and celebrates the hard work of Usdaw reps nationwide.

There are nine award categories:

- Individual Organising
- Individual Recruitment
- Campaigns

- Team Recruitment and Organising
- Health and Safety Rep
- Union Learning Rep
- Equalities Rep
- Most Promising New Activist
- Outstanding Achievement

Reps who win an award in their division will be invited to the prestigious Organising Awards' ceremony in January 2018 and go head to head with other

divisional winners in their category for a national award.

Any Usdaw member can make a nomination in each category. Nominations must be received at your local Usdaw office by Friday 22 September 2017.

For more information about the different categories and to download the nomination form visit the Usdaw website:

usdaw.org.uk/nominate

Network wins best reps' mag at TUC Awards



News

Usdaw's reps' magazine *Network* has won 'best communication for reps and activists' at the Trade Union Communication Awards 2017.

The judging panel, which included former MP Alan Johnson, described *Network* as 'a very impressive magazine with high-quality briefing for activists. Well produced and written, *Network* is both an interesting read and a vital source of information.'

The award was accepted on behalf of the union by Usdaw's head of media and communications Mike Glover at the TUC HQ in London.

The judges also awarded commendations to *arena* magazine and the union's

Organising Awards reporting that arena 'did a good job of celebrating the union's history and members' and adding that the awards are 'a great credit to Usdaw and done with real quality and love.'

Usdaw General Secretary John Hannett said: "We are delighted that the judges have voted *Network* the winner of this award and for the commendations they gave us for our *arena* members magazine and our own awards nights for outstanding work by lay-reps.

"Usdaw's media and communications department do excellent work to ensure that the union reaches out to our members on many platforms, including magazines,



TUC president Mary Boustead presents the award

publications, the Usdaw website, e-mails and social media. Our lay-reps are the face of the union in the workplaces and it is crucial they are supported and well informed. *Network* magazine is an important part of ensuring Usdaw reps are kept up-to-date."

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B&M buy Heron Foods Group



Discount retailer B&M Bargains has snapped up the family-run, frozen food retailer Heron Foods in a £152 million deal.

B&M was formed in 1978 and is now one of the leading variety retailers in the UK with 537 stores and 22,500 staff.

Earlier this year the company revealed its plans to open 413 new stores in the UK.

Heron Foods opened its first store in east Hull in 1979

and now operates over 250 stores, predominantly located in the north of England, employing around 3,800 staff.

B&M has said it will use Heron's chain of shops to develop a 'discount convenience grocery brand'.

Usdaw has thousands of members working for B&M in retail and distribution and continues to recruit as the company expands.

We've negotiated a new and improved discount with Co-op Funeralcare!



Funeralcare

Usdaw members are now entitled to the following:

- £175 discount off a Pre-paid Funeral Plan*
- £175 towards funeral costs*

*For further information about this offer and full terms and conditions, please go to: www.usdaw.org.uk/coopfuneralcare or call 0800 289 120.

NEWS IN BRIEF

Labour abuse

The Gangmasters Licensing Authority, created by the Government to protect vulnerable workers following the cockle pickers' tragedy in Morecambe Bay, is now the Gangmasters Labour Abuse Authority.

The authority will look into labour market offences and tackle extreme forms of worker exploitation such as forced labour, human trafficking and modern day slavery offences.

More at www.gla.gov.uk

Boots business

Walgreen Boots Alliance has announced its intention to sell its Boots Contract Manufacturing (BCM) businesses to the contract pharmaceutical company, Fareva. The deal will see Fareva manufacture and supply beauty brands and private label products.

Usdaw national officer Daniel Adams said: "The union has sought an urgent meeting with BCM and will be looking for reassurances about future plans."

Know your branch

The number of your Usdaw branch is printed on the plastic wrapper of each issue of arena above your name. Some members change branches during the year, so check this to make sure you attend the right branch meeting.

You are only entitled to take part in Usdaw elections at meetings of your own branch. If you need further information, contact your local Usdaw office.

Lifelong learning in Widnes

Tesco distribution site opens new learning centre for workers

News



The new centre was officially opened by Usdaw deputy general secretary Paddy Lillis and site manager Kev Rooney at the beginning of August

You're about to retire.

Decisions. Decisions.

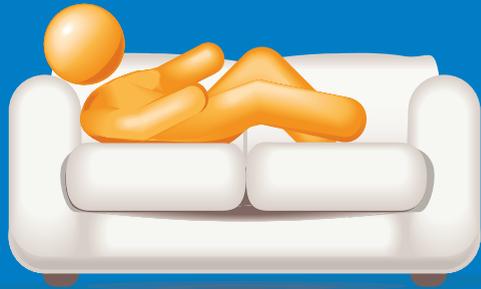
There's a lot to consider. How much money do you have? What can you do with it? What can't you do with it? How can you get the income you need? And be sure that income will last the rest of your life?

Before you do anything, talk to us. As Usdaw's chosen provider of financial advice, we offer the practical, affordable, professional advice you need before you access your pension.

Book a complimentary, no obligation appointment now. Call 08000 85 85 90.

Email appointments@lighthousefa.co.uk.

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News Workers' rights at risk

Concerns about insecure employment after results of independent review



the gig economy, for employee rights and responsibilities, employer freedoms and obligations.

Usdaw represents courier delivery drivers and campaigns for them to receive the same rights as other employees.

The review backs a new 'dependent contractor' employment status, which could be missing an opportunity to sufficiently tackle the growth of bogus self-employment. The union also cautioned against re-introducing 'rolled-up' holiday pay, a system that was outlawed in 2006.

Usdaw general secretary John Hannett said: "The Taylor

review correctly identifies a number of major concerns about insecure employment in the gig economy and highlights issues for zero-hour and short-hour contract workers.

"The Government must tackle employers who exploit precarious employment practices to drive down wages, circumvent basic employment rights and avoid paying national insurance contributions.

"We hope the Government will engage positively with this review and deliver on the recommendation to replace the minimalistic approach to legislation. Warm words are not enough, workers need legislation to deliver employment protections and guarantees over the hours they work."

Usdaw has called on the Government to act after an independent review of modern working practices identified a series of problems in the labour market leaving millions of low paid workers in insecure employment.

The Taylor review considered the implications of new forms of work, driven by digital platforms, such as

Are you studying for 6 weeks or more?

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www.usdaw.org.uk/nusextra

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**People
like you**

Tesco's Ray is an Usdaw workaholic - but he loves it!

Spotlight on Ray

Active Tesco rep **Ray Brunnock** is passionate about driving Usdaw's equality agenda forward and making sure all members are looked after.

The 30 year-old became a rep six years ago and has since taken on the role of branch chair, completed Usdaw's Academy programme and joined his division's equalities forum.

"I'm part of a team of four reps in my store and we work hard to support all members," said Ray, who lives in Newport, South Wales. "When I heard about the equalities forum I knew I wanted to get more involved. Having a seat means so much to me as I'm eager to help those that need a little bit of extra support.

"The forum recently took part in a successful Parents

and Carers' campaign day at Tesco Eastville. We held a stall at the front of the store to promote the campaign and asked the public to sign pledge cards for better carers rights.

"I'm always looking at running more campaign days. While on the Academy I developed a services and benefits campaign to show members what resources are available to them and show non-members what Usdaw has to offer.

"People say I'm a union workaholic but I love it. I have a fantastic group of friends and family and a very patient partner who are all very supportive.

"Spare time is rare but I spend my weekends with

my partner and 10 year-old daughter. She loves to look and explore old buildings, castles and remains.

"My proudest moment as a rep so far was being selected by my divisional officer to second the vote of thanks at the close of this year's ADM. It was an honour, as Usdaw continues to work hard lobbying the Government and supporting all our members in the struggles we face in and out of work."

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

www.usdaw.org.uk/bearep



Introduction

The current economic climate means that many people's finances are already stretched. A TUC report says that household debt will reach a record high of £13,900 this year and that wages in the UK are still worth around £20 per week less than before the financial crisis a decade ago.

know your Rights

The rest can wait

Other debts like those from credit cards, money lenders, catalogues and most bank loans will have to wait their turn if you cannot afford to pay them straight away.

Contact the company to explain your problem and tell them you are getting advice to help you sort out your finances. If the company summons you to court it is not a crime to owe money and you will not be ordered to pay money that you cannot afford.

You should however get advice straight away if you get letters about going to court. Visit www.citizensadvice.org.uk

Don't run up more Credit

For those who are financially vulnerable, payday loans can appear an all too convenient way of accessing short-term credit. They are extremely high-cost and interest and charges can rack up very quickly causing too many people to fall into a vicious cycle of taking out one payday loan to pay off another. Talk to the standard reputable sources first like your high street bank, building society and credit union. If you're struggling to pay for the essentials, speak to a debt adviser. They can help you work out a budget, prioritise your debts, talk to everyone you owe money to and help set up a repayment plan.

StepChange Debt Charity offer free, confidential help. Freephone 0800 138 111

www.stepchange.org

Harassment

It is against the law for people you owe money to harass you. If the creditor tries to do any of the following things to get you to pay back the money you owe, this could be considered as harassment. If you feel this is happening, get advice.

www.citizensadvice.org.uk

What *does* count as harassment by a creditor:

- contacting you several times a day, or early in the morning or late at night
- putting pressure on you to sell your home or take out more credit
- not telling you if the debt has been passed on to a debt collection agency
- putting pressure on you to pay all the money off, or in larger instalments when you can't afford to
- threatening you verbally or physically
- ignoring you if you say you don't owe the money, telling someone else about your debts or using another person to pass on messages, such as a neighbour or family member
- giving the impression that not paying the debt is a criminal offence. For most debts, it is not a criminal offence if you don't pay them.

What *does not* count as harassment by a creditor

Not all action that a creditor takes can be called harassment. Creditors are allowed to take reasonable steps to get back the money you owe them. These include:

- sending reminders and demands for payment
- telephoning you at a reasonable time to ask for payment
- visiting your home at a reasonable time of day
- taking court action.





*Poverty
Myth Buster*

Free debt advice

If you are struggling with debt, it can be hard to know where to turn. But there are lots of free advice services across the UK available online, face to face or on the phone.

A debt adviser will:

- never judge you or make you feel bad about your situation
- always be happy to talk to you, however big or small your problem might be
- find ways to manage your debts even if you think you have no spare money
- suggest ways to deal with debts that you might not know about.

Myth: Anyone can escape poverty if they just make the necessary effort.

Truth: More than half of children in poverty have parents in work often caught up in a cycle of low pay and no pay. The UK has one of the lowest levels of social mobility among developed countries.

Myth: People living in poverty have enough money to live on.

Truth: Families in poverty live on very low incomes. The poverty threshold for a lone parent with two children is just £297 a week.

Myth: Child poverty doesn't exist in the UK.

Truth: Nearly four million children in the UK, almost 1 in 3 of all children, live in poverty. The UK has one of the worst child poverty records in the industrialised world.



www.moneyadvice.org.uk

Conference round-up

Active reps join forces

The union holds two of its biggest annual conferences while members join activists at the home of the TUC in London

The Trades Union Congress (TUC) held two of its four big equality conferences in London recently with the Disabled Workers' conference taking place in May and the LGBT conference taking place in July. Usdaw members and reps from across the country joined union activists at both events.

Meanwhile reps in Northern Ireland were joined by general secretary John Hannett and deputy general secretary Paddy Lillis at the Irish Congress of Trade Unions' (ICTU) Conference in Belfast to seek the support of delegates against extended Sunday trading.

John Hannett said: "Usdaw is a leading union in the wider British

labour movement, so our work in the TUC and the ICTU and attendance at their conferences helps deliver for members and improve workers' lives.

"Working collectively with our sister trade unions gives all organised workers a stronger voice so that we are better able to campaign for our members on important issues of concern like employment rights, better wages and equality for all workers."

Usdaw reps also met in Warrington for a day of workshops and guest speakers at Usdaw's annual pensions conference in June, followed later in the month by the national warehouse and distribution conference where reps discussed the challenges facing the sector.



Usdaw's warehouse and distribution conference



ICTU Conference





Usdaw's pensions conference



TUC disabled workers' conference



TUC LGBT conference

Caring for each other

For far too long mental health has been a taboo subject. It's time to start talking and tackle the stigma. *arena* explores...

Mental health includes our emotional, psychological and social well-being affecting how we think, feel and act.

Around one in four people will experience a mental health problem such as stress, depression or anxiety at some time in their lives yet most people who are affected are afraid to talk about it.

Talking can be an effective way of breaking down the stereotypes and stigma that surrounds mental health and as a result can help the recovery of those who are suffering.

The union wants to ensure that members continue to talk about mental health and are treated fairly and sympathetically if they have a problem.

Usdaw general secretary John Hannett said: "There is clearly still a strong stigma around mental health and as a trade union we are committed to tackling that. We want to encourage workers who feel

under pressure to talk to their union sooner rather than later. We can help by providing the advice and support they need."

Mental health awareness days

Usdaw reps around the country have been doing their bit to raise awareness around mental health by holding campaign days...

Bridlington

Usdaw reps Michele Jones and Richard Dyer took an active part in mental health week earlier this year and held an in-store campaign day to raise awareness. The idea was to provide members with information about their rights and let them know where they can go to find help.

"We still have people who don't want to talk about their mental health and are ashamed," said Michele, who is currently seconded from her Sainsbury's store in Pocklington onto the union's

Photo © The Bridlington Free Press



Campaign in Reading

organising academy.

"We need to show that we are thinking of staff, not just when they are in trouble, and being more pro-active as a union to raise awareness.

"Slowly, mental health is being taken seriously. People are realising that relationships are affected by things like stress."

Richard, who works at the Morrisons store in Bridlington where the campaign was held, talked about the challenges facing retail workers. "Working

Usdaw
Union of Shop, Distributive
and Allied Workers



IT'S GOOD TO TALK

Anyone can feel upset, sad or overwhelmed, but if these feelings are not going away, it may help to talk to someone.

If you think you are suffering from a mental health problem such as stress, depression or anxiety, talk to your Usdaw rep or contact your local office who can help to make sure you get the support you need.

USEFUL ORGANISATIONS

The Samaritans

24-hour confidential support
www.samaritans.org
call: 116 123
email: jo@samaritans.org

Mind

www.mind.org.uk
call: 0300 123 3393
or text: 86463

Usdaw publishes a wide range of mental health leaflets to support members who are suffering. Speak to your union rep, contact your local office or visit

www.usdaw.org.uk/mental_health

at a supermarket is more stressful than you think," said the 31 year-old. "It is customer-facing the whole time. It is one of the few jobs where your work is constantly in the public eye.

"On the shopfloor, you've got to be smiling, you can't have an off day on the outside even if you're having one on the inside.

"I know people with mental health issues who were taking tablets and thought that when they had finished the tablets, a week later, they would be better but mental health doesn't work like that. It is completely different to physical health."

Reading town Centre

Husband and wife team Frank and Shirley Dunaway took their mental health awareness campaign to Reading town centre where they chose to focus the event on the challenges facing young people.

Frank suffered a breakdown 18 years ago and mental health is a subject close to his heart. "I feel there's not enough publicity surrounding mental health," said Frank, 65. "We need to bring it to the forefront of people's minds and challenge preconceptions.

"We chose to make young

people the focus of the campaign day because they can often have a lot to cope with. They might care for a relative or struggle to balance studying with work. We need to make sure the younger generation are listened to and offered the support they need.

"Our campaign day in Reading was a really positive event with a lot of public interest. Lots of people filled in feedback forms and we were even able to offer support to a young lady who is currently suffering with a mental health problem. We're already organising our next event."

Membership Week

Union reps' time to shine

Activists turn the spotlight on Usdaw and boost membership across the divisions

Reps and members were out in force in June to raise the profile of the union as part of Usdaw's Membership Week.

The twice-yearly event is an important fixture in the union's calendar and a good opportunity for activists to focus on building membership and promoting the union's excellent campaigns.

Teams of activists held events in workplaces and town centres across the country.

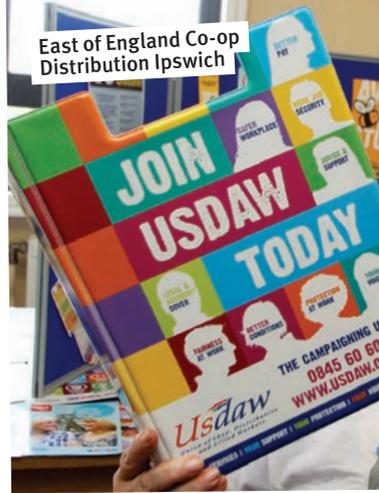
Campaigns including Supporting Parents and Carers and Legal Plus were used alongside publicity materials and key publications to broadcast the many benefits on offer to new and existing members.

Usdaw general secretary John Hannett paid tribute to the reps. "I'd like to put on record my thanks to our 10,000-strong army of reps who between them have held hundreds of recruitment events across the country.

"Last year we saw reps recruiting over 80,000 new members and since then our activists have continued to work tirelessly in the face of persistent economic, industrial and political uncertainty and pulled out all the stops to host another fantastic Membership Week.

"If there are any members who are looking to get more involved or become a rep then I would urge you to contact your local office and find out more about how you can help make the union stronger."

East of England Co-op
Distribution Ipswich



Ikea Cardiff



usdaw.org.uk/bearep





Two Sisters Food Group Scunthorpe



Tesco Lichfield



Tesco Corstorphine



Tesco Southampton



Morrisons Oldham

Winning for members

Take the pain out of personal injury and keep 100 per cent of your compensation with our FREE accident claim line

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

Making a claim is easy. There are no complicated forms to fill in and you will be supported by Usdaw and the union's solicitors every step of the way.

Q. What does FirstCall Usdaw cover?

■ Any accident, anywhere in the UK, including accidents at work or outside of work.

- **NEW** Accidents/injuries to members while outside the UK on a package holiday*
- Road traffic accidents.
- Work-related conditions or diseases.
- Slipping and tripping.
- Injuries caused by violent crime or armed robbery (CICA claims).
- **NEW** Members' children, under the age of 18, who are injured anywhere, anytime

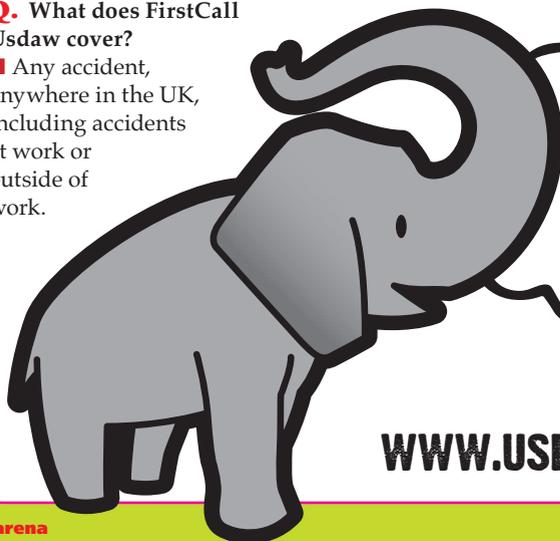
in the UK and also if they are injured whilst outside the UK on a package holiday*

■ Family members living with you are also fully covered if they're injured in a road traffic accident.

Q. How do I make a claim?

Call FirstCall Usdaw free on 0800 055 6333 to start your claim.

You will be asked to provide your name and

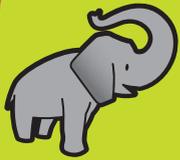


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MEMBER**

0800 055 6333

WWW.USDAW.ORG.UK/FIRSTCALL

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



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

Legal Plus

Usdaw
UNION OF AIRCRAFT MAINTENANCE AND GROUND SERVICES



address, phone and email contact details, date of birth, date of the accident and your Usdaw membership number (not essential, but it can speed up the call). Your details will be checked and your claim will be logged – have a pen and paper ready to take down your case number. You will be transferred to union solicitors if you are a qualifying member.

Q. How do I qualify?

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

If FirstCall Usdaw cannot immediately trace you as an eligible Usdaw member your call will be passed to Usdaw's Legal Department who will discuss any problems with you.

Q. What legal fees do I need to pay?

None. FirstCall is a free service for Usdaw members. There are no legal costs whether you win or lose your case (the only exception is if the member has knowingly made a fraudulent claim).

Q. Do I keep 100 per cent of my compensation?

Yes. If the claim is successful you will keep 100 per cent of your compensation, unlike many private solicitors who can deduct up to 25 per cent to cover the legal costs.

Q. Can I use FirstCall Usdaw to contact the solicitor for a claim I have already registered?

No. FirstCall Usdaw is only the number to ring to start a new claim. Please use the number provided to you by the union solicitors if you have a query about an ongoing case. Call the Legal

Department on 0161 249 2438 if you have mislaid the solicitor's number.

Q. Can I use FirstCall Usdaw for other kinds of legal assistance?

No. FirstCall Usdaw is only for making a new accident, injury or disease claim.

For help with employment matters please contact your rep or your area organiser.

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

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



Legal Plus

– looking after you and your family

Super quick service for Michael

Sainsbury's worker **Michael Cooke** looked to the union's legal service for justice and support after a fall at work left him with a broken wrist last December.

The 63 year-old had just finished his shift in the petrol station at the Brixham store and was heading home through the main shop when the accident happened.

"I walked through some double doors and tripped over a case of soft drinks and fell to the floor," said Michael who became a member last August. "I initially thought I was ok but as I got up I started to have a nose bleed. I was treated at the scene by the night manager and then I was able to make my way home."

But later that evening Michael's nose failed to stop bleeding and he was forced to call the

paramedics who took him to hospital.

"After a traumatic five hours my nose eventually stopped bleeding, but during that time my arm had started to stiffen up so the hospital arranged for an x-ray. It turned out I had a small fracture in my wrist. They put my arm in a splint and as a result I was unable to return to work for four weeks.

"I used to be a rep so I knew all about Usdaw's brilliant legal service. Even so it was a much smoother process than I imagined and it only took six months to complete.

"I would 100 per cent recommend FirstCall. It's only one phone call and everything is sorted for you. All correspondence was made over email and through letters. The process is much easier than you think."

FirstCall Usdaw was welcome news for Mark

Customer service assistant **Mark Widgery** suffered severe whiplash after a road traffic accident in December last year.

Fortunately he had signed up to Usdaw a month before so he was able to use the union's FirstCall service and recover compensation of £3,235 in just six months.

"The accident happened when I was driving to the local shop," said the 47 year-old, who works at Tesco in Crowborough. "A car pulled out of a junction without looking and went straight into the side of my car writing it off.

"Luckily I didn't need hospital treatment at the time, but I did go to the minor injuries clinic later that night where they diagnosed me with severe whiplash.

"I needed a few sessions of physiotherapy to help with my injury but thankfully I'm fine now."

Mark was talking to his colleagues about the accident when his in-store rep overheard the conversation and told him about the union's free legal service.

"I didn't realise that FirstCall even existed," he said. "I was even more surprised to learn that you get 100 per cent of your compensation back and there are no hidden fees.

"The solicitor was fantastic, she kept me informed all the way through and I'm really happy with the settlement.

"I hope all members know what a great service we have access to as part of our union membership."



LEGAL ROUND-UP

Patricia from North Walsbam

- **Age:** 55
- **Employer:** Sainsbury's
- **What happened:** Hit by a customer's mobility scooter while trying to help her at the self-service till.
- **Injury:** Torn muscle in knee
- **Date of accident:** February 2014
- **Date settled:** April 2017
- **Award:** £5,500
- **Quote:** "Can't believe we have access to such a brilliant service. Great support from Usdaw and the solicitors. It's worth being a member just for FirstCall."

Steven from Kent

- **Age:** 57
- **Employer:** Sainsbury's
- **What happened:** Slipped and fell on a wet floor at work at the start of his shift. There was no 'wet floor' sign.
- **Injury:** Soft tissue damage to back
- **Date of accident:** January 2016
- **Date settled:** June 2017
- **Award:** £3,000
- **Quote:** "My rep told me about FirstCall and I would thoroughly recommend it. I didn't realise it wouldn't cost me a penny. Members need to know about this great, free service."



Beverley is thankful for FirstCall

When Tesco worker Beverley Mitchell was knocked over by a car in July 2015, FirstCall Usdaw came to her aid and delivered some much needed support and compensation.

The accident happened while Beverley was out shopping. She was walking across a zebra crossing at the Tesco where she works when a driver failed to stop and knocked her over.

"The car hit me on the right side and I took the full impact," said Beverley, 60, from Bedford. "At first, the paramedics on the scene thought I had broken my back but fortunately it turned out to be severe bruising. My chest, ribs, elbow and wrist were also bruised."

Beverley was forced to take three months off work and required physio and counselling to help her recover. "It was a difficult time. I was in a lot of pain and could barely move.

"A friend from work told me about FirstCall. The union solicitors were very supportive, I couldn't have asked for nicer people to deal with and my case was settled within two years.

"The driver admitted responsibility and said he wasn't looking. He got fined £90 and sent on an awareness course. The police said if he does it again in the next three years he'll be charged.

"It's been a traumatic experience and I still struggle to use that zebra crossing, but thanks to the union my recovery has been less stressful."

Stephen is on the road to recovery

Stephen Cooper had no idea about the union's free legal services when he was involved in a road traffic accident last year but thankfully his union rep was on hand to tell him about FirstCall and he was able to get the compensation he deserved.

The 50 year-old was reversing into a parking bay in the staff car park at his Ocado site in Liverpool when another driver hit his car.

"The impact of the crash damaged my neck and back," said Stephen from Liverpool. "I didn't need immediate treatment but I was in a lot of pain so I went to the walk-in centre later that day. They gave me morphine and arranged an MRI. It turned out that I had a trapped nerve and two of my disks had been knocked out of line.

"When my rep told me about Usdaw's Legal Plus service my initial response was 'I can't afford a solicitor', so I was very happy to discover it was all part of my union membership.

"From start to finish the whole process was brilliant. And it took around a year to complete. The union solicitor explained everything and kept me up to date all the way through. I couldn't be happier with the final settlement, the union did me proud.

"I no longer work at Ocado but I certainly wouldn't be without my Usdaw membership."



Freedom From Fear in Batley...

Labour MP Tracy Brabin joined a Freedom From Fear campaign at Tesco Batley in July commemorating a year since MP Jo Cox was murdered while working in her constituency.

The event was organised by academy rep Michelle Hargreaves supported by other Tesco reps within the division.

The team raised £100 for the Jo Cox Foundation, a charity set up to support Jo's friends, family and colleagues in their efforts to continue her work and to highlight the issues she cared about so deeply such as the protection of Syrian civilians.



Reps remember the late MP Jo Cox

Tracy Brabin is a keen supporter of the union's campaigning work and was thrilled to attend the event. "It was a pleasure to join Usdaw reps promoting the Freedom from Fear campaign and collecting for the Jo Cox Foundation," she said. "Abuse should never be part of the job, and that's why this campaign to protect workers from violence, threats and abuse is

so important.

"My thanks go to Usdaw for working in my community to raise awareness about the issue and for raising money for a wonderful cause."

Jo Cox's sister Kim Leadbeater, divisional officer Joanne Thomas, deputy divisional officer Cathy Godfrey and area organiser Steve Maundrill also attended the event.

Get involved in Respect Week 2017

Udaw's Freedom From Fear campaign seeks to prevent violence threats and abuse against workers.

Shocking research reveals that every minute of the working day another shopworker is verbally abused, threatened with violence or physically attacked.



As part of the Freedom From Fear campaign, reps across the country will take part in Respect Week. Events can take the form of a rep spending an hour talking to colleagues about the serious issues of violence and abuse, a campaign stall in a canteen or at

the front of the store engaging with staff and customers about the campaign aims or even an event on a local high street taking the campaign to the general public.

This year's **Respect Week** will take place from **13 - 19 November**. Talk to your Usdaw rep about events happening in your workplace

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**People
like you**

**Eli Williams is speaking out
about his journey to help others**

Inspirational Eli

Dotcom driver and Usdaw rep, **Elijah (Eli) Williams** is an active member of the Midlands divisional equalities forum and a big advocate for transgender rights.

Eli was born as Elizabeth, a woman, but after becoming clinically depressed eight years ago the Tesco worker realised that he identified as male.

"When I discovered that I was transgender it was quite a shock," said Eli, 45. "So I tried to bury it and hoped it would go away. It was only when I started Usdaw's Academy in 2014, and spent a lot of time travelling alone on the road, that I started to think about it

again. I knew then that it was something important I needed to address.

"My wife Naomi was extremely supportive and for a while I was happy just acknowledging that I was transgender, but the urge grew and grew and in the end it was

“ Elizabeth has paved the way for me to take over as Elijah

clear that I wanted to transition from female to male.

"I went with Naomi to see the doctor and was subsequently referred to the gender identity clinic to start the process.

"The physical transition will take roughly

five years to adjust to the male physique, but hormone therapy will continue for the rest of my life.

"Work has been very understanding and my colleagues now call me Eli – a name chosen by my mom.

"Saying goodbye to Elizabeth was hard. But I'm grateful for where she's got me, she ended up being a very confident young woman and paved the way for me to take over as Elijah.

"Everyone's transgender journey is different, medically and emotionally and I've decided to be open about my journey so that I can help to pave the way for others like me."

**Usdaw campaigns for
equal treatment and
opportunities for everyone**

www.usdaw.org.uk/equalities



arena Health

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

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

Safety shoes

Q I have diabetes which affects the circulation to my feet. I had a scare recently when a blister became infected. I think the safety shoes provided by work caused the problem because the toecap rubs against my foot, but I've been told they are the only type available and I have to wear them. If I want different safety shoes I'll have to pay for them myself. My work mate says this is wrong, is it?

Your mate is right. If your employer has done a risk assessment and identified that safety shoes have to be worn, then they must provide you with a suitable pair free of charge. According to the Personal Protective Equipment (PPE) Regulations, they must take account of ergonomic requirements and the state of health of the person wearing

the PPE. The shoes must also be capable of fitting the wearer correctly. So if you need a special pair of shoes your employer should provide them. Furthermore, if your diabetes meets the definition of a 'disability' under equalities legislation, providing better safety shoes would be seen as a reasonable adjustment. If your manager still insists you have to wear the standard shoes, speak to your Usdaw rep.

Checkout aches

Q I've worked on checkouts most of my retail life and they are better than they used to be. However, the volume of goods has increased substantially. By the end of my shift I'm aching all over, is there anything I can do?

Work on the checkout can be physically demanding. In a busy four-hour shift a worker can handle

over a ton of goods. Checkout design has been improved but space is still limited and the need to pick up items, scan them and, often, to pack them as well can involve a lot of twisting and stretching.

Make sure that the chair provided is in good condition. Checkout chairs only provide support if you can sit close enough in to use the backrest. At times when you have to handle heavy or large items, standing may be safer. It is usually preferable to slide heavy items past the scanner rather than lift them. Hand-held scanners or price codes on the keypad for the checkout can also reduce the need to handle heavy items.

Your employer should make sure that you are properly trained and that the chair and belts or other devices on the checkout are in decent working order.

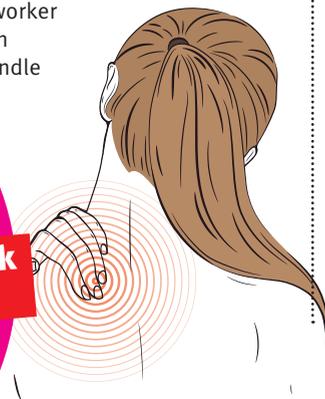
If you are concerned about any aspects of checkout work let your manager know or talk to your rep. Don't ignore regular aches and pains as they could be a warning of more serious injuries.

Diabetes distress

Q I work on the night shift in a warehouse and have recently been diagnosed with diabetes. Will this have any effect on my work?

Your health and your safety at work is a vital part of Usdaw's service. For more advice visit:

www.usdaw.org.uk/healthandsafety



The answer will depend on what type of diabetes you have and how easy it is for you to control.

Working night shifts disturbs your body clock and this can make it more difficult to cope with the effects of some forms of diabetes.

Type-2 diabetes, which can be controlled by diet, may not be a problem, provided you have access to decent food during your shift. If you have to inject insulin or are prone to rapid changes in blood sugar levels this could be more difficult. At one time people with more serious forms of diabetes were considered unsuitable for shift work. However, improvements in blood glucose testing and more flexible insulin regimes mean that you may be able to cope.

Working in a warehouse should pose no particular problems but you should ensure that you take medication regularly, eat correctly and make sure you can inject yourself in a clean, private environment.

You should have had a health assessment prior to starting night work and this should be followed by regular checks.



Drugs & Alcohol

Q At the factory where I work, they have just introduced a drug and alcohol policy. It says if I have an accident in the workplace then I will have to take a test for drugs or alcohol. I don't drink and don't use drugs and I object to being forced to take a test. Can I refuse?

Yes, you can refuse to take a test, but you could face consequences. If your behaviour was thought to be a cause of the accident and gave reasonable grounds for them to think that you may have been acting under the influence of drugs or alcohol then you could face disciplinary action.

Government advice is that all employers should have a policy on drugs and alcohol, that is welfare-based and offers help to workers who may have a problem.

Experts advise that random testing is unlikely to be effective and testing should only be

considered when it can be justified on safety grounds. As a result many policies do include provision for 'for cause' testing. That is testing when a person's behaviour gives reasonable grounds for suspicion.

Testing for alcohol is usually done by a breath test and is a reasonable indicator of impairment. Testing for drugs usually involves a urine or saliva sample. It does not measure impairment but simply shows that the drug had been used recently. It is vital that the employer consults with staff and the union before any policy is introduced. If testing is to be part of the policy it must be justified by the risk and the consequences of testing must be fully explained to all employees.

More information on drug and alcohol testing is available in the Usdaw guide on our Health and Safety A to Z section of our website.
www.usdaw.org.uk/hazards

Campaigning for equality

Usdaw members gathered in Manchester in June for the popular Lesbian, Gay, Bisexual and Transgender Get-together

The annual two-day event, now in its fifth year, offers LGBT members a safe space to discuss topical and relevant issues and gives them the opportunity to boost their confidence and make new friends.

Activists from across the country took part in workshops, listened to speakers and shared their views on supporting transgender members, mental health awareness and sexual harassment.

General secretary John Hannett and deputy general secretary Paddy Lillis met members when they visited the conference for a question and answer session.

arena spoke with members David, Eileen and Robin during the weekend...

David Robinson

First-time delegate David is a sales assistant and social media co-ordinator at CEX Ltd in the North East. He

became a member of Usdaw last year.

"I signed up for the protection at work," said the 33 year-old from Sunderland. "And there are so many benefits like being able to attend these conferences.

"I saw the LGBT weekend advertised at a Pride festival. I knew the union supported the LGBT community but until this weekend I didn't realise this conference is five years old.

"I imagined team building and 'icebreaker' activities, but it's completely different, it's very laid back, friendly and well organised.

"To see John and Paddy attend this event is great and it means a lot to members that they are here. I enjoyed hearing them speak about the recent election.

"I also found the trans discussion really useful. I can take that information back into store and tell my colleagues so that we can move forward and respect our transgender customers.

"This is the first Usdaw event I've been to and it's inspiring.



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them to [arena@
usdaw.org.uk](mailto:arena@usdaw.org.uk)

I've wanted to do more and being active within the union fits perfectly. You can see how passionate everyone is about Usdaw and now I know why."

Eileen Allardyce



Morrison's Eileen was also at her first LGBT weekend. She joined the union in 2010

and became active in 2014. Last year she completed Summer School 1 and also joined her divisional young workers' committee.

"I heard about the LGBT weekend at Usdaw's Annual Delegate Meeting (ADM)," said the 25 year-old from Edinburgh. "I spoke to my branch officials and they put my name forward and here I am.

"It's so important that





Delegates held a raffle and raised £353.64 for Guide Dogs For The Blind

Usdaw organises events like this one. It enables members who might feel quite shy and nervous to speak in a comfortable, inclusive and open environment. You feel at home even if you don't really know anyone.

"I was pleasantly surprised to find transgender rights on the schedule. It's a subject close to my heart as a member of my family is transgender.

"This weekend is about awareness and bringing subjects like transgender rights to the forefront of people's minds. Everyone will go back to their workplaces and their friends and family and talk about this weekend.

"I'll definitely come back, it's exceeded my expectations and encouraged me to get more involved and speak out about the things that matter."



Robin Abel

Tesco rep
Robin was at his second LGBT

Get-together.

He's worked at the Kings Lynn store in Norfolk for 23 years and is an active member of his divisional equalities forum.

"A lot of members don't even realise the equalities forums exist," said the 46 year-old who became a rep in 2008.

"We meet several times a year, get involved with campaigns and support the reps in our division.

"I joined the forum because I feel everything in the union is steered from big cities like London and Manchester. I come from a rural area where the challenges are very different. I like to

think I contribute the non-city way of thinking. I'm also the only gay man so it's important that this characteristic is represented.

"When I came to the LGBT get-together last year I didn't know what to expect but I found it interesting and very useful.

"You get to meet people from all over the country who work in different trades and companies so it's good to hear alternative perspectives and learn from other people's experiences.

"You can feel isolated in your own store or company and be stuck in your own bubble. It's a big world and you should find out what's happening out there."



www.usdaw.org.uk/lgbt

Spotlight Day

Caring for the carers

Usdaw activists around the UK campaign for the rights of working grandparents

Reps pulled out all the stops in May to promote Usdaw's Supporting Parents and Carers campaign and the union's annual Spotlight Day.

This year's theme was 'A Difficult Balancing Act' and aimed to reach out to people who are balancing work with looking after someone.

Stalls were set up in shops, warehouses and town centres across the country to highlight the vital role that grandparents play in providing childcare and the issues they face when balancing work with caring responsibilities.

General secretary John Hannett said: "Two-thirds of grandparents are regularly looking after grandchildren aged

under-16, providing 1.7 billion hours of childcare.

"Their contribution is all too often overlooked by policy makers and government and just as parents might need to change their hours of work to enable them to better balance paid work with childcare commitments, so do grandparents.

"Thanks to all members and reps who played their part in this year's Spotlight Day. It is thanks to them that we can spread the message far and wide and improve the rights of our working carers."

If you would like to get more involved in Usdaw's campaigning work then speak to your rep or contact your local office (details on page 47).





Sainsbury's Distribution Enfield



Tesco Seacroft Leeds



Warrington Town Centre



Basingstoke Station Mall



www.usdaw.org.uk/bearep

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The Menopause

The menopause is a normal part of ageing but the symptoms leading up to it can be disruptive for women and have an impact on their working lives. *arena* takes a look...

What is the menopause?

Medically speaking it is the last menstrual period that a woman experiences. After this she is no longer able to get pregnant naturally. This normally occurs between the ages of 45 to 55 but can occur earlier or later.

What are the symptoms?

The menopause can affect women in different ways from

a few or no symptoms to mild or severe ones. Symptoms can include:

- Hot flushes
- Perspiration
- A loss of concentration
- Eyesight changes
- Disrupted sleep patterns
- Headaches
- Anxiety
- Loss of memory
- Frequent urination
- Nausea
- Urinary infections
- Irregular periods

■ Dizziness

You should talk to your GP if you start to experience symptoms before you reach 45 or your symptoms are having a significant impact on everyday activities.

The menopause and work

Women make up nearly half the workforce and the Trade Union Congress (TUC) claims that 70 per cent of British women aged 45-59 currently work meaning more women

are working through the menopause.

Symptoms of the menopause can be heightened by working conditions but can be alleviated to some extent by simple but effective adjustments to the working environment or working practices.

Talk to your Usdaw rep if work is becoming a struggle.

Helping to reduce the symptoms...

■ A healthy balanced diet, drinking plenty of water, avoiding caffeine, not smoking, regular exercise, access to natural light and getting adequate rest and relaxation can all reduce the symptoms of the menopause.

■ Working in high temperatures can make hot flushes worse. Make sure you have access to cold water and portable fans.

■ Eyesight changes, dry skin and eyes can be aggravated by visual display equipment, low humidity and excessive air conditioning. These symptoms can be remedied by humidification equipment and regular breaks from computer screens.

■ Frequent urination, nausea, vomiting, urinary infections, heavy periods and irregular periods can be remedied by having access to toilet facilities at all times, private washing and changing facilities, flexible break times, adequate working space and access to sanitary products.

Taking time off...

For some women menopause related illness can result in taking time off sick.

The amount of time women need to take off will vary and members may come across challenging attitudes which may ridicule women's health problems.

Good practice suggests that employers should allow women some flexibility for time off, rest breaks, paid time off for medical appointments and allow women to report to female managers.

Generally speaking the more supported an employee feels the more likely they are to remain in work or return to work sooner rather than later.

Hormone Replacement Therapy (HRT) - what you need to know

Whether HRT will work for you depends on a number of factors such as weight, blood pressure, family histories of breast cancer and strokes.

Although there have been concerns raised about the safety of HRT the most recently published findings show that although not entirely risk free, it still remains the most effective solution for the relief of menopausal problems for many women in the short-term. Treatment should be reviewed at least once a year.

Every woman is different and it is essential that you seek professional advice from your doctor if you are considering starting HRT as there may be a better solution for you.

Has the menopause affected your working life? Email your story to arena@usdaw.org.uk

For more advice about the menopause

www.menopausematters.co.uk

Usdaw's health and wellbeing series...

Usdaw have produced a series of leaflets on health and wellbeing including information on diabetes, osteoporosis, migraines and hidden disabilities.

Visit the Usdaw website to see the full range of wellbeing materials www.usdaw.org.uk/wellbeing



arena Letters

Members can have their say right here

via email or post – but keep it brief!



Campaigning for compensation

Waspi Women

Cardiff Senedd saw women come from all over Wales in May to demonstrate against the treatment of Waspi (Women Against State Pension Inequality) women regarding their pensions.

We had most of the Welsh MPs speaking. Lord and Lady Kinnock also came to support. The day went really well and I believe it was a great success.

We know we cannot turn back the clock but we are

hoping to gain compensation for Waspi women. I am hoping you could highlight this to raise awareness to our members on how our branch in the South Wales division has demonstrated for this cause.
Anne Meacock
Swansea General A196

★ Jerome's fundraiser

In September I will be flying to Tanzania to climb Mount Kilimanjaro.

In doing this, I shall be raising funds for Birkett House School in Leicester, an organisation with charity status, dedicated to educating and supporting children and young adults with a wide spectrum of disabilities.

This adventure is the fruition of a long journey as an Usdaw Learning Representative (ULR) at Tesco South Wigston and has come

about as part of Tesco's policy of supporting local community initiatives and establishments.

We wanted to understand the needs of disabled customers at the store, particularly those who were deaf, or had some kind of hearing impairment. Over the following months, several workshops were organised to learn basic sign language, and to better understand the day-to-day difficulties that deaf and hard of hearing customers have to face.

Our workshops were so successful that last year, South Wigston Tesco was awarded the Makaton Charity Achievement Award, the first of its kind for any large supermarket in the UK!

If anyone would like to donate funds to Birkett House School and leave a message of support, you can go to my webpage:
www.virginmoneygiving.com/jeromeonkilimanjaro
Jerome Eatough, Leicester

Thanks and farewell

Usdaw's Kegworth branch office supervisor Kay Baldry retired in June after nearly ten years working with us.

We would like to thank Kay for all her hard work and conscientious and loyal service to the division and union. She was a valued member of the Midlands divisional team and she will be missed by all concerned.

We wish Kay all the very best for a long, happy and healthy retirement.

Gavin Dadley,
Midlands' divisional officer

HAVE
YOUR
SAY

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

★ Star Letter wins £50!



Jerome Eatough



Kay Baldry



Passing Maths level 2 in Tesco Antrim



ICT level 2 graduates at Asda Ballyclare

USDAW MEMBERSHIP AWARDS



Christine Toon - 30 years



Tania Gay - 30 years



William Smith - 50 years

The festival season

Proud trade unionists

Activists gathered in their thousands to celebrate the history of the trade union movement

Usdaw members joined activists from unions across the country and beyond in July to take part in the two biggest annual trade union festivals. Members proudly marched with the Usdaw banners through Durham and Tolpuddle to commemorate the powerful history of the trade union movement.

Durham Miners' Gala

Now in its 133rd year, the Durham Miners' Gala is the biggest trade union event in Europe.

The event is organised by the Durham Miners' Association and celebrates trade unionism and the struggles of working class people for dignity and justice at work.

Its history is traced back to the strong coal-mining heritage of the North East.

This year 200,000 people arrived in Durham for the famous gala, seen as 'more a fiesta'. Activists marched through the city with banners, colliery bands and street theatre to the nearby racecourse

The Durham Miners' Gala



www.durhamminers.org

with a fun fair and stalls offering everything from food and drink to books and crafts.

Political speakers including Labour Party leader Jeremy Corbyn, Angela Rayner MP and activist and film director Ken Loach also addressed the crowd.

Sharon Wilson



Co-op rep Sharon has been an Usdaw member for 17 years and is currently on the union's

Usdaw members at the Tolpuddle Festival were joined by general secretary John Hannett, and deputy general secretary Paddy Lillis



Academy programme. This year was her first visit to the Durham Miners' Gala.

"I enjoyed every minute of it," said Sharon, 51. "I met up with other reps and members and we marched along with our banners and danced along to the brass bands.

"The atmosphere is electric and you can see that everybody who goes is having a good time.

"My favourite part was hearing the political speeches and seeing Jeremy Corbyn.

"It is a festival not to be missed, I can't wait to go again."



www.tolpuddlemartyrs.org.uk

Tolpuddle Martyrs Festival

This annual event, held in Dorset, commemorates the sacrifices made by the Tolpuddle Martyrs – six farm workers deported to Australia in 1834 for attempting to create one of the first trade unions in response to the increasingly harsh working conditions they had to endure.

They became heroes and 800,000 signatures were collected petitioning their release before they were formally pardoned in 1836.

Around 10,000 people attended this year's event for a weekend of family entertainment, stalls, political debate, comedy and music. Activists took part in a grand procession through the village and laid wreaths on the grave

of James Hammett, the only martyr to stay in Tolpuddle.



Edwina Fairbrass

Active member Edwina has been attending Tolpuddle festival for around 12 years.

She has been a rep at her Tesco store in London since 2002.

"This year's festival had a real buzz," said Edwina, 70. "It's amazing being surrounded by people from so many different unions all coming together in solidarity for the trade union movement."

"The whole weekend is great fun with union stalls, music and speeches from the big stage and the parade of trade union banners is a sight

not to be missed."

Edwina is also responsible for making the Usdaw wreath that is laid on the grave of James Hammett.

"It is an absolute pleasure to make Usdaw's wreath. Our divisional officer Sue Merrell lays it on the grave alongside wreaths from other trade unions and politicians to pay respect and show gratitude for the martyrs' solidarity nearly 200 years ago.

"If you've never been to Tolpuddle you should go. It is part of our history. Over the years many first timers have said to me what a great time they have had and they have felt stronger for the experience of unity and solidarity amongst thousands of trade unionists."

WIN!
£50

arena Crossword

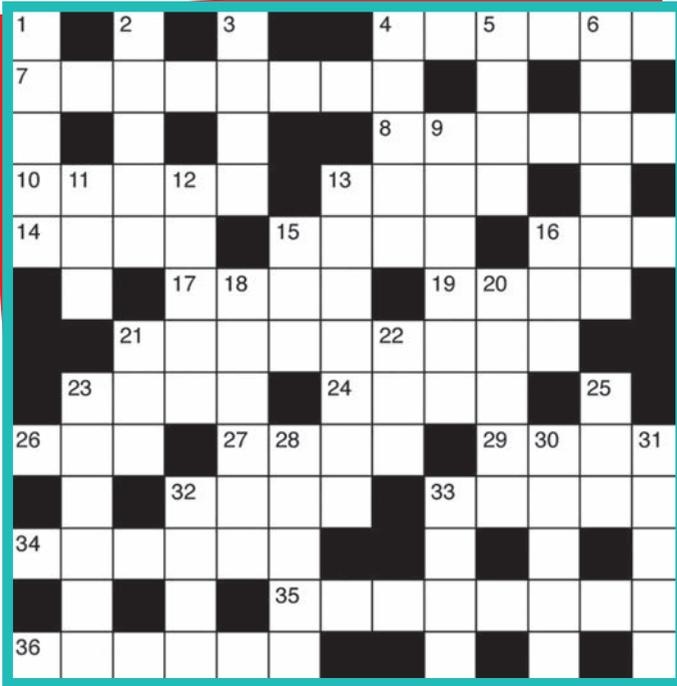
sponsored by



usdaw.org.uk/uia

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

Closing date 29 September 2017 (Not open to Usdaw staff)



Word up!

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

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

arena Summer £50 winners:

- Violet Brown
- Durham Teesside Co-op F077
- Helen Trainor
- Glasgow No.1 (Misc Trades) G111
- Graham Swann
- Norfolk Area Tesco Co97

ACROSS

- 4. Unfasten (6)
- 7. Period of 366 days (4,4)
- 8. Load (6)
- 10. In abeyance (2,3)
- 13. Beach material (4)
- 14. Clean (4)
- 15. Curved (4)
- 16. Egg cells (3)
- 17. Biblical first man (4)
- 19. Uncommon (4)
- 21. Resolute endurance (9)
- 23. Travel permit (4)
- 24. Require (4)
- 26. Candle substance (3)
- 27. Scheme (4)

29. Style and vigour (4)

- 32. Beloved (4)
- 33. Storage container (5)
- 34. Secret (6)
- 35. Ability to see (8)
- 36. Fitting (6)

DOWN

- 1. Arm joint (5)
- 2. Foundation (5)
- 3. Wheel surround (4)
- 4. Of a town (5)
- 5. Nobleman (4)
- 6. Split (6)
- 9. False (6)
- 11. Arrest, informally (3)

- 12. Complete disorder (5)
- 13. Meeting for discussion (7)
- 15. Flying mammal (3)
- 16. Mineral (3)
- 18. Dealer in cloth (6)
- 20. Common viper (5)
- 21. Repair (3)
- 22. Number (3)
- 23. Courage (6)
- 25. Not thin (3)
- 28. Afterwards (5)
- 30. Big (5)
- 31. Small amphibians (5)
- 32. Far down (4)
- 33. Price (4)

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

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



Enter the competition and you could win

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

Last issue's winners!

The winners of the 2017 Spring Issue's recruitment prize of **2 x £250** are Ramune Kulioniene and Graham Magee. **Ramune Kulioniene** from Dagenham recruited her good friend and colleague Volodymyr Goncherenko. They both work at the fruit and veg factory Davin Foods in Barking.

Health and Safety rep **Graham Magee** from Solihull Morrisons recruited colleague Tom Lewis. Graham said, "I explained all about Usdaw, how safe you are being in a union and all the other benefits that we have. So he was really interested in me getting him signed up straight away."

You could **win £250** in this issue's **Recruit a Friend** competition. All you have to do is sign up a colleague at work using the form overleaf, place it in an envelope and write: **Usdaw FREEPOST** on it and put it in the post.

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

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

Closing date is 29 Sept 2017



Tom Lewis and Graham Magee

Please complete and return to Usdaw.

Just write **FREEPOST USDAW** on the envelope and put it in the post.

FOR OFFICE USE ONLY

Branch No. _____ Membership No. _____

Please use BLOCK LETTERS and complete this form as fully as possible.

Please tick the appropriate box

Ms Miss Mrs Mr Mx Female Male

Surname _____

Forename _____

Member's Signature _____ Date _____

Full Postal Address _____

Postcode _____

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

Email _____

Age _____ Date of Birth _____

Company Name _____

Workplace Address _____

Location Number _____ Employee No. _____

Occupation _____

NOTICE

Trade Union and Labour Relations (Consolidation) Act 1992

Every member of the Union who does not object to contribute to the separate fund for payments in furtherance of political objects within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992, will contribute to that fund. Every member of the Union has the right to be exempt from contributing to it. A form of exemption notice may be obtained by or on behalf of any member either by application at, or by post from, the Central Office or any branch office of the Union. Copies may also be obtained on request from the Certification Office for Trade Union's and Employer's Associations. Such form, when filled in, should be handed or sent to the secretary of the branch to which the member belongs. An exemption notice given within one month after the date on which a new member is admitted to the Union will take effect as from the date on which it is given. Should a notice be given AFTER one month from that date it will operate as from the following 1st January.

COVERED BY THE DATA PROTECTION ACT

Recruiter's Name _____

Recruiter's Membership No. _____

Please tick the appropriate box
Have you been a member of Usdaw before? Yes No

Please tick the appropriate box
Have you been a member of any trade union before? Yes No

If so please give details _____

Union _____

Date Joined _____ Date Left _____

Contribution rate per week _____

Please tick the appropriate box

If you do not select a scale of contributions you will automatically be entered as Scale A in order to take advantage of the full range of benefits

Scale A

Full or Part-time workers

Scale C

Part-time workers only

Amount per week _____

Amount per week _____

I apply to join Usdaw. As a member of Usdaw I undertake to abide by the rules and regulations of the Union and to pay contributions regularly. I hereby authorise my employers for the time being, or their representatives, to deduct from my salary or wages the amount of contributions payable by me under the Union's Rules, as amended from time to time. I also authorise the deduction of any arrears which may accrue during my employment and agree where appropriate that my employers, or their representatives, shall notify the Union of any future changes in my home address to enable the Union to maintain a register of the names and proper addresses of its members. The home address you give is the address that Usdaw will use for balloting purposes. I give my explicit consent to the processing of data under the Data Protection Act 1998 as specified overleaf.

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



Communication

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

Channels

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

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Stockmans Way, BT9 7ET
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E: belfast@usdaw.org.uk

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E: warrington@usdaw.org.uk

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E: kegworth@usdaw.org.uk

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E: morden@usdaw.org.uk

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

Your Contacts

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

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

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

Let us know if your
details change...

www.usdaw.org.uk/update

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E: london@usdaw.org.uk



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MEMBER**

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VISIT WWW.USDAW.ORG.UK/FIRSTCALL

