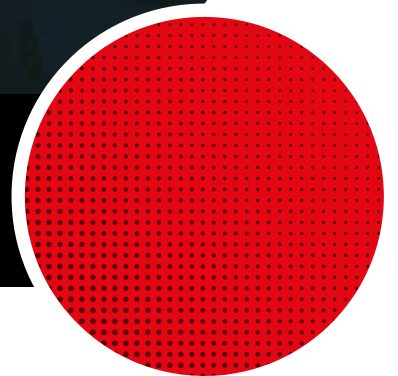


Politics for the Recovery – Delivery on Usdaw's Priorities



**Executive Council Statement
to the 2021 ADM**



Usdaw
*Union of Shop, Distributive
and Allied Workers*

Foreword by Paddy Lillis, Usdaw General Secretary



The last 18 months have brought significant challenges, some of which could be foreseen, others of which are completely unprecedented.

From Labour's defeat at the 2019 General Election which gave the Conservatives an 80 seat majority to the pandemic, the response to which has been sorely mismanaged by that same Conservative Government, Usdaw members have faced these challenges head on and have been on the frontline of the crisis.

It is clear that the road to recovery is only just beginning and that it is unlikely to be a short road. As we progress along it, it is important that we are clear on our destination. We are not simply working to restore what came before, we are pushing for so many of the changes we have long called for to finally become a reality. We are working to build a fairer, more resilient, prosperous country.

But what does that mean for Usdaw members and how do we achieve it? That is what this Executive Council Statement is all about.

To push forward Usdaw's message, the Union needs to promote our key policy priorities, priorities which are rooted in members' lives. We need to understand the changes that are needed and how policy is influenced. We need to lobby the Governments across the UK and make sure that the voice of Usdaw members is heard loud and clear.

To achieve this we need one thing more than any other, we need an engaged and active membership campaigning to bring about these changes.

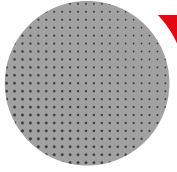
We have plenty to do and the Union needs your help. It is only by Usdaw reps and members coming together to push forward the Union's campaigns that we will achieve and deliver on the policies that matter to Usdaw members.

Together we can achieve so much more.

I urge you to support this Executive Council Statement and to get involved in campaigning with other Usdaw members and securing the recovery we want to see.

A handwritten signature in blue ink that reads "Paddy Lillis". The signature is written in a cursive, flowing style.

Paddy Lillis
General Secretary



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The working and home lives of Usdaw members are the foundation of everything the Union does. The Union exists to work collectively to improve the lives of Usdaw members through industrial and political means. In order to do this, we must understand the issues facing members and identify measures and policies to tackle those issues.

Members' Lives

The Covid-19 pandemic has had a significant impact on members' lives, both at work and at home. These are extraordinary circumstances and the impact will be felt for a long time after the initial crisis has passed. Usdaw will continue to work to support members through the immediate challenges the pandemic has presented and through the longer-term after effects.

It is important to say that there is no 'standard' Usdaw member. Every member is unique. However, we do face common issues and challenges, shared experiences that bring us together and unite us within the Union, many of which have been brought into sharper focus by the pandemic and the responses to Covid-19. It is these challenges and experiences, both pre and post-pandemic, that form a large part of the representation work carried out by reps and officials and that also form the foundation that the Union builds its campaigns around.

Across the retail sector, members face the challenges of pressure to be flexible around working patterns, low pay and the reality of a job that brings them face-to-face with the shopping public. The measures that have been necessary to protect public health during the pandemic have added pressure, with additional responsibility landing on retail workers. This combination means that members working in retail can find it incredibly difficult to achieve a healthy work-life balance through a job with a stable working pattern, a good income, and neither too many nor too few hours. On top of all that, retail is a highly pressured environment with targets and the constant need to factor in good customer service.

Throughout the distribution sector, whether in the warehouse or on the road, members face similar issues to those working in retail including around flexible working patterns and pressure on pay. Members in distribution often work in strictly controlled environments with a heavy emphasis on targets and performance management. Higher demand during the pandemic has increased pressure on the sector as a whole with members again having to absorb additional responsibility to meet targets.

Usdaw members working in the manufacturing sector experience issues concerning shifts that, due to the 24/7 nature of the sector and the food and other products produced, can involve regular night shifts and rotating working patterns that have serious effects on members' lives. In addition, whilst increasing automation is a factor for many Usdaw members, it is especially prevalent in the manufacturing sector. Financially, manufacturing is often the 'squeezed middle' of the supply chain, facing pressure from retailers to keep prices down whilst also facing pressure from primary producers such as farmers to pay a fair price.

The pressures and challenges facing Usdaw members in every sector have only increased since March 2020, as the added challenges of Covid-19 restrictions have fallen on their shoulders.

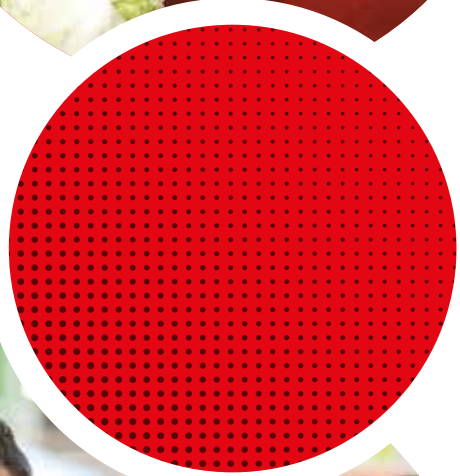
Even through these extraordinary times, there are clear similarities in the issues facing Usdaw members regardless of where they work. Finding solutions to these issues, industrially and politically, is core to the work of the Union.

Evidence Based Campaigns

It is essential that Usdaw's priorities and campaign work reflects the needs of our members and that resources are firmly focused on achieving real and meaningful improvements to their lives.

This is why it is not only important to identify issues but properly understand them through evidence gathered directly from the experiences of Usdaw members. This evidence not only allows the Union to identify solutions in terms of policies and changes in the law but also helps to make an effective and persuasive case for these solutions through our campaigns and lobbying work.

So, whether it is through pay claim items, survey responses, ADM motions or responding to requests for detailed responses on specific issues, Usdaw members provide a vital contribution not only to the Union's understanding of those issues but also to winning campaigns and delivering real and meaningful changes.



The lives of Usdaw members and the issues they face, both at work and at home, have determined the Union's eight key policy priorities, and the pandemic has highlighted the urgency and importance of addressing these issues. These are the policy areas that Usdaw will prioritise when lobbying the UK Government, the Labour Party and the devolved administrations.

Low Pay and Insecure Work

What Is The Issue?

9.36 million workers, one-third of the total UK workforce, earns less than £10 per hour and millions of workers are regularly working hours which are not secured in a contract. This leads to financial insecurity and all of the pressures that it brings.

What Usdaw Is Calling For?

To address this, Usdaw is calling for a New Deal for Workers based on a real living wage, guarantees over working hours, job security, fair treatment and equality for all workers.

This includes:

- A real living wage for all workers with the National Minimum Wage immediately increased to at least £10 per hour.
- A right to a minimum contract of 16 hours per week, for those who want it.
- The right to a contract reflecting a worker's regular hours of work.
- A ban on zero-hours contracts.

Workers' Rights

What Is The Issue?

Workers need stronger rights and tougher and easier enforcement of those rights. Too often employment rights in this country do not adequately protect workers. Job losses can be the cheap, inexpensive option for businesses. Workers can face financial hardship if they are unable to report to work due to illness and too many other existing rights have severe limitations on them.

What Usdaw Is Calling For?

To strengthen the rights of workers, Usdaw has called for:

- Sick pay to be paid from day one, at a worker's normal pay rate, and all workers should be entitled to Statutory Sick Pay.
- Day one protection from unfair dismissal and redundancy.
- Improved redundancy rights and pay.
- Stronger equality laws to protect everyone in the workplace.

A Strong Retail Sector

What Is The Issue?

The retail sector is under significant pressure, and has been for many years before the Covid-19 pandemic hit. As with the pressures faced by Usdaw members, the pandemic has exposed the issues in the sector that were already there and brought them into focus. 200,000 retail jobs have been lost over the past year alone. The Government needs to protect the sector and those who rely on it.

What Usdaw Is Calling For?

Usdaw is calling for the Government to adopt an Industrial Strategy for Retail to address the longer term issues in the sector. However, as a priority we need a Recovery Plan for Retail. The Government needs to adopt immediate measures to halt the massive job losses and business collapsing in the high street retail. There must be targeted support for the retail sector as well as a comprehensive review of factors such as shop rents, business rates, town/city centre parking charges and the uneven tax system in place for high street and online retailers. The needs of workers must be addressed including job protection, tackling the abuse they face and investing in education and skills.

Early Years Childcare

What Is The Issue?

Parents, particularly women, in low hours, low paid and insecure work are often unable to access maternity pay and other family-friendly rights. Many Usdaw members currently have to rely on unpaid leave or informal childcare arrangements which can break down at the last minute.

What Usdaw Is Calling For?

Parents of young children need more support including properly funded and accessible free childcare places. Statutory Maternity Pay should be extended to 12 months. In addition, paternity provisions should be improved to introduce longer and better paid paternity leave.

Universal Credit

What Is The Issue?

The Government's Universal Credit programme is failing the people who rely on it. Basic flaws in Universal Credit, including the failure to account for weekly or four weekly pay periods mean that the system is not fit for purpose. The Government acknowledged that the level of Universal Credit was too low to meet people's needs when it temporarily uplifted payments by £20 per week.

What Usdaw Is Calling For?

Udaw wants to see Universal Credit scrapped and replaced with a social security system that tackles poverty and treats people with dignity. There must be an immediate halt to the roll-out of Universal Credit and a radical overhaul of social security to ensure that everyone in society has enough money to live on.

Udaw is demanding immediate measures to improve some of the worst aspects of Universal Credit including:

- The taper in Universal Credit which means that any UC in-work claimant who gets a pay rise loses 63p in every £1 increase in pay.
- The two child rule means that families with more than two children get no additional Universal Credit despite having more mouths to feed, clothe and house.

Trade Union Rights

What Is The Issue?

Workers should have the right to join and be represented by a trade union on a whole range of workplace issues such as pay, working hours, shift patterns, holidays, pensions, work/life balance and new technology. Unless a company agrees to voluntarily recognise a trade union, to gain statutory recognition a ballot of workers needs to be held. Whilst we accept that a trade union needs to win a majority in the ballot to be granted recognition, the requirement for a union to have 10% of the workforce in membership and to get the positive support of at least 40% of the total workforce in the ballot is unreasonable.

What Usdaw Is Calling For?

- Trade unions should be allowed to access workplaces where there is no recognised trade union so we can talk to staff during work time about the benefits of joining a trade union.
- The existing barriers to securing recognition agreements to be reviewed. The current statutory recognition thresholds should be reduced to a maximum of 2% of the workforce with a lower numerical target for large multi-site employers to trigger a ballot and the recognition ballot should be by a simple majority.



The Policy Priorities

Lifelong Learning

What Is The Issue?

Across the country, Usdaw provides our members with access to Lifelong Learning opportunities. Government cuts to these programmes, including the all-out attack on the Union Learning Fund, mean some people struggle to benefit from union Lifelong Learning.

What Usdaw Is Calling For?

With so many jobs under threat of automation, our learning programme is perfectly placed to help reskill the workforce. Usdaw is calling for significant investment in trade union education. This will include providing publicly funded entitlement to Level 2 digital skills in the same manner as the current entitlement to Level 2 in English and Maths.

Mental Health

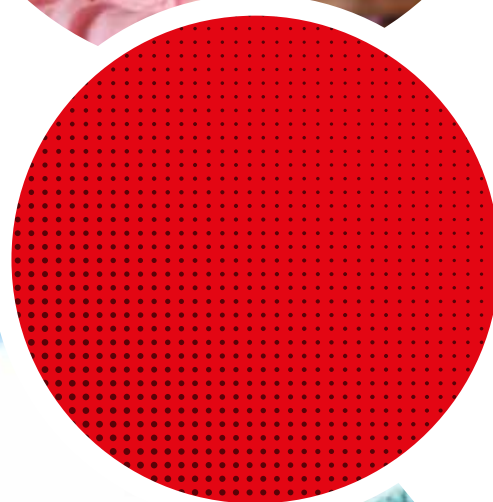
What Is The Issue?

As well as the wider mental health impact that has been caused by the pandemic, Usdaw's evidence shows that low pay, short and zero-hours contracts and a lack of a decent social security safety net are significant contributors to the mental health crisis.

What Usdaw Is Calling For?

Usdaw is calling for employers to be under a duty to undertake mental health risk assessments of employment policies, including pay and terms and conditions. Where a risk to mental health is identified, the employer must be under a legal requirement to eliminate the risk.





It is absolutely crucial that as we recover from the Covid-19 pandemic and seek to rebuild our economy, the concerns of Usdaw members are addressed.

This will involve the Union working together to identify, understand and gather evidence on those issues before speaking with a single clear voice through our campaigns about the action we need to see.

Usdaw's campaigns have always been rooted in the lives of our members, combining the industrial and political activity needed to make progress on these issues. The campaigns are based on the policy priorities discussed in Section 2 and involve members directly in campaign activity to raise awareness and secure improvements.

This campaign work, and other activity that the Union undertakes to influence policy, will continue but will obviously need to reflect the impact of the pandemic.

The Retail Recovery Plan

The retail sector has been under pressure for a long time and the effects of the pandemic have brought this crisis to a head.

Nothing is more fundamental to our members than their jobs, with stable, secure employment a key priority of Usdaw's industrial activity. The crisis in retail makes it more difficult to secure this aim and due to its nature, the crisis needs more than just industrial activity to solve.

Over the past couple of years Usdaw has focused on this problem through the 'Save Our Shops' Campaign which called for urgent action by the Government to breathe life back into the high street and the retail sector as a whole.

The impact of the Covid-19 pandemic means that this action is more necessary and more urgent than ever. The pandemic has pushed many retailers to breaking point with over 200,000 job losses and 20,000 store closures in 2020. There is a real danger of a disastrous domino effect that will not just be limited to the retail sector but will be felt right across the UK economy through the supply chains of retail companies and wider labour market.

To protect businesses and save jobs, Usdaw drew up a Retail Recovery Plan based upon our previously published Industrial Strategy for Retail and reflecting the immediate needs of the sector following the pandemic.

The Retail Recovery Plan included:

- Support for businesses to protect jobs including a fundamental reform of business rates. Retail needs decisive action from the Government to reform/reduce business rates which are increasingly looking like an outdated commercial property tax. There is also a need for an immediate and comprehensive review of retail rents and leases as they were often set at a time when the high street was more successful and dominant.
- A new deal for retail, distribution and home delivery workers based around a real living wage and guaranteed hours. This is not just about basic pay but improvements to Statutory Sick Pay (SSP) and Respect for Shopworkers through 'Protection of Workers' legislation.
- Investment in skills for retail workers, including through union learning and high quality apprenticeships. This should include an in-depth assessment of emerging trends and potential skills shortages/gaps within the sector.
- Reform of UK tax law to ensure that companies pay their fair share of tax through tackling tax avoidance and the use of offshore havens with the aim of creating a level playing field between online and bricks and mortar retailers.
- Additional funding for local authorities so they can invest in their local economy, transport networks and high streets. We cannot revive our high streets if core services continue to be undermined.

Not only are the measures included in the Retail Recovery Plan critical for the future viability of the retail sector and the jobs it provides, they also highlight how we can ensure that the recovery builds something better, fairer and more sustainable than what was there before the crisis in retail.

Tackling Violence and Abuse

Usdaw members have, for years, faced completely unacceptable levels of violence and abuse in the workplace. Too many members of the public, and indeed retail workers themselves, see this as an unremarkable part of working in retail. It is so common it has become normal. This is wrong. Abuse should never be seen as part of the job.

The pandemic has brought with it the sad reality that this situation has worsened at the very time we should all be pulling together and supporting each other. Whilst many finally recognised the key role that retail workers play in local communities and gave them the respect and thanks they were due, for many retail workers the reality on the frontline was one of increased levels of violence and abuse as they went about their jobs and tried to promote social distancing and other pandemic-related measures.

Usdaw's 'Freedom From Fear' Campaign is one of the Union's longest running campaigns. It aims to tackle these very issues by raising awareness amongst the public that this is unacceptable behaviour and pushing for policy and legal changes that will provide frontline retail workers with the protection that they need.

As we work throughout the recovery to ensure that we secure improvements to what existed before, it is clear that part of that must be realising one of the long held aims of the 'Freedom From Fear' Campaign: protection of workers legislation. Not only do frontline retail workers enforce laws around age-restricted sales, but during the pandemic they have worked tirelessly to promote social distancing and other public health measures and have often been abused for that. This cannot continue any longer and it is time for the Government to deliver the legal protection they deserve.

Financial Security

The effects of the pandemic shone a light on the precarious nature of much of our economy.

Usdaw members work in high pressured sectors where margins are tight and the demand for flexibility is high. This has traditionally put members' pay, hours and working patterns under strain and left many in financial difficulties.

Large parts of these sectors have been particularly badly affected by the pandemic leading to job losses and, in some cases, whole companies collapsing into administration.

Usdaw has worked to improve the financial security of members, through the 'Time For Better Pay/New Deal for Workers' Campaigns before the pandemic and through targeted calls for action during the pandemic around issues like Statutory Sick Pay, the Job Retention Scheme and the uplift of Universal Credit.

It is clear that during the recovery, the need to tackle the causes of in-work poverty and develop an economy where going to work guarantees that people can afford a basic standard of living will be more important than ever and particularly so in the face of calls for a new wave of austerity.

We will need to work together to take forward the key aims of the 'Time For Better Pay' and 'New Deal for Workers' Campaigns including:

- A real Living Wage.
- Minimum of at least £10 per hour for all workers.
- Minimum contract of 16 hours per week for everyone who wants it.
- A contract based on an individual's normal hours of work.
- An end to zero-hours contracts.

What Usdaw Members Need From the Recovery

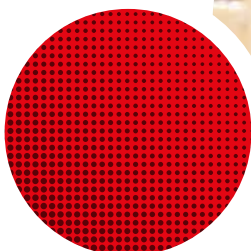
Support for Parents and Carers

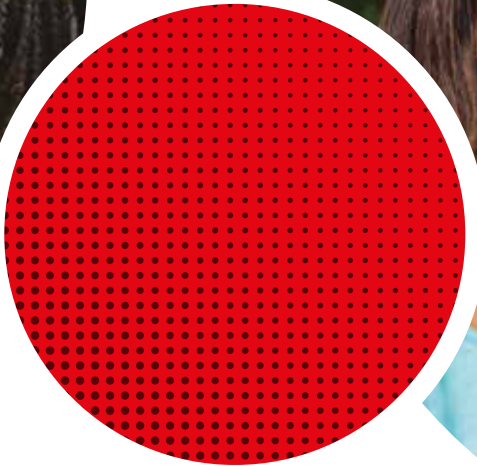
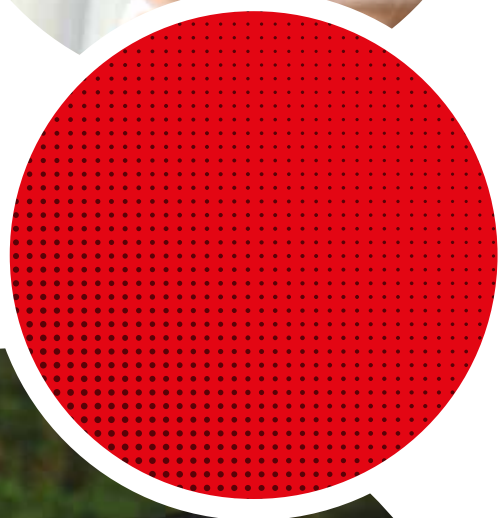
The 'Supporting Parents and Carers' Campaign has been a core campaign for the Union for many years. Working parents and carers face many challenges, some of which are especially acute in the sectors that Usdaw organises in.

Balancing caring responsibilities with working is a challenge familiar to many members and this has been brought to the fore during the pandemic with school closures and social distancing requirements placing strain on the support arrangements many working parents and carers rely on.

The pandemic has highlighted the inadequacies of current legal and policy provisions around parental and carers' leave and the clear need to rebalance work and caring commitments and the support available to do that, as we decide what society should look like at the end of the recovery. This needs to include:

- Recognition in law and workplace policies that caring commitments are not limited to people's children.
- Improvements to maternity and paternity entitlements.
- Stronger rights for carers when it comes to changes in working hours.





In order to change the law and gain support for our campaigns, Usdaw needs to influence politicians in local, devolved and national Government. Thanks to our strong links with the Labour Party, we have a good working relationship with Labour politicians, sharing common aims through the Labour Movement of improving life for working people.

However, Usdaw has a long track record of working with members of all political parties across the whole country in order to deliver for our members. We work with Mayors of cities like London or regions like Greater Manchester. We work with the leaders of local and county councils and the councillors that are elected to them. We work with members of the Senedd in Wales, politicians in Northern Ireland, MSPs in Scotland and MPs and Lords in Westminster.

All of these representatives have the ability to improve Usdaw members' working lives, so it is essential that we are able to gain their support.

Regardless of who is in Government, we work in a number of ways.

Campaigns

Uzdaw is known as the 'Campaigning Union' for good reason. We put our members' issues at the heart of our campaigning work all year round.

Our campaigns are based around the important issues, both inside and outside the workplace, that have the biggest impact on the lives of members. These campaigns are backed up with evidence to put the voice of members at the centre of all our campaigns.

For example, our 'Freedom From Fear' Campaign highlights the experience of members on the shop floor or out on the road and works to prevent violence, threats and abuse against workers. As part of the campaign, in particular during Respect for Shopworkers' Week, politicians will be invited to support the campaign either by sharing social media content or visiting stalls and other events.

Lobbying

Uzdaw campaigns will try to engage politicians and secure their support. The Union's campaigns will regularly make direct representations to politicians on behalf of our members, to take our campaigns forward and change the law. This is known as lobbying. We do this with politicians from all parties but as we share common aims with Labour politicians they are usually the most receptive.

Depending on the aim of each lobbying activity, it can take the form of targeted approaches to key people taking decisions such as Government ministers or mass lobbying events seeking to raise awareness and change opinions amongst larger groups of politicians.

An example of this is how we use the evidence we have gathered through our long-running 'Freedom From Fear' Campaign. We have lobbied the Governments on numerous occasions for a new law creating a specific offence of assaulting people who work in a face-to-face public role. We have come close to achieving this in the past and have had some success with moving this forward in Holyrood thanks to Scottish Labour but have been blocked by the Conservatives in Westminster at every stage.

Surveys, Petitions and Consultations

Uzdaw members and reps play a crucial role in gathering evidence for our campaigns through responding to surveys. For example, the annual Survey of Violence and Abuse Against Retail Staff provides key information used in press releases, briefings and formal evidence submissions.

Uzdaw also uses petitions to directly influence the Government. Usdaw launched the 'Time for Better Pay' petition about the pay and rights of a growing number of workers who find themselves in increasingly insecure employment, gaining over 50,000 signatures. Usdaw's petition calling for a law to 'Protect Retail Workers from Abuse, Threats and Violence' reached 100,000 signatures.

Street Stalls

Clearly, it hasn't been possible for all forms of lobbying and campaigning to continue as normal during the pandemic. However, when it is safe to do so, running a street stall is a direct and effective way for Usdaw members to engage with the public about Usdaw campaigns. Street stalls give an opportunity for Usdaw members to have a conversation about their personal experiences, which helps with the overall awareness of our campaigns. Until we raise these issues directly with them, most members of the public are unaware of the experience of retail, distribution or manufacturing workers, but their support is essential if our campaigns are going to be successful.

By working with the public, especially in the run-up to elections, we can make something that is an important issue for our members into a wider issue for the public which makes it an issue that politicians will need to take notice of.

Parliamentary Work

Udaw has a Parliamentary Group including politicians who are members. They often have direct experience in working in the sectors that Usdaw organises in or directly supporting our members and campaigns and are therefore extremely well placed to represent the voice of all Usdaw members in their respective parliaments and during the political decision making process.

The Usdaw Parliamentary Group also work to promote Usdaw campaigns like Freedom From Fear and Supporting Parents and Carers and to promote and highlight Usdaw's Industrial Retail Strategy at the highest levels. They take opportunities to add amendments to or draft new bills that could help Usdaw members, secure debates in their respective parliaments on issues affecting Usdaw members, and hold Governments to account by asking questions on those issues.

By having a dedicated group of politicians working to promote our campaigns, we can ensure that Usdaw members' voices are heard throughout the legislative process. Throughout the pandemic, they have been working to raise issues affecting members such as the proposed changes to Sunday Trading hours and supporting the Union's campaign for laws protecting retail workers from violence and abuse.

What a Conservative Majority Government Means

The 2019 General Election delivered a Conservative Government and this will affect how we are able to influence politics in favour of our members.

Although Government attention has so far been focussed on the response to the pandemic, looking at the actions of previous Conservative Governments, the Union is likely to face significant challenges not only in getting our message out but also directly in the form of legislation placing direct restrictions on our ability to operate.

The Conservatives not only have a history of actively attacking trade unions but they have full control of how we left the European Union and future arrangements. Previous Conservative Governments have characterised employment rights as 'red tape', with the implication that these need to be cut. The wider picture for Usdaw members is also difficult, as previous Conservative Governments have been responsible for the rise in in-work poverty, food banks and people needing to claim benefits.

However, Usdaw is committed to using all of the methods and means at our disposal and working with all politicians to deliver for our members and will continue to do so under this Government as we have done with the previous ones.



There is an important and strong link between trade unions and the Labour Party. The Labour Party was formed out of the Labour and Trade Union Movement, with the specific intention of giving working people a voice in Parliament and a direct means to take action on the issues affecting union members and working people.

Before the Labour Party was formed, working people had nobody to directly represent their interests and nobody to speak with experience as a working person in Parliament. Trade unions are an essential part of the wider Labour Movement and have been responsible for supporting working people to stand for political office for the Labour Party since the movement was first formed.

Before this, working people faced significant financial and organisational barriers to them standing for public office, and to this day many still could not stand as an MP or local councillor without the help of their union. By keeping a strong link between trade unions and the Labour Party we can ensure that our members have a direct voice in their parliaments and in Government. Without this link, working people today would still have no genuine representation in the Government.

Because of our shared values, Labour politicians are usually receptive to Usdaw's campaigns and the need to strengthen workplace rights and improve terms and conditions. While we will lobby all elected politicians to further our members' interests, Labour politicians are connected to Usdaw through the Labour Party and have time and time again shown themselves to be more receptive to the views of trade unions and trade union members. Through the structures of the Labour Party Usdaw is able to help shape and influence Labour policy.

Usdaw has influence in and works with the Labour Party in a number of ways.

Local Links

The Union works at all levels of the Labour Party and is a presence at a local as well as a national level. There are local Labour branches (which select local councillors) and Constituency Labour Parties (which select the MP). There are also local Campaign Forums which set the local campaigning and manifestos for the local area. As a trade union affiliated to the Labour Party, Usdaw branches have the right to affiliate to local Constituency Labour Parties where they have members living which gives those branches a role in selections and a right to send motions to that body.

If you are a member of Usdaw you can attend meetings of your local Constituency Labour Party as an Usdaw Delegate if your branch is affiliated, which gives you the right to speak on behalf of the Union at a local level and to influence policy and decisions taken in these meetings.

Motions

As an affiliated trade union, Usdaw has the right to attend regional and national Labour Party conferences and to submit motions. These motions can then help shape Labour Party policy and influence the debate around Usdaw's campaigns. While motions do not always become formal policy, the strength of feeling in the room when a policy is adopted by a conference can have a significant impact and raise awareness of an issue on a national stage.

Usdaw has submitted motions on our Industrial Retail Strategy, better pay and conditions, and on protection of shop workers which have all been adopted by the Labour Party as their policy.

National Policy Forum

The National Policy Forum brings together representatives of Labour members, elected politicians and affiliated trade unions with the shadow cabinet in order to work on policy development for the Labour Party.

The National Policy Forum is divided into specific, focussed policy commissions which receive formal submissions, evidence and ideas all year round. As an affiliated trade union, Usdaw not only submits proposals and evidence regarding our policy priorities to the National Policy Forum, but also has policy specialists on the commissions who work to help the Labour Party develop good policies which will best deliver for our members.

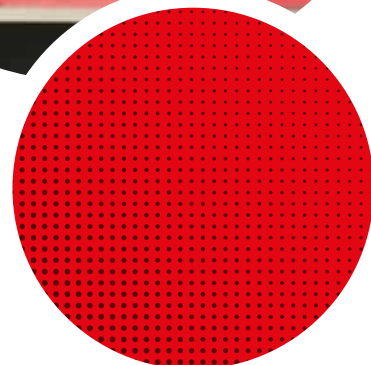
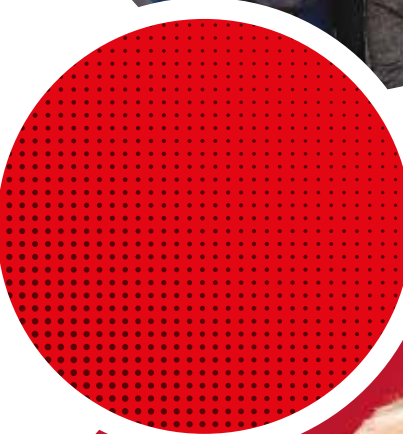


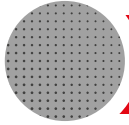
Manifesto

A manifesto is a crucial document for any political party at a General Election, as it sets out the tone and platform for the prospective Government. If a policy is in the manifesto, it is very likely to be made into law if the party wins. The national Labour Party manifesto is formed in stages through consultation with groups such as the National Policy Forum, the affiliated trade unions, and the National Executive Committee. Usdaw has representatives in each of these groups so that we can ensure that Usdaw member's voices are a part of the conversation and that policies that will benefit members become law.

Because of their devolved parliaments, there are also Scottish and Welsh manifestos which specifically cover the areas that these Governments have responsibility for.

It is not only workplace policies that Usdaw makes representations on. A key policy that Usdaw worked to have included in the 2019 Manifesto was on the importance of good quality, affordable childcare for all children over the age of one.





Appendix: Useful Contacts

Central Office

Usdaw Politics Section

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