

NETWORK



MAY/JUN
2015

The bimonthly magazine for Usdaw Activists

www.usdaw.org.uk

LATEST NEWS

BOOTS SITE VISIT

ACTIVIST IN DEPTH



Policy decisions at ADM 2015

... EQUALITIES ... SPOTLIGHT DAY ... RECRUITMENT ... LETTERS ...



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Comment

General secretary John Hannett

The general election result didn't go the way we wanted but that doesn't mean Usdaw just waits around for the next one in 2020, far from it.

Our work as the campaigning union goes on; fighting for better pay, improved terms and conditions and a safe working environment for all of our members.

We will also continue to make the case to politicians for an equal and just society which means a decent NHS, good education opportunities for the next generation and a housing market which gives everyone a chance to either get on the housing ladder or have the choice of an affordable rented property.

Conservatives' cuts

The emergency Budget in July will see the Tory Government set out its spending plans and this could see cuts or freezes to both in-work tax credits and other benefits which working families and low paid workers rely on.

In the election campaign the Tories said they would not raise VAT, income tax or National Insurance so their cuts agenda will have to come from somewhere and my fear is that once again it will be the low paid who pay the highest price.

Labour's future

The next few months will also see Labour elect its new leader and I want to urge as many of our members as possible to get involved in this process. It's easy to register to get a vote either at support.labour.org.uk or call our politics section for more details.

It's important the Labour/union link is maintained and one way of ensuring this is to reconnect working people with the Labour Party at local, regional and national level.

We have many activists serving as Labour councillors already and I know there is enough talent in our ranks for that number to increase. Getting involved in local politics can give our reps an essential role in how their communities are run and Usdaw can provide help and support for anyone who is interested. Again, contact our politics section for more details.



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Usdaw
Empowering the Disadvantaged

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New deal at Timpson's



Usdaw has signed a new recognition agreement with Timpson giving the union access to around 600 employees at the Max Spielmann photo processing department within Tesco stores.

General secretary John Hannett joined national officer Pauline Foulkes and senior company representatives Gouy Hamilton-Fisher and Laura Rowley to sign the deal at Usdaw's Manchester HQ.

"We're delighted to sign this agreement," said Pauline. "Not only will it give us the opportunity to recruit, but it will also allow us to elect a number of Usdaw reps.

"We welcome the chance to work in partnership with Timpson to build the Max Spielmann brand in Tesco.

"We are also looking forward to developing a positive and constructive relationship with both the company and staff across the UK."

Activists out in force at annual Pride event in Birmingham



Activists from the Midlands division flew the equality flag when they took part in the Pride march in Birmingham in May. Members of the divisional equalities forum, reps and

members decked out in t-shirts and with Usdaw's distinctive flags joined the crowds to promote fairness, tolerance and equality at the annual event. More at: [Flickr.com/UsdawUnion](https://www.flickr.com/UsdawUnion)

Fatal football

PLAYFAIR QATAR

More than 1,400 World Cup workers have died in Qatar, dwarfing the corruption scandal currently engulfing football's ruling body FIFA.

Thousands more have been injured, claim campaigners who are urging the event's sponsors to bring pressure on the Qatari regime to improve health and safety, the shocking living conditions and almost total absence of workers' rights.

The campaign Playfair Qatar estimate that more than 4,000 Qatar workers will die by the time the World Cup starts in 2022 – if nothing is

done to stop it.

"Without sponsorship from FIFA's partner companies Coke, VISA, McDonald's, Adidas, Kia and Hyundai, this multi-billion dollar tournament couldn't take place," said a spokesman.

"These firms all have ethical policies in place for their own supply chains, but are silent on the abuses they are funding in Qatar."

The campaign is calling on workers across the globe to send an email to FIFA's sponsors now, calling on them to speak out.

www.playfairqatar.org.uk

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Labour leadership vote

Usdaw members who pay the political levy can have their say on the next Labour leader if they register as supporters.

Four hopefuls have announced their intention to stand; Andy Burnham, Yvette Cooper, Mary Creagh and Liz Kendall. All four have to get the signatures of at least 35 fellow MPs to secure their place on the ballot paper.

Under rules agreed last year, all Labour Party members, registered supporters and affiliated supporters – including union members – will be allowed a maximum of one vote each on a one member, one vote system.

Members can sign up online at: support.labour.org.uk/

Or call Usdaw's politics office on 0161 249 2452 to sign up by phone.

General secretary John Hannett said: "This is a crucial election and I want as many Usdaw members as possible to participate in the process.

"It's easy to register and more importantly every vote counts equally under the new system. The new Labour leader will lead our fight for justice and equality over the next five years."

The election will be held from the 14 August to 10 September, with voters asked to rank candidates in order of preference.

If no candidate gets 50 per cent of all votes cast, the votes will be added up and the candidate with the fewest votes eliminated. Their 2nd preference votes will then be redistributed until one candidate has 50 per cent of all votes cast.



Andy Burnham MP



Yvette Cooper MP



Liz Kendall MP



Mary Creagh MP

Poultry bug warning

Consumers are being warned of the potential dangers of undercooked or badly prepared chicken after a recent survey found the campylobacter bug present in up to 80 per cent of shop bought chickens.

The Food Standards Agency found that three in four raw chickens are carrying the bug, which is the most common cause of food poisoning in Britain with some 280,000 cases a year. It can also be fatal and has been linked with 100 deaths a year.

Experts recommend thorough cleaning and cooking to avoid infection.

Booker buys convenience

Cash and carry firm Booker, owner of Makro, is set to spend £40m when it buys convenience chains Londis and Budgens.

Londis with 1,630 stores and sales of £504m and Budgens with 167 stores and a turnover of £329m will add to Booker's existing 2,982 Premier branded stores in the UK.

Booker currently employs around 13,000 staff.

Completion of the acquisition is conditional on the approval of the competition and markets authority.

■ Meanwhile, Sainsbury has given Argos space at two of its stores in Cheshire and Surrey with ten planned in total.

Government plans listed

The Government's legislative plans for the year ahead were unveiled in the Queen's Speech to Parliament in May.

Dominating the immediate debate will be the referendum on an in/out decision on the UK's membership of the European Union.

Other plans include: A Childcare Bill to introduce 30 hours of free childcare for three and four year-olds.

Bills on energy, housing, trade unions, finance, welfare, immigration, local government, Scotland, Wales and Northern Ireland, policing, education are also expected. However, plans to end the Human Rights Act have been postponed.

B&Q sell to B&M stores

B&M Bargains look set to buy 12 former B&Q sites as part of the discount retailer's expansion plans, according to press reports.

DIY chain B&Q has said it will shut 60 of its 360 stores over the next two years while B&M plans to open 60 new stores this year alone. B&Q has been hit by a decline in the DIY market and fiercer competition from rivals.

Meanwhile, the discounter B&M has recently revealed pre-tax profits of £61m on sales of £1.65bn.

Other B&Q stores could go to food retailers although these would be subject to planning permission being granted.

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ADM 2015



JOHN HANNETT



PADDY LILLIS

More than 1,300 activists and officials debated and decided on the big issues for Usdaw members at the 69th Annual Delegate Meeting (ADM) which took place in April at the Winter Gardens, Blackpool.

It was a packed four days with more than 100 propositions appearing on the Final Agenda Paper, a speech from the shadow business secretary **Chuka Umunna**, a number of fringe meetings, and a chance for the activists to meet up and relax at the evening socials.

President **Jeff Broome**, fresh from his fourth election victory, chaired the event while executive councillor **Barbara Wilson**, chair of standing orders, ensured the conference ran smoothly. General secretary **John Hannett** and deputy general secretary **Paddy Lillis** replied to the debates on behalf of the executive council. *Network* was there too and offers a roundup of the main debates...



JEFF BROOME



BARBARA WILSON



CHUKA UMUNNA



BARRY EDWARDS



Usdaw Campaigning

Usdaw



Usdaw



PHILIPINE AKABA



JURAJ ZILIK



COLIN EDMONDSON



KEVIN GALE

Christmas trading excess



GORDON GOFF

Stopping retailers from trading beyond 4pm on Christmas Eve and New Year's Eve will allow members to spend more time with their families, **Gordon Goff** (Pembrokeshire A140) told delegates.

"Staff have to get home and closing the shops at 4pm will give members who use public transport more time at home," he said. "Staff who work later should be allowed to bring their shift forward." He called on national officers to press the retailers to close at 4pm.

The proposition was seconded by **Edwina Fairbrass** (South West London H88). "Trading has been getting later and later

often 10pm," she said. "By the time our members get home it's almost Christmas Day. This late trading is about greed, but 'enough is enough'. We call for a blanket closure across all formats including convenience stores. This is a reasonable request. With online shopping do we really need such late trading? Everyone should be able to share in the festivities." She said customers should plan more carefully.

Jonathan McCartney (Ayrshire and South West Scotland Tesco G3) supported the call as did **Val Cooke** (North Herts Tesco Retail C51) **Lesley Neave** (Norwich and Mid Norfolk C88), **Raktima**

Bhadra Sarkar (Cardiff Central A51), **Kevin Gale** (Worcestershire Area Co-op and Tesco E93) and **Colin Edmondson** (Coca Cola NI K25).

"This is a passionate issue," said John Hannett. "It's all about work/life balance. Retail is not an emergency service, it is a service. Workers deserve quality time at home during this important period. We want trading hours that are fair not excessive, the balance isn't right at the moment. Yes we accept retailers want to meet the needs of the customer but they have to pay more attention to the needs of their staff."



EDWINA FAIRBRASS



JONATHAN McCARTNEY

Instant info needed

Usdaw needs to react more speedily to workplace changes to keep reps up-to-date and to ensure reps are fully equipped to deal with enquiries from members, **Pia Sands** (Sussex No.1 H42) told conference.

"All too often reps are compromised and ill-informed," she said.

"On many occasions I have been taken unawares about proposed changes in the workplace. This is embarrassing and makes me look unprofessional. The media often puts information out before we know about it. We need better and speedier communication between the union and its reps."

Kenneth Kenny (Plymouth and District General A88) supported the call. "Why not introduce email alerts from negotiating officers and area organisers to the reps to improve communication hopefully before it gets to the media."

Richard McDermid (West

Midlands Sata E64) added: "Yes communication is key and often given at the last minute by the company, that's unacceptable. I fully support this proposition and we need meaningful consultation too, companies are too concerned about themselves and not the workforce."

John Hannett replied to the debate. "Channels of communication have changed as has the technology behind it," he said.

"Social media is playing a huge part in that revolution too. Our reps and Usdaw are embracing this, it's clear paper communications just aren't quick enough anymore.

"But too often information gets out before our reps have it so yes consultation is important and so is our ongoing drive to quicken our communication methods.

"Too often companies tell us last, due to circumstances beyond our control, but we will take this proposition forward."



PIA SANDS



VAL COOKE



KENNETH KENNY



LESLEY NEAVE



RICHARD McDERMID



Stop unpaid overtime

Too many workers are doing unpaid overtime to complete tasks and Usdaw's negotiators should end this practice and ensure all overtime is voluntary and paid, **Steve Moritz** (NW Tesco Retail No.3 K76) told delegates.

"I feel very passionately about this," he said. "I, and many others, are concerned retailers expect staff to do unpaid overtime. I often work in other departments to cover for colleagues beyond my contracted hours. I'm told I can't have overtime. Why? Because I'm a wages clerk.

"Reality says I should get paid but in practice I don't. Staff have pride in their job and want to get their jobs done. This is a chronic and unfair situation across the industry and we need to stop this regardless of store budgets. We need to stand up collectively to stop it."

Rikki Allen (Tesco Banking G372) said his call centre has the

same difficulties. "Workers are missing their buses and getting home very late to clear the workload. No payment, so a lot of money is being saved by the firm."

Raktima Bhadra Sarkar (Cardiff Central A51) and **Barry Edwards** (North Sussex H39) also supported the call but he urged reps to resist.

"As reps we should be showing more leadership and refusing to work unpaid overtime, taking our breaks, and saying 'no'," he said.

"We must show an example to our colleagues so stand up, be counted and make this proposition work."

Edwina Fairbrass (South West London H88) also backed Barry's call.

"The more you give the more the company will take," she said. "It's time for us reps to support our teams. You don't have to be rude. We must stick together. Our message is 'we work to live, we don't live to work'."



STEVE MORITZ



RIKKI ALLEN



Night shift premiums



Night shift premiums should be set at 33 per cent in law to reflect these workers who are at greater risk of health problems, said **Juraj Zilik** (DHL Logistics Dartford H95).

"Research shows the difficulties faced by these workers including higher rates of type 2 diabetes, depression, cancer and heart attacks," he said. "The scale and damage caused by long term night shift working has profound affects on the worker, upsetting the natural body clock, causing sleep deprivation and putting them at risk of many other health problems.

"Yes night shift work is vital for companies and the economy but we must recognise the health implications and pay a higher rate of pay of at least a third more."

Catherine Parr (North London Tesco C1). "Maybe we should amend the term to shift workers rather than just night shift workers because where I work some staff start at 3.30am some 4.30am."

Paul Holland (Warwickshire Area Tesco E54) added. "Hazardous jobs deserve a pay rate to reflect it." **Philippine Akaba** (South West London H88) also supported the call.

Paddy Lillis replied to the debate. "More and more workplaces are operating 24/7," he said. "This has a massive impact on our members. We know the health impacts of night shift working as well as the affect on family life.

"Premiums are important both to reward and attract staff. We support the call but we want to see our negotiators get these premiums up and not rely on the Government."

Minister for mental health

“We wouldn’t tolerate physical illnesses being ignored”



The Government should appoint a minister with responsibility for mental health to improve services and increase resources, **Dawn Allan** (NW United Biscuits K66) told conference.

“We wouldn’t tolerate physical illnesses being ignored or patients being told to fend for themselves,” she said. “Mental health issues are a common problem yet we have seen help centres closed and services slashed. It is a scandal, that’s why we believe a minister would hopefully show a commitment to helping people who at present have to wait weeks for treatment.”

Dean Wilson (North Herts Tesco C51) seconded the proposition. “Mental health affects many of us including me,” he said. “I’m still waiting for my medical appointment.

“Appointing a minister would raise the issue with employers and help charities too.”

Jonathan Charnock (West Yorkshire Tesco F192) supported the call.

“Stress, anxiety or depression will touch many of us as individuals or affect a family or work colleague,” he said. “But it’s not taken seriously enough by society. People often hide their illness because they fear they will be considered weak.

“I would also urge reps to sign up for the mental health awareness course. I can’t recommend it enough. We need to get rid of that social stigma attached to mental health and getting more information out there will help.”

Support also came from **Shawney Hind** (Leicester Area Tesco E68) **Debbie Newman** (Chelmsford and Colchester Retail C37).

As part of the same health services debate **Lynn Goodwin** (NW Sainsbury No.2 K234) called on the

Government to abolish prescription charges in England.

“It’s now £8.20 for a single prescription,” she said. “So multiple medications means the costs become a real struggle. Fees for spectacles have also gone up.

“Hard-working tax payers are being penalised. Fuel costs, rents, childcare and food has all gone up.

“Why should England be different to Scotland, Wales and Northern Ireland?”

“Too many people are doing without their medication and risking their health further and end up in hospital costing the NHS more. It’s a false economy. It’s tax raising from the sick.

“A healthy society means free medication for all, fewer days off sick, higher productivity, fewer at the doctor’s surgery and fewer hospital visits.”

First time speakers ADM 2015





DEAN WILSON



JONATHAN CHARNOCK



SHAWNEY HIND



DEBBIE NEWMAN



LYNN GOODWIN



RAY TAYLOR



CHRISTOPHER McLAUGHLIN



MARIA SUTTON



MOIRA MAXWELL



RAKTIMA BHADRA SARKAR

Access to justice

Changes to Legal Aid have to be made by government to widen its availability and give working people access to justice, **Ray Taylor** (Sainsbury's Northern F174) told delegates.

"The Tory-led Coalition has castrated the Legal Aid service, reduced its funding and now 70 per cent of the population cannot access it," he said. "The current system started in 1950 and then covered around 80 per cent of the population, that dropped to 40 by 2009 and this will fall soon to 30 per cent.

"The law applies to everyone

there are no 'opt outs'. Anyone who needs it should have access to sound, professional, legal advice. The law has to work for both rich and poor alike. At present the Legal Aid system is withering on the vine. Cases of huge public interest may be missed."

The proposition was seconded by **Christopher McLaughlin** (Fallowfield K21). "We can pursue a tribunal claim, or a personal injury case through Usdaw's legal service," he said. "But justice should not depend on whether someone can afford to bring a case to court."

Health practices

New systems of accident reporting are misleading, often inaccurate and time consuming, **Maria Sutton** (Barry and Penarth PT A111) told conference.

"The old system where accidents were recorded on paper and in triplicate for those involved was much better," she said. "Now, under the new system if an employee needs information for health and safety or legal purposes they have to write to head office and this delays the process greatly." She called for the old system to be re-instated and conference agreed.

Roll cages should be pushed not pulled in line with advice from both the NHS and the Health and Safety Executive (HSE), **Moira Maxwell** (Ayrshire and South West

Scotland Tesco G3) told delegates.

"Neck and back ache is causing problems because company training says 'pull' cages," she said. "This is causing impact stress, accidents and injury. It's time to review this. Staff are under pressure to help out off-loading lorries and move stock. So we need to urgently revise the training to bring it into line with the NHS and HSE advice."

Speaking in the debate **Paul Holland** (Warwickshire Area Tesco E54) raised the problem of staff pulling two cages against the safety recommendations while **Raktima Bhadra Sarkar** (Cardiff Central A51) supported the call for better accident reporting procedures.



Workers' rights in focus

The Government should introduce a new bank holiday in late October or early November, **Richard Ward-Kong** (NW JD Williams K200) told conference.

"The UK has the lowest amount of bank holidays in Europe and second lowest in the world, he said. "The gap between the holiday in August and December is four months and this needs amending."

Unions should be able to claim automatic recognition rights where membership exceeds ten per cent in companies with more than 250 employees, **Michelle Griffiths**

(NW JD Williams K200) told delegates.

"Currently a business does not have to recognise unions until membership reaches 50 per cent," she said. "Members are desperate to end 'management by fear' and improve their terms and conditions.

"We could spend thousands of hours recruiting only to have a flimsy agreement or worse be dragged through the courts by management. The courageous ten per cent who join first should be treated with dignity.

"We should have access to

recruit, represent, training for reps, and have regular meetings with management. Rightly or wrongly we may never see our rights taken by Thatcher restored but we believe workplace justice is within our grasp if the law is changed."

Keith Lewis (East Cornwall A73), and **Stephen Lord** (NW Holland Pies K44) supported the proposition and called on Labour to revisit its approach to anti-trade union legislation. "Strikes are always a last resort," said Stephen. "We must hold politicians to account."



RICHARD WARD-KONG



MICHELLE GRIFFITHS



KEITH LEWIS



STEPHEN LORD



BERNADETTE CONNOR

Scrap rip-off rental fees

Estate agents and private landlords should not be allowed to charge massive upfront charges to prospective tenants,

Bernadette Connor (Mid Counties Co-op E70) told ADM.

"The Government should stop these rip-off fees of up to £2,000, insecure tenancies and big deposits," she said. "These could be replaced by an insurance

based system which can move with the tenant and prevent unscrupulous landlords withholding deposits."

Southern divisional councillor **Alan Higgins** supported the call. "In my area there are 20,000 people on the waiting list for a home," he said. "We want to see a social-run letting agency, giving more control on fees, rent controls and reducing the waiting list. The Tories want to sell off social housing and these homes

will not be replaced. Let's have some common sense on housing."

Rosalee Walters (West Sussex PT H96) also agreed. "We pay more than £700 a month rent. We get by but it is really hard so please support this proposition."

John Hannett replied. "There has been a UK housing crisis for years with more than 1.8m households on the waiting list," he said. "Rents are rising faster than wages, young people are forced to live with their parents and it's clear the Tories aren't interested in building affordable homes. Action is clearly needed on fees, rents and the availability of properties."





Cut VAT

Usdaw must lobby the Government to reduce VAT back to 17.5 per cent, **Margaret Anderson** (Northern PT F176) told conference.

“VAT at 20 per cent hits the low paid, part-time workers and pensioners, reducing VAT would have a positive impact on everyone,” she said. “I often have to decide between eating or heating and in the winter that’s a hard decision. I would save £21 a year on just one amenity. Think how lowering the VAT rate would affect you and your families.”

Seconder **Terry Brown** (St Merryn Cornwall A186) agreed. “Let’s fight for this reduction,” he said. **Michael Green** (Northern Morrisons F99) also backed the call. “Reducing VAT will help families and boost the economy,” he said.



MARGARET ANDERSON



TERRY BROWN



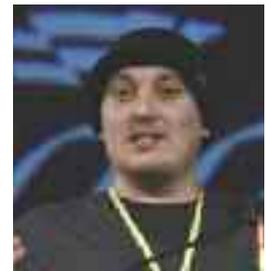
MICHAEL GREEN



ALAN HIGGINS



ROSALEE WALTERS



PAUL HOLLAND

More ADM decisions in brief...

- Delegates agreed a small increase in the subs of 3p for Scale A to £2.32, 2p for Scale B to £2.02 and 2p for Scale C to £1.45.
- Next year’s Organising Awards will include an additional category for ‘outstanding achievement’ following a successful proposition from Exeter General A87.
- ADM agreed that the union should produce more health leaflets aimed at men.
- Bereavement leave should be improved and management should show more understanding.
- Convicted paedophiles should not be allowed to resettle in the same residential area where they offended.
- The Government should legislate to ban ‘legal highs’ which cause hospital admissions, mental health issues and sometimes death.
- There should be more adequate housing for victims of domestic abuse.
- The Government should stop closing libraries and youth centres and reverse its spending cuts.
- The union should oppose the Transatlantic Trade and Investment Partnership (TTIP) which could see the NHS privatised and deregulation of other areas including fracking.
- The Education Maintenance Allowance (EMA) should be reinstated to help students from low paid families.
- Parents should be allowed to take their children out of school without penalty to avoid unfair price hikes by the travel companies during the holiday season.
- Refresher training courses should be offered to reps who have been in place for five years or more so they can keep up-to-date with changes in the law.
- Occupational health practitioners should not be allowed to overrule GPs or consultants sick notes or recommendations and should be an independent body without bias towards the employer.
- Employees need stronger protection in law from contract changes due to ‘needs of the business’ and Usdaw should press companies to agree a clear and rigorous definition of ‘business needs’.
- The union should press the Government to reassess the current allowance for carers to recognise the billions of pounds carers save the UK economy.
- The cost of funerals should be challenged with many people unable to afford the rising fees or insurance.
- Fathers should be given paid time off to attend ante-natal appointments with their wife or partner.
- Three executive council statements on *The Cost of Living Crisis*, *The Coalition – Taking Us Backwards on Women’s Equality*, and *Usdaw and Labour – One Week to Win for our Members* were carried by conference.



See the ADM special picture roundup on pages 28 and 29

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Is worry tying you up in knots?

Our members feel more worried now than they did five years ago.

Usdaw has held a Spotlight Day every year for the last eight years as part of its award-winning Supporting Parents and Carers campaign – each year the theme of the day changes.

This year the campaign is called ‘Is worry tying you up in knots?’. We want to use the day to let members know that the union understands that times are tough. Members might be worried about any number of issues – they might be worried about money and making ends meet, changes to working hours or balancing paid work with caring for children or older relatives.

We want to encourage members to talk to their Usdaw rep sooner rather than later if they’re experiencing problems. If the problem isn’t a workplace issue or isn’t something the union can help with directly then reps can help by pointing members in the direction of an expert organisation by handing out the Usdaw leaflet – ‘Where to go for help’ (Leaflet 400).

We also want to use Spotlight Day to let reps know about what rights members have at work if they are worried about changes to their job or are struggling to balance paid work with looking after someone else.

8 out of 10 of our members think life is harder now than it was five years ago

Members tell us they worry about:

★ changes to their jobs

★ time off work

★ caring responsibilities

★ money

Times are tough across all industries which can lead to a rise in mental health problems

87 per cent of Usdaw members say they, or someone close to them, have had a mental health problem

All activists should have received their paper copy of this year’s Supporting Parents & Carers Spotlight Day campaign pack. If you haven’t received your’s contact the equalities team via email at: equalities@usdaw.org.uk

To find out how to get more involved on social media visit: www.usdaw.org.uk/talktousdaw

John Hannett
General secretary



Is worry tying you up in knots?

Worried
about changes
at work?

Money
worries?

Worried
about juggling
work with
caring for
someone?



**Worried
about your
attendance
at work?**

**worried
about
worrying?**

Usdaw Supporting
Parents & Carers

*Calls charged at local rate

Improving workers' lives – Winning for members

Talking about what is worrying you can be the first step to putting the worry behind you. Talk to Usdaw. If a workplace issue is worrying you Usdaw can help. If you are worried about something going on outside of work, Usdaw can help point you in the direction of expert support.

Helpline: 0845 60 60 640*
website: www.usdaw.org.uk
email: parentsandcarers@usdaw.org.uk



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Usdaw

*Union of Shop, Distributive
and Allied Workers*

#TalkToUsdaw

April 2015

TTU Poster 15



Wednesday 24 June 2015



We all worry when things go wrong at work or at home but sometimes we can feel as if worry is getting on top of us.

Members tell us that the problems they worry most about are changes to their job and getting time off work when someone needs looking after.

Parents and carers should have their family and caring commitments taken into account when decisions are being made about changes to their job.

The most common changes our members face are changes to their hours of work, the place or department they work in or the type of contract they are on.

Job Changes - Things to consider?

- * Is there an alternative to the change that's being proposed?
- * Could the change be done on a temporary basis?
- * Could the extra hours needed be covered by using overtime?
- * Has the member had their hours or any other part of their job changed before?
- * Is the change reasonable?
- * Is the member pregnant or a new mother?
- * What will be the impact of the change on the member's overall income?
- * Does the member have children or other people who depend on them for care?

Time off work - Things to consider?

There are a wide range of reasons why members might need time off such as family illness or settling someone into hospital or a care home. The amount of time a member needs could vary from a few hours to a period of several weeks or even months.

In these circumstances members may have a legal right to time off. They may also have rights which are better than what the law gives them.

- * Has the member asked the manager for time off?
- * Does the member have a legal right to time off?
- * Does the company's policy give the member extra rights?
- * Does the member need longer term support?



Working Carers Know your rights (Lft 343)



Worried About Money? Know your rights (Lft 385)



Where to go for help (Lft 400)

Is worry tying you up in knots?



In the spotlight Tracy Millard



South Wales and Western division's Tracy Millard talks to Network about her experiences as a rep...

Why did you join Usdaw?

Prior to working in retail I'd worked for the Bank of England where I was a union rep. As soon as I started working in Tesco I joined up during my induction.

What's the best thing about being a rep?

Being there to help and support members. A highlight for me was being elected a county councillor. If it hadn't been for Usdaw I would never have done it. Usdaw made me realise that politics touches our lives daily.

Are there any downsides?

Sometimes management don't like what you are saying because you're challenging lots of things. They don't always see that you want to work with the business not against it.

Have you changed since becoming a rep?

People say I was already confident but now I know legislation and policies and that's given me more confidence. I would never have given speeches to a big audience. Last year I organised a rally through Gloucester for many trade unions

and I was at the front – I'd never have dreamed of doing that.

Have you been on any union training courses?

I've been on Academy1 and Academy2. I've also done TUC courses and diplomas in health and safety and employment law. It's great for building your confidence.

How's the support from other reps in your store?

There are five reps in store and the support is fantastic. If I'm dealing with a situation late at night I can just pick up the phone to a night rep and ask them their thoughts. I'm quite an experienced rep but there's always more to learn and things that you don't know.

Have you ever spoken at ADM?

Yes a few times, usually it's about something that's close to my heart, or I'll get sent from the branch with a proposition that I need to talk on. It's nerve-wracking even for someone who's got confidence. But once I get up there, I don't think about how big the audience is, I just stand there and deliver what I have to deliver.

What's your favourite aspect of all the roles that you do?

Being a county councillor, it's such a highlight for me being out there, I love

talking to people on the doorstep. To me it's not about whether people vote Labour, it's just about getting people out to vote.

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

I would say to shadow people first so that you get a true understanding of what's going on. I take new reps into inductions with me so that they can get a feel for it. I'll also sit in their meetings with them so that if they do need some support or feedback I can give it to them.

What would you do if you were prime minister?

I'd want to see so much more being done for education. Every year I've had to fight the education system that constantly fails my son, and while my son's got someone like me that can fight for him, there are so many children out there that haven't got that type of support.

We are looking for the next volunteer for our activist in-depth series, email Network to tell your story



network@
usdaw.org.uk

Fact file & trivia

EMPLOYER *Tesco*

OCCUPATION *Compliance manager* AGE *42*

LIVES *Gloucester*

JOINED USDAW: *2000*

USDW ACTIVIST SINCE: *2005*

UNION POSITIONS HELD: *Shop steward, divisional political committee member, general committee, vice chair and political activist*

I SPEND MY SPARE TIME: *With my family, at the end of the day they are the most important thing to me*

MY FAVOURITE FILM.. *Dirty Dancing*



Trio take their bow



Nigel Davies

Three retirements, two in South Wales and Western and one in the North Eastern division...

Nigel Davies

South Wales and Western's area organiser Nigel Davies will retire in July after 23 years on the union's staff.

Nigel, 60, joined the former Swansea office in 1992 and in 2005 transferred to the Cardiff office.

He signed up to Usdaw in 1984 when he worked for Unichem Pharmaceuticals in Swansea where he was elected a union rep and branch secretary. He also served as chairman of West Wales Federation.

"Having had responsibility for members in most parts of South, West and Mid Wales, I've seen many changes," he said.

"Most notably the structure of the membership and working practices with significantly more part-time, evening and weekend working.

"Also new technology and the modernisation of the union, all of which have had a huge impact on organising staff and the way we operate. There are few who'll remember the days when we went to work armed with a pocket full of change so we could ring the office from a public phone box to pick up messages and make calls, those were the days.

"I feel so proud and privileged to have worked and met so many wonderful people over the years and I hope I've had a positive impact on the lives of the members I've represented.

"I'd like to express my sincere thanks to everyone for the friendship and support and the memories which



Linda Crick

I'll treasure for ever.

"I plan to spend more time with my wife Shirley and our three granddaughters, and some golfing.

"It tires me out just thinking about it!"

Linda Crick

South Wales and Western's area organiser Linda Crick retired in May after 18 years on the union's staff.

Linda, 60, joined the staff at the former Birmingham office in 1997 moved to Bristol two years later then transferred to Exeter in 2000 and in 2004 she joined the staff at the Plymouth office where she remained until her retirement.

"It's been challenging but the contribution of our reps and my colleagues have made the last 18 years very rewarding," said Linda.

"I've particularly enjoyed the political work. Even before I was appointed an area organiser I worked for the Labour Party in Plymouth, helping Labour win power in the 1997 landslide election.

"We have a fantastic team of reps here, who have always stepped up to the mark not just in their own workplaces but who have also helped in all the elections over the years.

"I will miss them all, especially my wonderful colleagues in the Plymouth office both organisers and clerical staff, we are all good friends.

"Looking to the future, I intend to continue with my political work and hope to be more active within Plymouth Labour.

"I'm also looking forward to getting our garden looking good as well as researching my family history.

"I wish my colleagues and reps well and would like to say 'keep up the good work and keep fighting'."



Jeff Beresford

Jeff Beresford

North Eastern division's Jeff Beresford, 59, retired in June after seven years on the organising staff.

Originally based at the Waltham Cross office from June 2008 he moved back to his native Newcastle in 2010.

Jeff started his Usdaw involvement at Makro in Washington, Tyne and Wear, where he was a rep for 12 years and went on to have a varied involvement in the union movement. He served on the executive council, representing the North Eastern division for six years from 2003-2009, and was chair of standing orders at the 2008 Annual Delegate Meeting. He also worked as a TUC tutor for four years from 2004-2008.

"It's been an absolute privilege for me," said Jeff. "I wish I'd got involved earlier. Usdaw changed me completely and I've seen other reps transformed and that's given me great satisfaction. It was a difficult decision to leave but it's been a great journey."

General secretary John Hannett wished the hard-working trio 'all the best'. "Many thanks to Nigel, Linda and Jeff for their dedication, commitment and loyalty to Usdaw," he said.

"All three made a big contribution to the success of the union in their respective divisions and I know they take the best wishes of their colleagues, reps and members with them in to their retirement. Usdaw will miss their experience.

"We wish them all the very best for their futures in whatever direction they choose to travel."

For current vacancies visit:
www.usdaw.org.uk/jobs



www.usdaw.org.uk



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Usdaw and Mencap link

Usdaw will work with leading charity Mencap to help promote improved support for people with learning disabilities as part of the union's 125th anniversary next year.

Speaking at the Annual Delegate Meeting general secretary John Hannett launched the initiative. "We want to see our members engage with Mencap and we will be looking to work with the charity and establish closer links during our anniversary year next year."

Mencap is the leading UK charity for people with a learning disability, established almost 70 years ago in 1946. It works with people with learning disabilities to change laws, challenge prejudice and support them to live their lives as they choose, by:

- Providing services that allow people to live as independently as possible in a place they choose.
- Supporting people to get a job or take a college course.
- Providing advice through their helpline and website.
- Campaigning for the changes that people with a learning disability want.

Learning disabilities affect the way a person learns, understands information and communicates. These can be mild, moderate or severe. Some people with a mild learning disability can talk easily and look after themselves, but may take a bit longer to learn new skills.

Others may not be able to communicate at all and may need full time care. Some conditions are associated with having a learning disability, such as cerebral palsy and Down's syndrome.

Only around seven per cent of people with a learning disability are in paid employment. They are far less likely to be in work than any other group of disabled people (overall, around 50 per cent of disabled people are in employment).

One of the primary barriers is a lack of understanding of learning disabilities and a fear of the unknown from employers. As a result, many employers can be anxious about employing people who may have



some perceived support needs.

However, research shows that 65 per cent of people with a learning disability want to work, and that they make highly valued employees when given the right support.

In the workplace, people with a learning disability may face specific problems. For example they tend to take longer to learn and may need support to develop new skills. Therefore they may need extra support when they first start a job. They may also face discrimination, whether this be from colleagues or customers.

There are a number of things that reps can do in the workplace to support members.

For example, being aware of the Equality Act (or Disability Discrimination Act in Northern Ireland), the protections this offers to disabled people, and the legal duty it puts on employers to make reasonable adjustments. Usdaw has produced a guide called 'Supporting Disabled Members' which explains this in detail.

Reps can also help to ensure that people with learning disabilities are given the training and support that they need, and challenge any instances of discrimination or harassment.

Unfortunately, given the barriers to

employment, most people with a learning disability are not in work, so are unlikely to have access to a trade union. That is why the work of Mencap in supporting people to get into employment is so important.

Mencap works with employers in a range of ways to overcome these barriers.

They offer learning disability awareness training to employers, dispelling misconceptions and fears. They also work with employers, taking time to understand their business and ensuring appropriate job matching.

Once a person is in work, they can provide on-going support to help the employee learn their role and the employer to understand their employee's needs.

With the right support, Mencap has found that employees with a learning disability tend to stay in jobs longer, have lower absenteeism and have a positive impact on staff morale.

Usdaw supports Mencap's objective to assist as many people as possible with a learning disability into rewarding, paid jobs that match their individual strengths and preferences. The union will be working with Mencap to explore how we can support its work.

Visit: www.mencap.org.uk



equalities
@usdaw.org.uk

Reps set up an eventful time

Face-to-face conversations with members and potential members are crucial to building the union.

Tesco Extra, Barrow-in-Furness

Tricia Elder and the team of reps from the Tesco Extra store in Barrow-in-Furness, Cumbria, held a successful Legal Plus day in January and signed up four new members.

“That doesn’t sound a lot,” said Tricia, 51, “but with more than 90 per cent membership density at the store we were very pleased with it.

“It also showed that our mapping exercise paid off,” added Tricia, who has been a rep for ten years.

“We have a dedicated team of five experienced reps who are all focused on doing a good job for our members.

“We thought holding a Legal Plus day was a great idea as it would really highlight our brilliant legal service and encourage members to think Usdaw and FirstCall when they have an issue that requires expert legal advice.

“It was a huge hit with everyone, including our store manager who was very supportive and gave us paid release.

“Members were keen to take advantage of our free will-writing service and 34 were filled out during the day.

“We’ve had a lot of interest since the day with members asking a lot of questions about what they can and can’t get with Legal Plus.

“Staff who were off on the day said they were disappointed to have missed the event.

“We were delighted it went so well and we’ve been swamped with requests to hold another one. It might just have to become an annual event.”

Central England Co-op Distribution

Warehouse worker Dean Wainwright and his team of reps are delivering a first-class service for members at the

Central England Co-op Distribution centre in Leicester.

“We now have a full quota of six reps which is a big improvement from when I became a rep five years ago and there were only two of us,” said Dean, who is also chair of his branch.

“They are good reps too, keen to learn and, like myself, take their role seriously.

“Everyone is up-to-date with their training including the follow-on courses.

“We have regular meetings and we all work with our health and safety reps to make sure any issues are reported, investigated and followed up in the right way.

“I act as a cluster rep. I’ve been out on stand-down on many occasions visiting Co-op stores, our travel shops, funerals and all of our three warehouses.

“It’s been interesting and varied and it’s put my skills to the test.

“In January we held our first Legal Plus Day. It was very popular and we had some good positive feedback from members saying that the day made them realise just how good the legal service is.

“They were also impressed that we had a solicitor with us for the whole of the day, who was kept very busy.

“Holding the event in our workplace helped to show that there are some great benefits when joining the union. We ran the day like a road-show and spent time at each of our three warehouses so everyone had the same opportunity to speak to the solicitor and find out more about the union’s legal services.

“There’s a lot of demand to hold another union day and we’re thinking of running a pension awareness day.”

Mid-Counties Co-op, Wolverhampton

Sarah Groom is just one of a busy team of dedicated Co-op reps who are working flat out to support their members in small stores in their divisions.

The 47 year-old has been a lone rep at her store in Codsall in



TESCO EXTRA BARROW



MID COUNTIES CO-OP, CODSALL

Wolverhampton for five years and she also acts as a cluster rep for other Co-op stores in her area.

“Being a rep gives me the opportunity to support and represent members who, for whatever reason, can’t support themselves,” said Sarah.

“Most of the time when a member has an issue it can be resolved by speaking to your rep and using the workers’ rights we already have in place.

“It’s a great feeling when you get a positive outcome and another reminder why union reps are so important.

“I’ve been more active over the last three years and I’ve learned a lot. I’ve had good support in my division especially from Academy organiser Michelle Whitehead.



View the Recruitment and Organising gallery on the UsdawUnion flickr page



CENTRAL ENGLAND
CO-OP DISTRIBUTION



SAINSBURY'S
WINCANTON DISTRIBUTION

“There are a lot of young people working for the Co-op and I feel they need more protection so it’s important they see me as their union rep. It’s vital we’re visiting their store as often as we can.

“I’ve handled a number of disciplinaries at other stores and I’ve been out on stand-down introducing myself and signing up new members. I’m thinking about applying for the Academy in the future.

“I ran a Respect for Shopworkers campaign last November, it was a big hit with staff, customers and the management.

“Everyone is keen for me to organise another campaign in store. I’m thinking about a Legal Plus day which I think will be very popular judging by what I’ve read from other reps who have organised them.”

Wincanton Depot, Northampton

Membership Week in January presented the ideal opportunity for Wincanton’s Wayne Langley and his fellow reps to work together to develop their organising skills.

“Working one-to-one with potential new members is a good test of your recruitment skills and you have quality time to spend with them in a nice relaxed atmosphere and take time to answer their questions,” said Wayne, 43, who has been a rep at the Northampton Sainsbury’s site for a year.

“You can explain the benefits of membership in a more in-depth way; the legal services, your supportive role as a rep, the many discounts and member services on offer.

“You can also point them in the

direction of the union website and twitter so they can keep up-to-date with everything the union is involved in, that way they will feel more of a part of the union.

“We have a good team, three full-time reps, three deputy reps, two transport reps and five health and safety reps serving more than 300 members, that’s 64 per cent.

“We have monthly meetings and weekly union surgeries.

“I became a rep because I wanted to help people and find out more about how the union works. I was intrigued and I wanted to give myself a new challenge and push myself.

“It’s a great feeling when you have helped and represented a member and won a positive result. I’m looking forward to getting more involved and having more union events on site.”



www.usdaw.
org.uk

Focus on digital retailer Argos

Hard-working reps are making their presence felt at the famous retailer.

Ellias Coudette, Selby Argos

Experienced retail worker Ellias Coudette has been a rep for 12 months at the Argos store in Selby, North Yorkshire. The 47 year-old has worked at the store for four years, prior to this he worked for Morrisons for 16 years.

"I was always aware of Usdaw and I was a member in my previous job, but I wasn't a rep as there was a team already established," said Ellias.

"I think it's important for small workplaces like Argos to have a rep in-store so I was keen to give it a go. I'd like to see a rep in every one of our workplaces.

"I've enjoyed the training from Usdaw and the union events I've attended. It's been very interesting and I've also met a lot of reps from across the country and I've found their experiences very helpful too.

"I know I've learned a lot and this can only be a good thing for me and my members too and I'm looking forward to gaining more experience.

"I haven't had any issues to deal with yet but I'm happy I've learned enough to know how to deal with any that come up or how to go about finding the advice and help I need to resolve things.

"Membership is just over 39 per cent. I'd like it to be higher and I'm working on this and looking to highlight the benefits like Legal Plus and FirstCall.

"I'm sure when I've spent a bit more time in the role and people see what I can do for them, others will join too."

Sue Airstone, Leeds Argos

New rep Sue Airstone has only been a rep for ten months but has already shown a real commitment to her role and is keen to take advantage of every opportunity that comes her way.

"I've had lots of training, support and encouragement from the union since I signed up for the reps role last June. I've really surprised myself," said Sue, 45, who works for Argos in Leeds.

"I remember my area organiser Shirley Savage asking me if I was ready for a challenge! I'm glad I said 'yes' as I haven't been disappointed.

"I attended the Argos get-together in September, the introductory reps' training in October as well as a divisional conference in York where I was asked to give the closing speech.

"I also did some stand-down at the end of last year which was a bit daunting at first but again, a great learning experience.

"And when I went out again earlier this year I felt much more comfortable. I'm looking forward to doing it again later in the year.

"I attended our weekend federation school and the National Political Conference in March in Manchester and in April I was lucky enough to go to the ADM in Blackpool.

"I'm also working my way through the home study course. I'd certainly recommend it to all new reps as it's very informative and helped me understand some of the structures of the union.

"Membership is just over 50 per cent in my store and I'm keen to improve on this.

"I feel very confident, a lot more experienced and more able speaking to non-members now and I'm hoping this will pay off with more people signing up and make me a better rep for my members."

Aisling McCartan, Belfast Argos

Aisling McCartan is one of only five Argos reps in Northern Ireland but she is looking to increase membership and influence in her store and her company.

"Soon after I joined Argos in 2013, Nicola Scarborough, our area organiser at the time was recruiting in the store and asked if I'd ever considered becoming the store rep,"



ELLIAS COUDETTE
SELBY ARGOS

ARGOS IN NUMBERS

Total membership = 6,644

Total reps = 101

Number of stores = 734

Part of the Home Retail Group
(owners of 323 Homebase stores)

said Aisling, 30, who juggles work with looking after her two children.

She has worked for Argos in Belfast for two years and has been a rep for 18 months.

"I'd previously worked in banking for five years and had first-hand experience of balancing work and parenting so I was really interested in finding out what a union could do for me as a working parent.

"Although I'm pleased with the level of membership in our store, which is just over 62 percent, I'm keen to improve on this.

"I'm enjoying my role and every new learning experience. The training has been excellent.

"I represent young workers, working parents as well as workers with disabilities.

"There's also a big staff



View the Recruitment and Organising gallery on the UsdawUnion flickr page



ERS

es)



*SUE AIRSTONE
LEEDS ARGOS*



*AISLING McCARTAN
BELFAST ARGOS*

turnaround, so I'm constantly recruiting and my manager is very willing to give me the time to carry out my duties as a rep.

"I attended the ADM in April where I met and made friends with many reps from across the UK. It was a great experience.

"I also attended the Argos reps get-together in Birmingham last year.

"I was proud to be the only Northern Ireland rep at the conference.

"I learned so much from all the reps who attended and we also had the opportunity to meet and discuss issues with Argos HR people as well as our national officer Dave Gill. It's not often this would happen.

"I learn something from every new experience, which is good news for me and my members."

IN VIEW USDAW & ARGOS

- This was the first national Argos recruitment campaign for more than 20 years and the first national Argos reps get-together was also held.
- It was agreed with the company following the new Partnership Agreement signed in March 2014.
- The company is very supportive of Usdaw and the reps at both local and national level.
- Both sides continue to work closely to resolve issues. The 2014/15 pay review saw a four per cent increase for the vast majority of staff.
- This gives Usdaw a great opportunity to increase its membership, the number of reps, and our overall membership density so the union can continue to improve terms and conditions for members across Argos retail.



www.usdaw.org.uk



Stores Service Centre



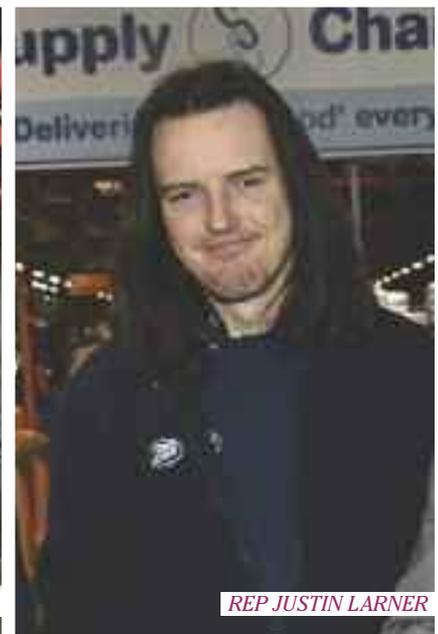
THE SITE ALSO HAS...

- Its own radio station.
- A shared bus service with other local companies.
- Its own combined heat and power station.
- Annual fun days which attract thousands of people and raises money for charity and Boots Benevolent Fund.
- A staff shop offering big discounts.
- Internet access, a fitness centre and chill out rooms.
- Excellent and subsidised catering facilities and is part of a 279 acre complex, that's around 140 football pitches.

*(TOP) CAROLINE WILLS (HR) MARIE IRVINE (HEALTH&SAFETY)
CHRIS FLINT (HEAD OF ENGINEERING SUPPLY CHAIN),
JULIE SMITH, SIMON WILLMOTT AND
ALAN PENHALE (HEAD OF LOGISTICS SUPPLY CHAIN)*



REP INDU MERWAHA



REP JUSTIN LARNER



REP CALVIN WHITE



Futuristic site leads the distribution field

More than 800 Usdaw members work at the Boots Stores Service Centre in Nottingham and are looked after by a busy team of reps, Network called in...

Massive investment in the company's distribution network has delivered one of the most futuristic sites in Europe and since 2007 it has expertly and efficiently supplied the 2,500-strong store chain.

It is an impressive operation and despite the automation, computerisation and cutting edge systems it still houses more than 2,000 staff across its delivery, storage, picking, returns, control centre and outbound sections.

Recruitment and representation responsibilities fall on the two senior stewards **Simon Willmott** and **Julie Smith** who took up their current roles in May 2012 having clocked up 10 years as reps and 40 years as members between them. The duo spend all of their time on union duties.

The pair lead a team of 38 reps across all sections and all shifts, including health and safety, and Julie has additional responsibility for the popular learning centre.

Udaw has had members on the site for as long as anyone can remember. President **Jeff Broome** was a former convenor here for many

years and oversaw the introduction of the groundbreaking partnership agreement signed in 1999. Since then the operation has been revolutionised with both sides positive about the

"We are constantly busy reminding staff just how much Usdaw has to offer"

impact the partnership agreement has had and continues to have.

"We're building on the good work set up by Jeff and our previous colleagues," said Simon. "We're also about to start the annual wage negotiations. Despite the recession we have seen wage increases across the site for the last four years.

"That's not to say everything is perfect. We are constantly busy running union awareness days to increase membership and remind members just how much Usdaw has to offer."

The learning centre has played its part too with both core staff and agency workers keen to improve their skills. "The centre is another good example of how we work with the company to improve things on-site," said Julie. "We have an open and honest relationship with the management and it works. We have regular meetings and if necessary ad hoc meetings so nothing has to wait.

If something does need sorting out – it's done as soon as possible. It's all about being proactive."

Safety plays a big part at the site and again the partnership is central to its success. "We have an excellent safety record but we're always looking to improve," said Simon. "Systems of work, machinery, lay-out is carefully planned to minimise risk and maximise safety. In fact we have additional safety measures built in which go beyond the industry standard. The HSE has been very complimentary about our work here."

It is an approach echoed by head of logistics (supply chain) **Alan Penhale**, who started with Boots 31 years ago as an apprentice and former Usdaw member. "I'm proud of how the partnership is operating. It's based on trust and honesty and both parties are working together to make improvements," he said.

"The world has moved on since I started and we're in a better place now. I want a valued and engaged workforce and the union is part and parcel of that."

Off-site, activists from the branch, Boots Logistics E190, participate at ADM, divisional and other trades conferences throughout the year.

On-site, the branch holds regular meetings for reps and members and is always on the look out for new recruits.



www.usdaw.org.uk

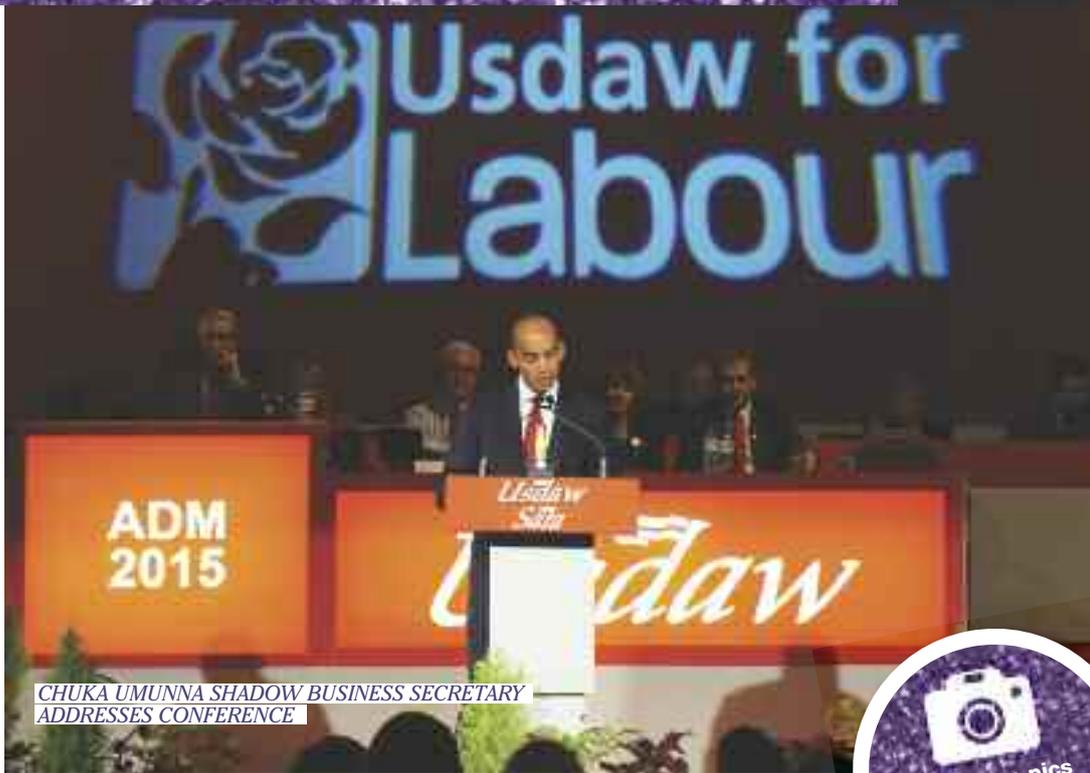
TIMELINE

BIG EVENTS 1849 - 2014

- 1849 John Boot opened a herbalist shop in Nottingham.
- 1883 Boots & Co Ltd formed.
- 1920 Boots Pure Drug Co Ltd sold to United Drug Co. of America.
- 1933 Ownership of Boots returned to the UK.
- 1935 No7 cosmetics launched by Boots.
- 1968 New Boots The Chemist HQ opened in Nottingham.
- 2006 Boots Group merged with Alliance UniChem to form Alliance Boots plc.
- 2007 New distribution system comes on stream.
- 2009 Celebration of the 160th anniversary of the Boots brand.
- 2012 US chain Wallgreens acquires a 45 per cent stake in Alliance Boots.
- 2014 The combined firm becomes Wallgreens Alliance Boots in December.



ADM 2015



CHUKA UMUNNA SHADOW BUSINESS SECRETARY
ADDRESSES CONFERENCE



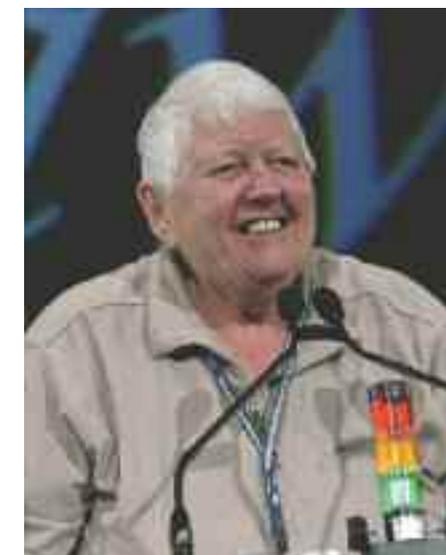
EQUALITIES FRINGE
MEETING



DELEGATES ARE ENTERTAINED
BY THE END OF CONFERENCE VIDEO



Selfies and speakers at ADM 2015...





Your Pictures

Reps and members in the picture

30 years' membership



(top) **Bev Hunt** (with flowers) and the reps at Tesco Extra in Yate; (right) **Jacqueline Clasper** (centre) AAH Gateshead and (left) **Julie Hook** Serco Contact Centre Bolton.

Aldi campaign



Bristol reps from the Aldi campaign with deputy general secretary **Paddy Lillis** and South Wales and Western deputy divisional officer **Mike Walker**

Legal Plus days



(from left) Lightbody's Eurocentral, Hamilton. (l-r) **Margaret Currie**, **Ronnie Mason** and **Laura** from Thompsons solicitors, Sainsbury's, Taplow. (l-r) **Sharon Tyler**, **James Lees**, **Mamta Jaswal**.

Staff retirements across the UK



South Wales & Western division's **Linda Crick**, **John Crick** and **Nigel Davies** with deputy general secretary **Paddy Lillis**; **Peter Hartt**, pensions section; **Cath Bell** (left) from Usdaw's Newcastle office with divisional officer **Joanne Thomas**; **Steven Rydzkowski**, research department.

Charity support



Nestle Hayes celebrate raising £1,000 for **Dogs for the Disabled** charity



Let us know what you have been up to and you could win £50!



Reps at Tesco Madeley with their Team Recruitment and Organising Award

Liam Sweeney remembered

Readers may remember the shooting down of flight MH17 over Ukraine last year. One of our colleagues, Liam Sweeney, was on that flight on his way to watch Newcastle United.

Liam was an Usdaw member so the branch contacted our divisional officer to see if we could do something in his memory.

On Sunday 26 April, at the ADM North Eastern Night, Usdaw raised £1,000 in Liam's memory for The Marie Curie Hospice, Newcastle, and The Sir Bobby Robson Foundation. On behalf of Barry Sweeney (Liam's dad) and our branch many thanks to everyone who contributed.

Michael Green
North Eastern division

Your 2015 Election

My son Adam, Annette Bott (area organiser) and I went to the Labour rally at Parr Hall in Warrington and our T-shirts got lots of attention.

We were interviewed by SKY News and they sat us in the front row simply because of our T-shirts.

Adam is 10 years old. He wrote a poem and drew a picture for Ed

Miliband and handed it to one of his aides to pass on. As we left the building one of them ran to find us to take us back to meet Ed.

I was very impressed that they'd made an effort to come and find us. Also I thought Ed was fantastic he made a fuss of Adam and signed his autograph book.

Jo-Anne Welbourne
Area organiser, Warrington



MP Carolyn Harris & Anne Meacock celebrate Labour in Swansea East

Members with Labour MP Debbie Abrahams who retained her seat in Oldham East and Saddleworth



Chuka Umuuna at the ADM with Su Patel and Sonia Foster



MP Steve Reed (Croydon North) & unsuccessful PPCs Emily Benn (Croydon South) & Sarah Jones (Croydon Central)



A loss for PPC Sally Keeble pictured with members in Northampton North



Midlands reps out campaigning for Redditch's PPC Rebecca Blake before she unfortunately lost her election campaign



Unsuccessful campaign for the PPC for Milton Keynes South Andrew Pakes (third from left) at Tesco Bletchley



A loss for Blackpool North & Cleveleys PPC Sam Rushworth with Usdaw members out campaigning during ADM



Suzie Stride Labour PPC for Harlow at DHL Nisa in Rivermill lost her campaign



Members campaign for PPC Nick Bent who lost his chance of a seat in Warrington South



PPC for Crawley Chris Oxlade (pictured centre) lost his campaign



Ex-shadow chancellor Ed Balls at Morisons Brighton. He narrowly lost his Morley & Outwood seat



Our Services and Benefits Package Cannot be Beaten

Usdaw
Union of Shop, Distributive
and Allied Workers

Sata
Supervisory, Administrative,
and Technical Association

Usdaw's services and benefits package offers fantastic value for money and ranks amongst the very best of all Britain's trade unions whilst ensuring the subscription rate you pay remains one of the lowest.

At our recent Annual Conference, Usdaw delegates, representing all 432,000 members, voted overwhelmingly for an increase in the weekly subscription from 29 June 2015. This increase will ensure that the Union retains a sound financial base and can continue to offer you a comprehensive range of professional services.

Our legal services can make a real difference



Legal Plus offers you and your family a wide range of legal services. In 2014 more than £19 million was won in compensation for our members. Key aspects of the Legal Plus service include:

- **FirstCall Usdaw – 0800 055 6333*** – FREE Accident Claim Line.
- Advice from lawyers who specialise in accident or work-related disease and injury cases.
- You are covered for any accident in the UK, any time, any place.
- If you win, you keep all your compensation and Usdaw meets all your costs.
- **FREE** will-writing service for you and your partner.
- **LOW COST** probate and conveyancing service for you and your partner.
- Your immediate family are fully covered for road traffic claims.
- **FREE** initial legal advice on any matter not connected to work and follow-up assistance at competitive rates.

*Free, only if calling from a landline. Calling from a mobile will incur your contract rate charges. Alternatively ring 01455 25227 from your mobile.

Professional services from a modern union

- **FREE** professional assistance and advice on all employment matters including grievance and disciplinary hearings.
- **FREE** cash benefits.
- Health and safety/pension advice.
- Union education and training.
- Special member offers and discounts from well-known companies.

Full details of Usdaw's benefits and professional services are available from your Union rep or visit our website www.usdaw.org.uk or call the Usdaw helpline on **0845 60 60 640***

*calls charged at local rate

Scan here**

To view the latest news, information and resources on your mobile.



www.usdaw.org.uk

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

The Legal Plus service is offered subject to the Rules of the Scheme. A member must be fully paid up at the time of the problem and remain so. Legal assistance will not be granted to a family member if they should have been in Usdaw themselves. Legal assistance cannot be granted to bring proceedings against the Union.

WEEKLY CONTRIBUTION RATES

Scale	A	B	C
Weekly Subscription	£2.32	£2.02	£1.45

SICKNESS GRANT*

Scale	A	B	C
Payment after continuous period of 6 weeks	£30	£25	£15
Payment after 20 weeks	£100	£40	£30
Payment after 40 weeks	£75	£50	£35
Payment after 52 weeks	£100	£55	£40

*Please note each Sickness Grant is a 'one-off' payment for the period stated and is not payable weekly.

PERMANENT DISABLEMENT GRANT

Scale	A	B	C
Total	£4,000	£1,000	£1,000
Partial	£2,000	£500	£500

MATERNITY/ADOPTION BENEFIT

Scale	A	B	C
Grant	£30	£25	£20

PATERNITY/ADOPTION BENEFIT

Scale	A	B	C
Grant	£30	£25	£20

DEATH GRANT

Scale	A	B	C
Funeral	£650	£210	£140
Industrial Accident	£6,000	£1,500	£1,500
Non-Industrial Accident	£2,000	£500	£500

DISPUTE BENEFIT

Scale	A	B	C
Weekly Benefit	£50	£50	£50

Benefits are payable in accordance with the Union rule book and any entitlement depends on paying your contributions regularly and not falling into arrears. Benefits can only be claimed (except dispute and victimisation benefit) after 12 months' continuous membership. All rates effective from 29 June 2015.