

NETWORK

The bimonthly magazine for Usdaw activists | www.usdaw.org.uk | January/February 2010

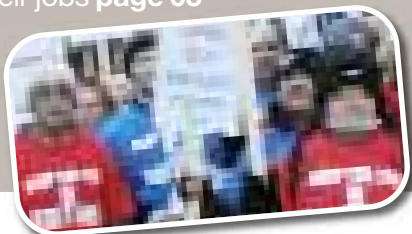
WINNING FORMULA

Dedicated reps gathered at a top Manchester hotel for the glittering Usdaw Oscars



■ Activists step up their campaign to save tea jobs

Reps at Twinings in Andover and North Shields are in a fight to keep their jobs **page 05**



■ How union members are on the look out to learn

Usdaw's Lifelong Learning campaign is changing the lives of its activists who are keen to sign up on a variety of courses to improve their skills **page 14**



■ Supporting Parents & Carers campaign day

Reps should start thinking now about the next Spotlight Day on March 24 this year **page 26**



Looking ahead

General Secretary John Hannett's comment



Welcome to 2010 and a new look *Network*. I hope you like it, and while the look may have changed its content remains as ever sharply focused on the work, dedication and commitment of our reps – people like you. If you have any comments let us know we are always interested to hear from our activists. You will find all of your favourite features in the following pages and again if you have a story for the *Network* team let them know and it could be you and your colleagues in the next issue.

Supporting members

We face another tough period and, while the economy is reported to be coming out of recession, some of our sectors are still being badly affected. We have already seen job loss announcements in home shopping and manufacturing, and while these have not been on the scale of 2009, these have dealt a devastating blow to our members who have given years of loyal service to these companies. We will be doing all we can to support those members facing redundancy.

We've seen how UK workers are still very vulnerable during a recession and we're still not out of the woods yet although I'm hopeful the worst is behind us.

Political choices

We all know a general election must be held before June 6 this year. Usdaw has always supported Labour and will continue to do so. Not because of some misguided loyalty but because the records show working people always fare better with Labour in government.

Many people under 30 won't remember how a Tory Government operates. Suffice to say we wouldn't have had a national minimum wage, tax credits or minimum entitlements to holidays had they been in power since 1997.

Everyone has to make their own decision at the election, all I ask our reps to do is to think carefully about that choice for themselves, their families and their work colleagues.



“We don't support Labour because of some misguided loyalty but because the records show working people always fare better with Labour in government”

USDAW

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Network is published bimonthly and distributed to Usdaw activists. Published by:

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For circulation enquiries contact your divisional office. Paper is sourced from sustainable forests.



AND THE WINNER IS . . .

Usdaw reps were given the VIP treatment at the annual Organising Awards night, now in its fifth year, held in a top Manchester hotel in January. Activists from all seven divisions competed for the eight national awards – known as the Usdaw Oscars – at the sparkling event. You can read full coverage on pages **16-19**.



04 In the news

The home shopping sector has been rocked by further job loss announcements totalling more than 1,700 at the North West-based Shop Direct Group. Meanwhile the fight to save jobs at tea firm Twinings continues as reps build support to keep manufacturing in the UK.

08 Questions & answers

General secretary John Hannett reflects on one of the toughest years in the union's history and explains how Usdaw is geared up to meet the challenges of a new decade.

11 Activist-in-depth

Scottish division's Ian Gillespie talks about his role as a rep, Usdaw's training courses and how his team deal with issues at their workplace.

12 Recruitment & organising

Network meets up with four hard-working activists who are putting the growth into Usdaw and helping it maintain its position as the fastest growing UK union.

14 Lifelong learning

More and more members are taking up courses which is increasing their confidence, giving them more skills and making life that little bit more enjoyable.

21 Education and training

Morrisons and Tesco reps have made the most of their divisional get-togethers which allow reps from a number of stores to link up, share experiences and learn from each other.

22 Politics

With a general election only months away Usdaw looks at what voters should be thinking about before they put their mark on the ballot papers in 2010.

25 Respect Week in pictures

The Freedom From Fear campaign received a massive boost during last year's Respect Week. Network publishes the pictures which we carried over from the last issue proving once again that the Freedom From Fear campaign is striking a chord with members, reps, the shopping public and MPs.

Regulars

10 Pensions Making the case for good occupational pensions

20 Membership services Find out Usdaw's latest offers

26 Equalities Catch up with the latest developments

27 Health and safety All the latest issues in focus

30 Letters What's happening in your division

IN BRIEF

Family friendly policies promotion

The TUC has launched a new guide on how to persuade employers of the benefits of introducing family friendly policies at work. The issue is an increasingly high priority for unions, with work-life advice now the most popular equality issue that members ask their union rep for guidance on. It is available from:

www.tuc.org.uk/extras/familyfriendlyguide.pdf

Weather proves costly to superstores

The cost of the big freeze to supermarkets through stores closed and delayed deliveries could top £750m. Although there was an increase in sales of essentials as some panic buying affected consumers.

Milk shake up at Arla Foods

Arla Foods has agreed to sell its stake in Claymore Dairies as part of a management buyout that could result in milk volumes at the plant being reduced by almost two-thirds. Under the deal Arla will transfer some of its retail milk volumes to its Lockerbie site and plans to open a distribution hub in Dundee.

Lights - camera - action - it's Tesco

Tesco has formed a joint venture to make films of books by best-selling authors. The supermarket group has joined forces with US media firm Amber Entertainment to produce straight-to-DVD movies that it will initially sell exclusively.

Snow joke for staff

Big freeze brought the UK to a standstill in January



web...

More news articles at:
www.usdaw.org.uk/news

FROZEN OUT

Snow and ice caused havoc for Usdaw members with traffic chaos and schools closed for a number of days in January as the weather brought the UK to a standstill.

Some workers could make the trip but for many getting off the minor roads prevented them from getting to the main roads and into work.

While there is no statutory legal right to payment if staff cannot get into work most employers offered a variety of options that included:

- Taking the time off as holiday
- Making the time up at a later date
- Swapping shifts
- Working from a site nearby
- Taking unpaid time off

"This was the coldest weather snap for 30 years and it caught everyone out," said general secretary John Hannett. "I think it's a great testament to our members in transport, distribution and retail that very few stores closed because of lack of supplies or staff. We expect companies to take a sympathetic approach to the problems."

44%

The percentage of workers who could not get into work on Tuesday January 5 in some parts of the country

Festive cheer for UK food retailers

TILLS KEPT RINGING AT XMAS

The UK's biggest retailer, Tesco, has said it enjoyed its best Christmas performance for three years, after seeing a 'strong' rise in sales.

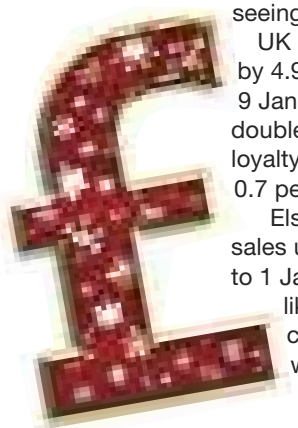
UK like-for-like sales had risen by 4.9 per cent in the six weeks to 9 January, Tesco said, helped by double points on its Clubcard loyalty scheme, which contributed 0.7 per cent to the sales growth.

Elsewhere Shop Direct reported sales up 6.3 per cent in six weeks to 1 January, Sainsbury's revealed like-for-like sales up 3.7 per cent, excluding fuel, in the 13 weeks to 2 January.

Poundland's like-for-like sales were up 4.4 per cent during the five weeks to 3 January and the Co-op Group reported a 4.8 per cent increase in sales in the 12 weeks to 2 January.

Argos and Homebase owner Home Retail Group (HRG) has increased its full-year profit forecast after sales in the second half of 2009 beat expectations.

The retailer now expects its pre-tax profits for the current financial year to 31 March to total £285m, £20m more than it previously predicted. Despite this, HRG said trading conditions would 'remain challenging' in 2010.



Trouble brewing at Twinings tea

FIGHT TO SAVE JOBS

Members at under-threat Twinings tea factories in North Shields and Andover have stepped up the campaign to save their jobs following the company's announcement that it intends to move work abroad next year.

Demonstrations have already been held in London and support has been forthcoming both from MPs and other unions.

"We held a public meeting in Andover in mid January and it was packed out with supporters," said area organiser Mike Parsonage.

"We want to mobilise support to save jobs at Twinings and we have already won backing from the local community, other unions and local politicians, except the Tories who refused to support us. The fight



Image: Sarah Evans

goes on with more demonstrations planned."

More than 400 jobs are threatened at the two sites, part of the Associated British Foods group, which would include the closure of the North Shields factory in 2011 and job losses at the Hampshire site with Poland and China the likely destinations for the work.

Members demonstrated outside the parent company's AGM last year soon after the announcement was made



30

Congratulations to Lynne Griffin who received her 30 years' membership award from general secretary John Hannett at last year's retail trades conference



Sales meltdown absent in shops

DECEMBER BOOST

Retailers enjoyed their best December growth for eight years, according to the British Retail Consortium (BRC).

Like-for-like sales rose 4.2 per cent by value during the month after a last-minute buying spree by shoppers and a rebound in consumer confidence.

BRC spokesman said the sales were 'stronger figures than we dared hope for'.

The BRC also said the figures were helped by comparison with the 'terrible figures' of December 2008.

Important ADM dates ahead

Activists are reminded the preparations for this year's Annual Delegate Meeting (ADM) are well under way. The Preliminary Agenda Paper (and Amendment Form) were sent out in late January to branches, and activists should be aware of the following forthcoming dates:

- Last date for Return of Amendment Form **26 Feb**
- Last date for return of Credential Form **26 Mar**
- Issue of Interim Agenda Paper, Annual Report & Executive Council Statements **5 April**
- Despatch of Delegates' & Visitors' Credential Cards & Voting Papers **w/c 12 April**
- The 2010 ADM, Empress Ballroom, Winter Gardens, Blackpool **from 25-28 April inclusive**

IN BRIEF

■ Recession ends as growth returns to UK

The UK economy has come out of recession, after figures showed it had grown by a weaker-than-expected 0.1 per cent in the last three months of 2009. The economy had previously contracted for six consecutive quarters – the longest period since quarterly figures were first recorded in 1955.

■ Welcome fall in unemployment

The number of people unemployed in the UK has fallen for the first time in 18 months, official figures showed. Total unemployment now stands at 2.46 million, according to the Office of National Statistics, down by 7,000 compared with three months ago. Meanwhile, the number of people claiming Jobseeker's Allowance fell to 1.61 million. But the inactivity rate – measuring the number of people neither working nor looking for work – rose to 21 per cent.

■ Crime falls across all categories

Crime in England and Wales fell eight per cent in the third quarter of 2009 compared with the year before, the Home Office says. The latest figures on recorded offences show there was an eight per cent drop in burglaries. Car crime fell by a fifth and the number of robberies showed a reduction of nine per cent. Ministers say the British Crime Survey's separate study reveals that the risk of being a victim of crime has reached its lowest recorded level.

Time to train

Policy is good news for workers

web...
For more information please visit: www.bis.gov.uk/time-to-train

John looks ahead to life after Usdaw

UNION VETERAN BOWS OUT

Area organiser John Mace retired in January after four years on the union's staff but a lifetime in the union movement.

Originally from Merseyside John initially took up his duties at the Edinburgh office in December 2005. He returned to his native North West in 2007 when he moved to the Warrington office.

"I've had a fabulous time as an activist and an official of Usdaw," said John. "I had great support from my colleagues in Scotland but I did miss my family and friends in Liverpool.

"I felt the time was right for me to retire. I intend to get back into playing golf when the weather improves and I've joined the gym. I also have a new granddaughter so I'll be seeing a lot of her."

A lifelong union man John, 61, spent 21 years with Co-operative Insurance Services where he held senior positions within Usdaw when the section had more than 6,500 members.

"Many thanks and good luck to John," said general secretary John Hannett. "Although he only spent four years on the staff his contribution to Usdaw was much greater than that and I know, from personal experience of working with him, he has been a loyal and dedicated organiser and activist."



John Mace

CAREER OPPORTUNITIES

A new right allowing workers to request time off work for training could potentially benefit thousands of Usdaw members.

The right will mean that employers will now have the legal requirement to consider any requests from employees asking for time off work to access work-related training.

"This new right is good news for Usdaw members," said general secretary John Hannett. "Training is beneficial for

employees both within their jobs and to help them progress with their careers. It helps to build staff morale and increase motivation.

"We hope that this will give workers the confidence to look at innovative ways of improving their skills, perhaps collectively organising training through their union learning rep."

The new right to have a request for time off for training considered will come into effect on 6 April 2010. Employers will still have the right to turn down requests, but they must give a good business reason to do so.

250

The number of union learning reps who attended an Usdaw training course last year

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Every new subscriber will be automatically entered into a prize draw to win 12 Months Free Gym Membership at LA fitness.

www.usdaw.org.uk/emailupdates

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Devastating news at Shop Direct

MASSIVE JOB LOSSES

Members at Shop Direct Group have been left reeling after the company announced plans to close four of its sites across the UK with the loss of around 1,500 jobs.

As *Network* went to press Usdaw senior officials and reps were in talks with management.

“We’ll be doing all we can for our members at this uncertain time”

National officer David Johnson said: “The closure of three Shop Direct call centres and a warehouse with the loss of so many jobs in the home shopping sector has come as terrible news for our members.

“Udaw opposes the closures and we will be examining the business case in further detail through our national forums to see if there is any way to avoid them.

“We believe that Shop Direct is looking to redeploy some workers from its Middleton warehouse to nearby sites at Shaw, Little Hulton



and Raven Mill.

“For all our other members we will be doing all we can to ensure that they receive the best redundancy packages available and are kept informed throughout the process at this time of uncertainty.”

The planned closures are at:

- Burnley contact centre – 450 jobs
- Newtown contact centre, Powys – 180 jobs
- Sunderland contact centre – 900 jobs.

09

The number of catalogues in the company's portfolio which includes Choice, Empire Stores, Great Universal and Kays

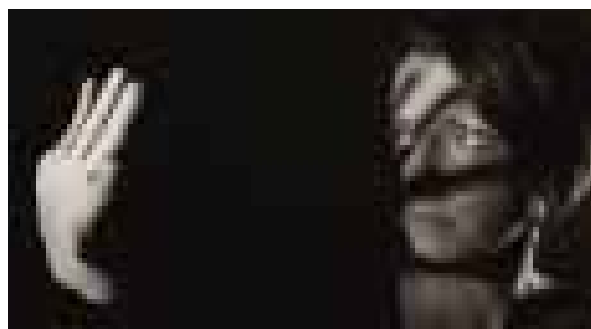
More protection for shopworkers

CALL FOR TOUGHER PENALTIES

People who assault shopworkers in Scotland could get tougher penalties if a new bill is successful.

The bill is being brought by Hugh Henry MSP and is supported by Usdaw. It calls for the assault of shopworkers to be recognised as an aggravated crime, as it currently is for front line workers such as the emergency services. The Union is also campaigning for the same protection for shopworkers in England and Wales.

Hugh Henry MSP said: “The Emergency Workers Act 2005 sought to provide additional protection to certain groups of workers by introducing tougher penalties for those found guilty of assaulting, hindering or obstructing those workers. This proposed



legislation seeks to apply the protections contained within the Emergency Workers Act to any worker who provides a face to face service to the public.”

General secretary John Hannett, added: “Udaw is supporting Hugh Henry’s bill through the Scottish parliament and we have started campaigning for a similar law in England and Wales.”

Violence against shopworkers went up last year although the long-term trend is downward

IN BRIEF

■ Inflation edging up as 2010 begins

UK inflation rose in December. The Consumer Price Index (CPI) inflation rose 0.6 per cent last month, with the annual rate up to 2.9 per cent from 1.9 per cent in November. The Retail Price Index (RPI), which includes housing costs, rose to 2.4 per cent, its highest level since November 2008.

■ Boost for young unemployed

The TUC has welcomed the Government announcement that from January 25 every young person who has been out of work for six months or more will be guaranteed the offer of a job, training or work experience. TUC general secretary Brendan Barber said: “Young people now won’t have to wait too long before they can get help from the Government’s Future Jobs Fund to access a job, boost their skills and add valuable work experience to their CVs. But despite the official figures that show the UK is out of recession, there are almost a million 16-24 year olds struggling to find a job. It’s going to be a while before they have much to celebrate.”

■ Food processor to shift jobs north

Vion has announced a restructure of Welsh Country Foods division that will lead to 200 job losses. Processing volumes at the Gaerwen site had fallen, so it was cutting back on slaughtering and deboning and would transfer retail packing operations to Vion Winsford in Cheshire.

OUT OF RECESSION AND SET TO GROW

Interview with JOHN HANNETT – GENERAL SECRETARY

Q. 2009 will be remembered as 'the year of the recession'. How do you reflect on that?

We knew that 2009 was going to be a challenging year and indeed it has been.

We have grown from 340,000 members in 2004 to over 383,000 members in 2010, a growth rate of 13 per cent and we are the fastest growing union in the UK.

The end of 2009 brings to a close the first three years of Usdaw operating with a new strategic planning process and in many ways the union is unrecognisable.

It is important to celebrate our successes and look back on what we have achieved, particularly in the current difficult economic circumstances.

And we can look back over 2009 with a great deal of pride and satisfaction.

We have lived up to our main objective of 'Improving workers lives and winning for members' and we have effectively dealt with the challenges of a difficult year for the union and our members.

But that's only part of the story. Our sectors were hit hard. Tens of thousands of jobs were lost as; Woolworths disappeared, home

shopping was hammered and distribution faced major upheavals. Redundancy has been forced on far too many people with devastating consequences because behind the statistics are our friends and their families.

“ Our modernisation strategy has created a union that is efficient, effective and fit for purpose and we have once again delivered a number of award-winning campaigns ”

Q. Despite the recession Usdaw has done very well. Why is that?

We ended the year with 386,572 members. The highest level of membership for more than 20 years and an increase of 15,809 over 2008. We actually recruited 77,452 new members.

Although we did not make our target for new members, we have increased our membership by 4 per cent. A rate of growth which is the envy of other trade unions and one that during a recession most businesses would be proud of.

Once again the Academy1, Academy2 and our stand-down reps have made an important contribution. The 48 Academy1 and Academy2 participants recruited over 13,000 new members and we utilised nearly 33,000 hours of stand-down time resulting in a further 14,000 new members.

So the answer lies in how we train and support our reps – that's the key to our success. Our organising agenda quite rightly puts our reps and activists at the heart of what we do and their dedication and drive keeps us going.

Our reps have also had access to 6,549 training places providing core and specialist training, including branch officer courses, summer schools and the Academy1 and Academy2.

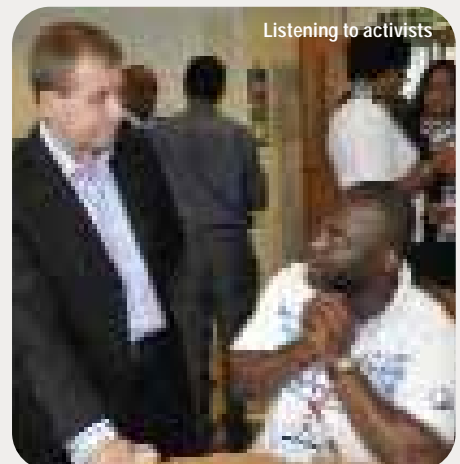
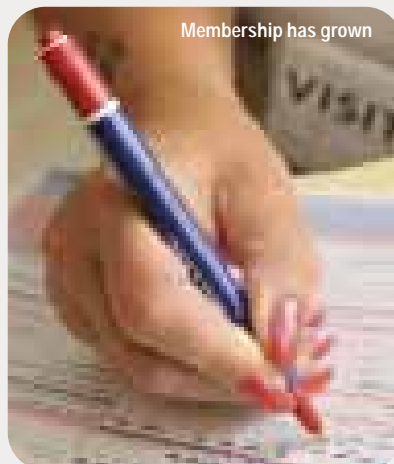
And despite the deepening recession we continue to make a significant investment in our organising and recruitment fund.

Q. In these tough times people are probably more inclined to say 'what can the union do for me?' How would you reply?

It is very encouraging to note that during 2009, our members covered



John Hannett
General Secretary





Retail has bucked the trend



Eyes on the prize



Distribution has had to cope with change

by an Usdaw agreement received an average pay award of 2.23 per cent compared to an average pay settlement of 1 per cent for the whole economy.

FirstCall Usdaw continues to be the best personal injury claims system of any trade union with 92 per cent of our reps satisfied with our legal services.

Up to November 2009 we had recovered £19 million in compensation for our members including £15.2 million for personal injury.

Q. So is it back to basics – the bread and butter issues of pay and protection?

No, there's more to Usdaw than that. Our place as **Urdaw – the Campaigning Union** was confirmed yet again in 2009 when for a record fourth time we won the TUC Best Campaign Award for our Check Out Learning Campaign, which encouraged over 2,000 members to return to learning.

Our 'Claim What's Yours' theme for Supporting Parents and Carers Spotlight Day was a runaway success with 400 campaign events taking place and assisting in putting money in members pockets in these difficult economic times.

Our Pensions Awareness Campaign toolkit was circulated to over 6,000 reps raising awareness and encouraging take up of company pension schemes and 2,000 members successfully completed the Pensions Home Study course.

Record numbers of members, reps and politicians participated

in our Respect for Shopworkers Week events with the joint themes of keeping your cool at Christmas and under age sales attracting national media coverage in the *Daily Mirror*.

Q. This year will see a general election. What are your thoughts on that?

It is vitally important that all our staff, reps and members understand what is at stake this year and work for the re-election of a Labour Government.

The General Election Campaign will be our key campaign for 2010 because Usdaw members have significantly gained from Labour in Government.

We have to remember what Labour, and only Labour, have delivered. The national minimum wage, tax credits, improved holidays and massive investment in the NHS and our education system to name but a few improvements in our members' day-to-day lives.

The Tories pose a real threat to those gains, and we are working with the Labour Party for a visionary manifesto of fairness in the workplace and justice in society.

And don't forget, had the Tories been in power during the banking crisis they would have done nothing to save the economy. They would have stood aside and allowed the UK to plummet into a 1930s style depression with mass unemployment, unprecedented social misery, and financial catastrophe for

the vast majority of the population. Gordon Brown and his team deserve the chance to lead us out of recession so that the many and not the few are looked after.

Q. But what if the Tories win, what then?

Well, Usdaw was established in its present form in 1947 and since then has had to deal with many hostile Tory Governments. We survived then and we will be ready for the challenges should that happen. The election is there to be won and I think there is everything still to play for.

It's no surprise we have prospered under Labour but our strategy and our reps are strong enough to cope with any political eventuality.

Our modernisation strategy has created a union that is efficient, effective and fit for purpose. And we have once again delivered a number of excellent, award winning campaigns.

We can face 2010 with the confidence that we will continue to improve workers' lives and win for members.

Hard-working reps and officials are behind the union's continued membership growth which hit a record 13 per cent rise in 2009



GET ACTIVE IN 2010

It's been one of the most contentious topics in recent years and looks set to dominate the agenda – that's why Usdaw is pushing pensions to the top of its priorities for the coming year

Pension Awareness is one of Usdaw's key campaigns. Research shows that there are too few people saving for their retirement or taking advantage of good company pension schemes. Usdaw's aim is to help our members get a better understanding of pensions and encourage them to make plans for their retirement. You can help us to achieve this by putting the Pension Awareness Campaign on your organising agenda.

The *Pensions Awareness Campaign Toolkit* contains straightforward activities for Usdaw reps to help them raise awareness of pensions in their own workplace.

The toolkit is designed to help Reps:

- **Find out** more on their employer's pension scheme
- **Map** their workplace to find out about attitudes to pensions among the workforce
- **Answer** members' questions about pensions

■ **Help** co-workers to get a state pension forecast

■ **Encourage** members to sign up for our Understanding Pensions Home Study course

■ **Update** their workplace noticeboard with campaign materials

Reps can order a toolkit from the Union's pensions team on 0161 224 2804 or by sending an email to pensions@usdaw.org.uk.

Our Understanding Pensions Home Study course continues to be a massive success – another 1,000 members signed up in 2009. See below for more details and how to sign up.

We are also asking all of our women members to check their state pension entitlement to make sure they have been properly credited for the years spent out of work bringing up children or providing care. Our leaflet *Check It, Claim It, Build It* can be downloaded from the website or ordered from the union's stationery department.

WEBSITE

PENSION FINDER

The Usdaw Pensions Website contains lots of useful information about pensions including details of many of the good company pension schemes which are available to our members on the Pension Finder feature.

Visit the website at

www.usdaw.org.uk/pensions

Take your chance to learn more about pensions

PLEASE
SEND
ME:

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

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

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

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

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

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



Name: _____

Address: _____

Postcode: _____

Membership No: _____ Branch No: _____

Email: _____

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



ACTIVIST IN-DEPTH

Scottish division's Iain Gillespie answers our questions on his experiences as an Usdaw rep

“ I'm more confident as a person and it's great to know you have so many dedicated people behind you to help ”

Why did you decide to become an activist?

I felt that many members were not being represented properly by other reps for various reasons.

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

Being there for members through thick and thin, the good and the bad.

Are there any downsides?

You can't win all the time and feeling like you've let a member down.

Have you been on any union training courses?

I've been on the branch officers course which was awesome, our teacher Jenni Murray made it fun to learn, A Plus!

Have you changed at all since becoming a rep?

I'm more confident as a person, and as far as the union goes it's great to know you have so many dedicated people behind you to help.

Is recruitment easy at your workplace?

Recruiting is easy where I work or within the Co-op group as we have the full backing of management so we never encounter any problems.

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

The annual pay claim.

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

How easy it was to get the right advice when you need it.

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

Don't hesitate to become a rep, you will get all the help and backing you need from other reps and your area organiser.

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

None. I think it works well as it is.

Which news items have caught your attention recently?

Afghanistan and bankers' bonuses.

What law would you introduce if you were prime minister?

Well that's a tough one, but if I was PM I would bring our troops out of Afghanistan as it's something I feel strongly about.

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

No, I'm happy with the way my life has turned out.

What's next for you?

I take each day as it comes and strive to help as many people as I can.

And the last word...

Become a member of Usdaw today and let's make it the biggest and the best union in Britain.

FACT FILE & TRIVIA

FAST FACTS

- **Employer** Co-operative Funeral Care
- **Occupation** Area Embalmer
- **Age** 49
- **Lives** Methil, Fife Scotland
- **Union positions** Branch chair
- **Branch** Scottish Funeral Services G050
- **Activist** Since 2004

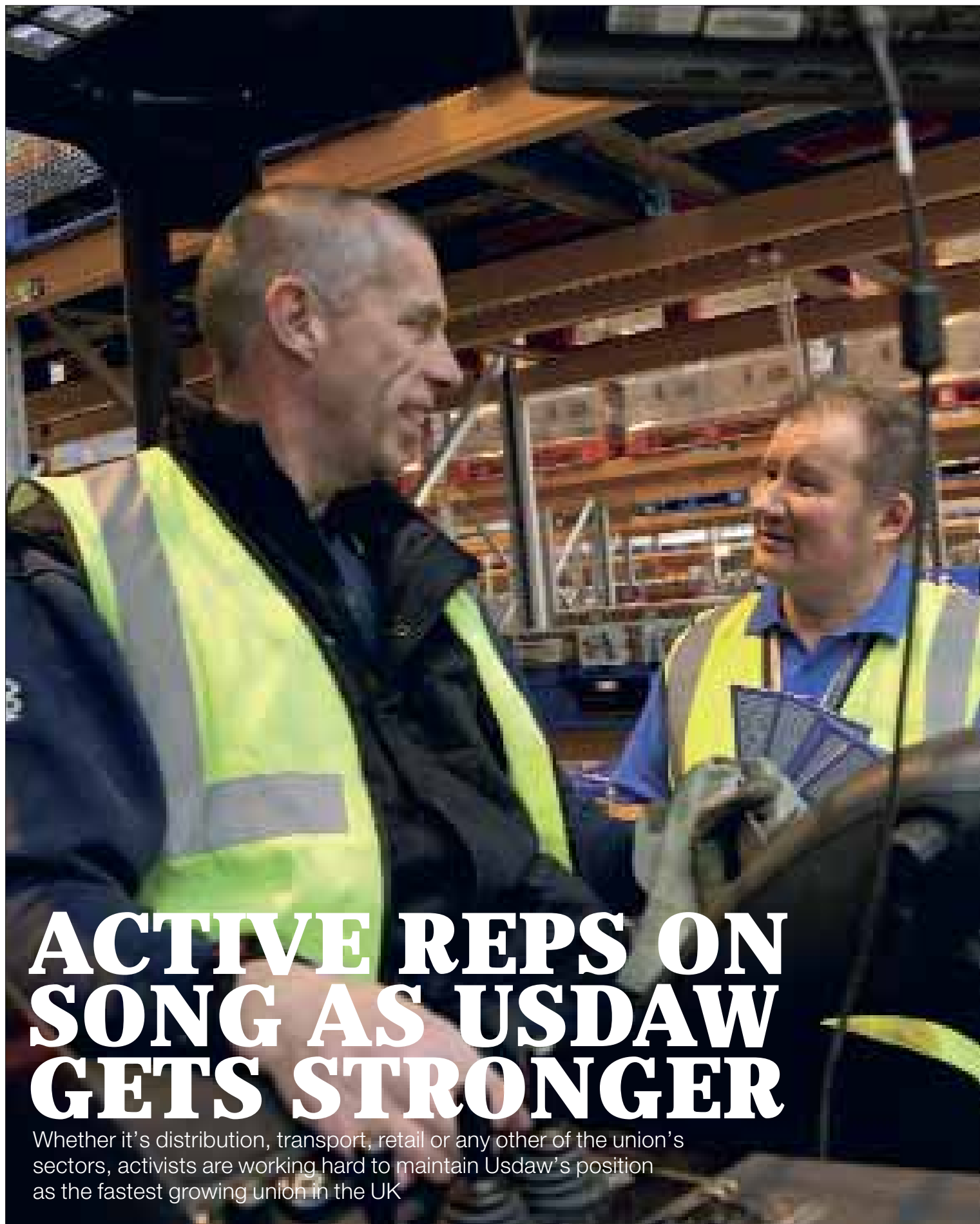
MY FAVOURITE...

- **TV show** Dexter
- **Band/singer** The Eagles
- **Book** anything by Tess Geritzen
- **The last film I saw was...** Kung Fu Panda
- **I like to spend my spare time...** Hunting and walking my dog Bracken



watch this space...

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



ACTIVE REPS ON SONG AS USDAW GETS STRONGER

Whether it's distribution, transport, retail or any other of the union's sectors, activists are working hard to maintain Usdaw's position as the fastest growing union in the UK

Usdaw is calling on its network of more than 10,000 reps spread across the UK as it seeks to build on its recent phenomenal growth. If you have a recruitment story to tell let the Network team know and it could be you and your team featured next time. On these pages we look at four case studies where hard-working activists have signed up thousands of members and have put in place a strategy to support further union growth.

Action all areas at Birtley

Teamwork paid off at a special recruitment event at the brand new state-of-the-art CRL site in Birtley in the North East when reps gave membership a major boost.

Usdaw's full-time CRL national steward Brian Loughhead is based at the site and looks after all 19 Co-op distribution centres across the UK. He said: "We have a great team of reps here at Birtley looking after our warehouse, transport and clerical staff. Their hard work and planning have paid dividends. Forty-three new members signed up on the day as well as a new shop steward, a health and safety rep and warehouse operative Mark Topin also signed up for the divisional youth committee.

"Staff have access to a number of fantastic first-class facilities such as a gym, canteen, a lifelong learning centre and we have our own union office. The modern site also received an 'A' rating Energy Performance Certificate from the Government for its energy efficient features."

Confidence boost pays off



Academy training paid off for Tesco rep Janette Thomas who returned to her store in Lewisham more confident, enthusiastic and determined to get more involved.

"It was the best six months I've had," said Janette, 43. "Although I've been a rep for 15 years I wouldn't say I was the most confident of people. But I learned a lot during my time with the Academy and the experience has really helped develop me and

bring me out of my shell.

"I visited a variety of stores across South London, including Morrisons, Sainsbury's, Tesco, Co-op, Primark. I basically organised my own workload. I planned everything beforehand including my bus journeys.

“Often it's as simple as just asking someone to join the union”

"I contacted store managers in advance to arrange a convenient time to go in, they were very approachable and helpful. I consolidated my earlier work with a second visit. These are very important, staff approach you because they now see you as the face of the union.

"I've surprised myself how far I've come. I'm certainly looking at Academy2 or maybe time as a stand-down rep, there's a lot of work to be done."

Solid progress in store



Morrison's rep Susan Wall has single-handedly built up membership in her store to an impressive 80 per cent during her seven-year stint as an activist.

"I've just recruited another rep who will help spread the load, but other than that I've been a one woman band, it has worked very well but I'll be glad of the extra pair of hands.

"Membership stood at around 30 per cent when I took on the role of rep so I've managed to build it up gradually over the years. And everyone in store knows who I am and how they can get hold of me.

"I don't have a special technique. As far as I'm concerned the benefits of membership speak for themselves. It's just a matter of taking the time with people, pointing things out and explaining what you can get out of the union as a member.

"The will writing and the Legal Plus service are two fantastic benefits and people are pleasantly surprised when they find out they're free.

"I recently spent some time on stand-down and was very

successful, picking up 44 members in ten days. It really is as simple as just asking people to join because most have never been asked before. I'm looking forward to more time out."

Healthy membership



Driver Cyril Nedin has proven he's a natural when it comes to recruiting. The AAH Pharmaceuticals rep has not only built membership in his workplace to a healthy 99.8 per cent but he also signed up 70 new members in two weeks after trying his hand as a stand-down rep.

"I really enjoy my union role," said Cyril, 59, from Swansea in West Glamorgan. "It's second nature to me wanting to help people and advising them to join the union. There's not much more I can do in terms of recruitment at my site as we're almost at maximum. But there's a big job to be done using the stand-down facility.

"There's massive potential at other AAH sites across the UK so I'll be getting involved in this. And as I've now enlisted the help of new rep Kath Reeves and taught her the ropes, I know everything will be in good hands when I'm out and about elsewhere.

"I've also been drafted into a new pilot divisional recruitment team and I'm looking forward to trying my hand in other workplaces across the division. This is very exciting."

IN NUMBERS

MEMBERSHIP FOR WEEK ENDED: 16 JANUARY 2010

| | |
|-----------------------|----------------|
| South Wales & Western | 43,654 |
| Eastern | 53,051 |
| Midlands | 52,083 |
| North Eastern | 52,913 |
| Scottish | 41,505 |
| Southern | 51,979 |
| North West | 89,356 |
| TOTAL | 384,541 |

REPS MAKE THE MOST OF LEARNING

FOR MORE INFORMATION VISIT: WWW.USDAW.ORG.UK

LIFE CHANGING

Lifelong learning is helping to change the lives of thousands of Usdaw members who have taken advantage of a range of free courses available to them.

"There's no stopping me now," said 41 year-old Dawn Littlechild who works in the health and beauty department at Tesco Clifton Moor in York. "I've just completed an English and computing course and I can't wait to sign up for the next one.

"I treated myself to a new laptop a few months ago thinking it would be

straightforward enough. But I was wrong. I switched it on, panicked and switched it straight off again!

"I was delighted when I saw the Usdaw flyer on the noticeboard highlighting the free courses. I signed up immediately and now I'm a natural, surfing the web and sending emails."

Similarly 24 year-old bakery worker Stephen Maher from Tadcaster Road Tesco in York has made excellent progress.

"I signed up for a maths course because in my job I need to know about numbers and how they

impact on my everyday work," he said.

"It was a bit daunting at first but the tutors were great, often giving me one-to-one tuition. I soon grew in confidence and I achieved an amazing 100 per cent in my online maths test.

"The course has helped me a lot and now I'm actually enjoying maths. After all I can see the results for myself. I'd recommend getting back into learning to everyone.

"I've now signed up for an NVQ course in computing. There's no looking back for me now."

INTERESTED?

How do I become a Union Learning Rep?

Contact your branch secretary, chair or area organiser about advice on the procedure and release from work to attend training courses.

Speak to your lifelong learning project worker to find out about the Union Learning Reps (ULR) courses – 0845 6060640.

ULRs now have a statutory right to time off to carry out their training and duties.

The role of the ULR

- Identifying members' learning needs.
- Providing information and advice about learning or training.
- Arranging learning or training.
- Promoting the value of learning or training.
- Encouraging and supporting learners.
- Working with employers to promote learning.

TRAINING

The Introductory Course is a five-day course run by the TUC as a day release course spread over five weeks. There is also a **Basic Skills Awareness** course and **Follow-On TUC Units**, these are usually one or two days.



Computer literate... Dawn Littlechild



Number cruncher... Stephen Maher

For further information and more examples of how lifelong learning is changing lives: www.usdaw.org.uk/lifelong_learning

IN FOCUS

A quick chat with young rep Simon Palmer

I got active in Usdaw because... of an issue in store. It was a hot summer. Staff were told they couldn't have bottles of water while they were working. I thought this was unfair and wanted to raise the issue with management. Being 18 at the time I didn't know anything about the union. Someone told me to speak to the union rep, I did and we got a positive result. It was a good feeling and I joined the union. My area organiser heard about it and encouraged me to get more involved. A year later I was a rep – I haven't looked back.

I convince young workers to join because... of the benefits. Most young people are Saturday/Sunday/evening

workers; they don't think they need the union. I explain it's worth joining for the benefits alone. Most drive a car. So there's the discounts on breakdown cover, car insurance, free legal cover for accidents, Legal Plus for themselves and their family and many more. I've been very successful.

Getting involved with the union has... made me more confident. I was quite a shy person but with a strong belief in fairness. My area organiser has supported and encouraged me all the way. I learn something new from every experience whether it's an incident in store, a training course, a campaign event or stand-down. The union's helped me develop. I'm a different person.



Simon Palmer (right) at his Portsmouth store

What's next for Simon Palmer?... hopefully the Organising Academy. I've completed the pre-academy course and applied for this year's intake. If successful it will be an exciting challenge.

Are you a young and active rep?... The *Network* team want to hear from you. We are always looking to feature up and coming reps in future editions. Email: network@usdaw.org.uk

FACT FILE

- **Name** Simon Palmer
- **Age** 23
- **Employer/job** Tesco, customer assistant, electrical department
- **Lives** Portsmouth
- **Union positions** Shop steward and health and safety rep

The co-operative funeralcare Funeral Plans for complete peace of mind.



When we look to the future we realise the importance of preparing for the time when we are no longer here. Many of us want the reassurance that our funeral will be taken care of when the time comes, and we want to do everything we can to reduce the burden on our friends and family.

The Co-operative Funeralcare is the UK's leading funeral director and offers a range of Funeral Plans.

Many of their clients have already made their arrangements by taking out a Funeral Plan. With people choosing to pre-arrange their funeral to make it easier for their family and friends, reducing the emotional and financial burden.

With The Co-operative Funeralcare Funeral Plans you have the option of a fixed plan, or you can choose to make your own arrangements, tailored according to your personal needs. Whatever your choice, be it burial or cremation, a religious or humanist ceremony, a particular church or hymn selection, floral tributes or memorials, or any other special arrangements you wish to make, a Funeral Plan can be created to accommodate your requests. The Plans carry no age or health restrictions and all arrangements are made by professionally trained and experienced staff.

The Co-operative Funeralcare is part of The Co-operative Group - the country's largest consumer owned organisation. Founded on strong values of openness, honesty and responsibility, The Co-operative Group

“Most people choose to pre-arrange a funeral to make it easier for their family and friends”

has a strong financial base with experience that dates back over 150 years. Backed by this strength, the Funeral Plans offer both flexibility and security.

You can buy a plan for yourself or for someone close to you and there are a number of payment options available, including the opportunity to spread the cost over a period of time.

For more information please contact your nearest branch or visit www.co-operativefuneralcare.co.uk



THE USDAW OSCARS

EVERYONE A WINNER AT SPARKLING EVENT

It was a night to remember at the fifth national Organising Awards 2009 rightly putting the union's talented reps under the spotlight



Eastern division



National winners celebrate



Scottish division



North West division

The national Organising Awards were first launched in 2005 with the first ceremony held in January 2006.

It marked a significant shift in how the union honours its reps and it has captured the imagination of activists and officials.

Deputy general secretary

Paddy Lillis has overseen the event since its inception and is delighted with its success.

"In the past we would have recruitment awards for each division and squeeze them into the proceedings during the Annual Delegate Meeting," he said. "I always thought this didn't give our reps the recognition they deserved and

that's why the Awards night was established.

Dedication

"We have around 11,000 activists and I think it's right that we mark their dedication and commitment.

"Unfortunately not everyone can be there on the night but since 2005 hundreds of reps



Southern division



Midlands division



South Wales and Western division



North Eastern division

You are the best in the UK

General secretary John Hannett was master of ceremonies at the glittering Organising Awards night – Usdaw’s own Oscars – held at a top Manchester hotel on January 16.

“This is a celebration of your tremendous work not only for last year but for all the years you have been active in Usdaw,” he said.

“And we have a lot to celebrate. We are growing despite the recession. Job losses have put many of our members under massive pressure but our reps have been battling to protect jobs and minimise redundancies.

“My sincere thanks to all of our reps for their tremendous efforts”

Growth rate

“Thanks to our reps, and not everyone can be here tonight, you have made sure we have gone from strength to strength.

“Our growth is not accidental it’s down to our organising agenda which has given us a four per cent growth rate since 2008 at a time when other unions are

contracting. Being a rep isn’t an easy job and it can be very difficult at times but we are continually monitoring the support and training we give to reps and even though we are growing we are not complacent.

“I want to put on record the executive council’s and my sincere thanks to all of our reps.

“You are not taken for granted and it is a great pleasure to be here to recognise your achievements. Everyone in the room is a winner.”

Political praise

Special guest former cabinet minister Ian McCartney MP was full of praise for the activists. “You are the foot soldiers who have the ability to become leaders,” he said. “You are the people who rightly demand respect and dignity from your employers for your members and often have to work in a hostile environment.

“This night is recognition of your talent both individually and collectively. Your skills and knowledge ensure employers, MPs and government, listen to you. It’s a pleasure to be here. You are the best reps and deserve to be recognised for all your hard work on such a special night like this.”

have been to the ceremony and have had a memorable evening.

“I’m keen to get as many nominations as possible for next year’s event. So I would remind activists to look out for the start of the nomination process which will begin in the summer of this year with the national event taking place in January 2011.”



General secretary John Hannett

ROLL OF HONOUR

FULL LIST OF NOMINATIONS

Division in brackets and National winners are in bold

■ **Individual Organising**

- Mavis Edwards** (South Wales & Western)
- Eddie Cotton (Eastern)
- Jayne Marie Wilkinson (Midlands)
- Daniella MacDonald (North Eastern)
- Linda MacFarlane (Scottish)
- Rosemary Bevan (Southern)
- Linda Craven (North West)

■ **Individual Recruitment**

- Cyril Nedin (South Wales & Western)
- Donna Heapy (Eastern)
- David Potter** (Midlands)
- Pauline Markham (North Eastern)
- Jean Hession (Scottish)
- Susan Wall (Southern)
- Danielle McCusker** (North West)

■ **Team Recruitment & Organising**

- Tesco Reps Penzance
- Anthony Hocking & Linzi Fletcher (S.Wales & Western)
- Primark Reps** London Oxford Street C12
- Janet Ruddock & Paul Bint** (Eastern)
- Tesco Reps Redditch
- Jane Lewis & Angie Kelso (Midlands)
- Sainsbury's Reps Brighouse F173
- Janet Hopper & Karen Downsborough (N.Eastern)
- Kettle Produce Reps
- Scott Malcolm & Tony Sneddon (Scottish)
- Tesco Reps New Milton
- Debbie Hinchcliffe & Claire Vincent (Southern)

- Co-op Travel Reps Julie Ann Aldcroft & Lisa Marie Barrett (North West)

■ **Campaigns**

- Andy Walker (South Wales & Western)
- Tracey Haggis (Eastern)
- Tesco Extra Reps Long Eaton
- Sharon Langham (Midlands)
- Sharon Best** (North Eastern)
- Vion Halls Reps Broxburn
- Karolina Stachowiak (Scottish)
- Sarah Clegg (Southern)
- Ladbrokes Reps Northern Ireland
- Catherine Corcoran and Finnuuala Perry (N.West)

■ **Health & Safety Rep**

- Steve Kingwell (South Wales & Western)
- Bill Sillett** (Eastern)
- Karl Lockley (Midlands)
- Emma Millar (North Eastern)
- Kenneth McKeever (Scottish)
- Anne-Marie Ross (Southern)
- Brenda Shaw (North West)

■ **Union Learning Rep**

- Clive Thomas (South Wales & Western)
- Helen King** (Eastern)
- Ken Isaacs (Midlands)
- Tracy White (North Eastern)
- Billy Younger (Scottish)
- Simon Holland (Southern)
- Jonathan Waterhouse (North West)

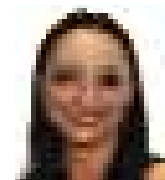
■ **Equalities**

- Henry Adams** (South Wales & Western)
- Nayan Shah (Eastern)
- Susan Kenny (Midlands)
- Alan James Woodhouse (North Eastern)
- Keith Kivelehan (Scottish)
- Hawa Najim Sim (Southern)
- Joanne Carleton (North West)

■ **Most Promising New Activist**

- Daniel Chapman (South Wales & Western)
- Debbie Newman (Eastern)
- Aleksandra Sluzalec** (Midlands)
- Robert Siejka (North Eastern)
- Grant Watson (Scottish)
- Julie Hart (Southern)

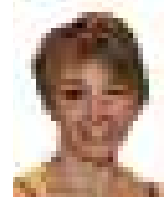
National awards 'st



Danielle McCusker
Individual Recruitment Award



David Potter
Individual Recruitment Award



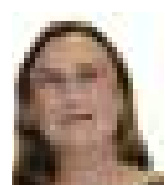
Helen King
Union Learning Rep Award



Henry Adams
Equalities Award



Mavis Edwards
Individual Organising Award



Sharon Best
Campaigns Award

Usdaw certainly has plenty of talent and the fifth national organising awards proved it as some of the best union reps from across the UK gathered at the Radisson Hotel at Manchester Airport for a sparkling evening.

Divisional nominees vied for the eight national awards and with such a high calibre of candidate president Jeff Broome admitted the executive council had a very difficult task. But winners there were and *Network* caught up with the activists who received their awards on the night from general secretary John Hannett, deputy general secretary Paddy Lillis, Jeff Broome and Ian McCartney MP.

Surprised

The Individual Recruitment Award was shared between David Potter and Danielle McCusker. It was David's second time at the event. "It was great to be in a room full of like-minded people," said the Tesco team leader from the Hamilton store in Leicester, who recruited more than 1,000 new members while on stand-down.

"I was very surprised to win and I have to put it down to all the support I had from my local office. It was a very enjoyable evening." Danielle agreed. "Absolutely fantastic," said the Tesco team leader, who works at the Belfast store. "It was great to see the reps get the recognition they deserve and it shows how much Usdaw appreciates us. I was very impressed with the whole event. I was happy just to be there but to win a national award was the icing on the cake."

Enjoyable

Customer service assistant Helen King won the Union Learning Rep Award after she spent most of last year promoting the benefits of learning to members in Suffolk and

Essex. "This was my second time and it was even more enjoyable than the first," said Helen who works for Tesco at Martlesham Heath in Ipswich. "It was good to have your partner with you because they do support us and I think it's right that they share in the evening. I was absolutely gobsmacked when I won.

"There was a lot of very dedicated and talented people in the room and it makes you realise just what you're up against. I posted my news on facebook and I've been overwhelmed by the positive response from everyone. The night gave us all a great boost."

Wonderful

The Individual Organising Award went to Mavis Edwards who has worked very hard to retain members when her Co-op store was sold to a private company. "I was flabbergasted when I won," she said. "It took a little while to sink in at first, but when it did I was very proud of myself. It was an absolutely wonderful night. Very professional and it reminded me that we're all part of a British organisation which values and supports its reps.

"My husband came along and he's always been in a union but he said his union never do anything like this for their activists. I took my award into work and it created a great buzz, all the staff were very happy for me. It's given me a great boost, raised the profile of the union and motivated me even more. We're a little bit isolated down in South Wales but going to the awards night reminded me that Usdaw cares for all its reps no matter where they are. I was proud to be part of it."

The Equalities Award went to Plymouth and South West Co-op's Henry Adams who works at the Tavistock store in Devon. "I thoroughly enjoyed it even though

web...
 For further images from the night please visit www.usdaw.org.uk/gallery

un'

I was really nervous when Jeff read out the nominees," he said. "I was overwhelmed when I won, surprised and delighted. It made me so proud of my branch, division and the equalities forum, which have been very supportive.

"An excellent evening I couldn't fault anything about it. It was welcoming and relaxed. The venue and food were excellent, the presentation was just right. It was beautifully done."

“ I was absolutely gobsmacked when I heard I'd won a national award ”

Morrisons' butcher Sharon Best scooped the Campaigns Award after she raised the union's profile on a number of issues. "What a fantastic night," said Sharon who works at the Carlisle store. "I was shocked to win as there was a lot of very experienced reps at the event. I loved it and I think it's right that the reps are recognised in this way and it was good to have my partner with me, we loved it. I did the Academy last year, that was a fantastic experience and I'm looking to progress further."

Absent friends

Unfortunately the winners of the Most Promising New Activist Award Aleksandra Sluzalec (Midlands), Health and Safety Rep Award Bill Sillett (Eastern) and the Team Recruitment and Organising Award Janet Ruddock and Paul Bint from Primark London Oxford Street (Eastern) were unable to attend on the night.

Nominees and their invited guests had a chance to relax following the ceremony at the after-show party



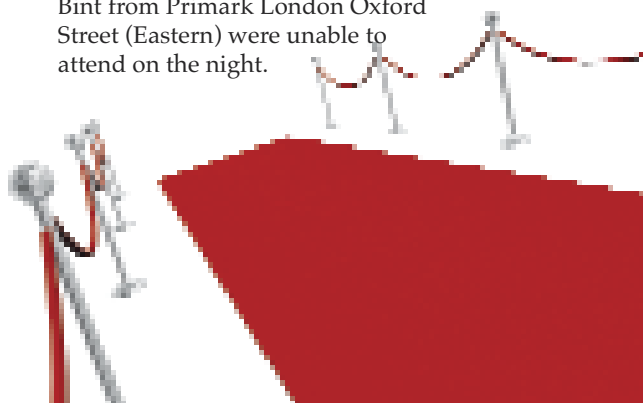
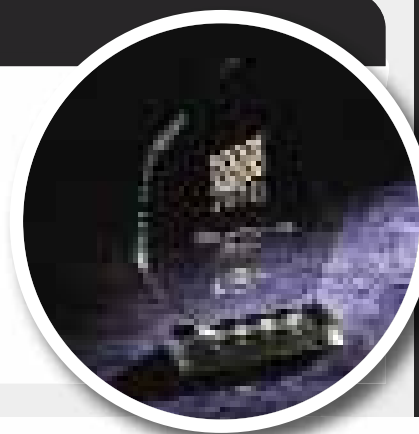
Party Time!



IT COULD BE YOU!

Look out for the nomination process for next year's event, which starts in the summer.

Reps can nominate themselves or a colleague. Forms are then sent to each divisional council, which chooses its nominees for the national event.



CAN USDAW SAVE YOU MONEY?

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

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

UIA INSURANCE

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



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To apply online visit: www.usdawdental.co.uk or call **0800 037 2092**

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TAX REFUND SERVICE

Over **71,000 members** have used this service and so far received tax refunds in excess of **£1.7million**. Refunds average **£167.94** each!



To find out if you are due a refund, go to www.taxrebates.com/ref/usdaw, call the application information line **0845 058 2288** or send a SAE for an application form to:

The Tax Refund Co. 43-47 Middle Hillgate, Stockport, SK1 3DG.

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*Our lines are open 8am-8pm weekdays and 9am-12noon Saturdays. Calls may be recorded and/or monitored. Calls from landline phones are free however mobile providers may charge. Britannia is the trading name of the Co-operative Bank plc.



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- **The WellWoman Plan** from Usdaw approved partner UNAT Direct



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

Lines are open 8.00am to 8.00pm Monday to Friday (excluding public holidays). For security and training purposes calls will be recorded and may be monitored.

THE CO-OPERATIVE FUNERALCARE

Our caring staff are on hand to give you individual support, care and reassurance when it matters most. Usdaw members and their families are entitled to a £25 discount off our funeral plans and 10% discount on professional services fees on funeral arrangements.

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

Terms and conditions: 10% discount applies to Funeral Director professional services fees only (as detailed on the price list and estimate form provided at the time of arranging a funeral) and excludes discounts on supplementary services, coffin/casket selection, additional services and payments made on your behalf (e.g. clergy, doctors fees, crematorium/burial charges). 10% discount is not applicable on funeral plans. Both offers cannot be used in conjunction with any other offer. Offers valid to Usdaw members and their families until 31 December 2010. All offers are not retrospective. Our business terms and conditions apply. This does not affect your statutory rights.

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INFORMATION CENTRE

COMPANY SPECIFIC GET-TOGETHERS ARE PROVING VERY POPULAR WITH REPS ACROSS THE DIVISIONS



Morrisons reps from the Scottish division

More than eighty Tesco reps from South Wales and Western division braved appalling weather conditions to attend a special two-day get-together in Bristol in January.

"It was a fantastic turnout," said Kay Gregory from the Exmouth superstore. "The division is geographically very large, but I think nearly everyone got there, which is commendable.

"As usual I learned a lot, it was a great experience and I came away more

enthusiastic."

Roger Anderson from the Midsomer Norton superstore agreed. "It's a great opportunity for so many Tesco reps to interact together in one place," he said.

"I've nine years experience so it was good for me to pass some of this on to our newer reps from other stores. We can all learn from each other."

Across the border

Meanwhile fifty Morrison's reps from across Scotland went to a residential weekend in Pitlochry,

Perthshire late last year.

"It was an interesting and informative weekend," said Fishmonger Jason Hamilton from the Falkirk store in Stirlingshire. "These get-togethers are very important for lots of reasons. This was my second weekend and it was great to meet up with reps I met last year and see how they are getting on."

First timer Jeannette Fallon said: "It was all new to me, but I thoroughly enjoyed the whole experience. I learned a lot. It's good to get out and meet people. We got through a lot of work and a little socialising as well."



Tesco reps from South Wales and Western division

COURSE FINDER ALERT

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

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

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

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

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



web...

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

IN BRIEF

■ Lib Dems would open all hours

The Lib Dems look harmless, but for Usdaw members they pose some real threats, they:

- would stop shoplifters from being jailed, even if they were violent;
- support Sunday trading deregulation, bringing 24/7 trading;
- opposed the introduction of the National Minimum Wage.

■ National Care Service plans in place

Labour will introduce a new National Care Service that provides care in the home for those in greatest need, rather than ability to pay. Compare this with the Tories national care lottery. Pay £8,000 when you retire, with no guarantee that the care will be there when you need it.

■ Boiler Scrappage Scheme heats up

Labour has announced a scheme to save the environment and save you money. The Scheme allows the 125,000 homes with 'G' rated boilers to claim £400 towards a new 'A' rated boiler, reducing the energy you use and saving about £200 a year on your bills.

■ The Tories' black hole of missing money

George Osborne's budget plans don't add up, he's £34 billion short. There's something he's not telling us about their planned savage spending cuts. The Tories' 'age of austerity' means spending cuts for the many and tax cuts for the few, putting the economic recovery at risk.

Labour has delivered for Usdaw members

The general election is only weeks away so politics do matter



CASH IN POCKET FOR LOW PAID

The first ever National Minimum Wage has stopped rogue employers paying poverty wages and undercutting decent employers which allows Usdaw to negotiate better deals for our members. Labour has delivered year-on-year above inflation increases, often opposed by the Tories.

People often forget that under the Tories part-time workers could be paid less and have worse terms and conditions than their full-time colleagues, even when doing equivalent work. Labour ended this unfairness.

Thanks to Labour you never have to be alone when in difficulty at work. Every worker now has the right to be a member of a trade union and be represented in grievance and disciplinary meetings.

It's easy to take holidays, breaks and days off in our working week for granted, but without Labour there would be no guarantees. Thanks to Labour we all get a minimum of 28



days holiday a year, two rest days a fortnight and proper breaks during our working day. The Tories want to deregulate business and threaten these important rights.

Usdaw constantly campaigns for improved workplace rights for our members. Labour listens, acts and delivers. Our campaigns would not achieve our aims if we did not have a Labour Government. The next election is a real choice between Labour delivery and the Tories who will take us back to a low pay economy, like we had in the '80s and '90s.

28

The number of days holiday full-time workers are entitled to with pro rata for part-time staff – introduced by Labour

Make your choice and vote



ASPIRATION OR AUSTERITY?

The general election is a real choice for working people, between aspiration with Labour and austerity with the Tories.

Labour is bringing the country out of recession, securing the recovery and protecting people's jobs. The Tories' 'age of austerity' would threaten the recovery with savage cuts in public services.

Labour's fiscal stimulus has saved over 500,000 jobs. For those who have lost their jobs Labour has invested in training, help finding work and paying the mortgage.

The Tories would have left people to sink or swim like they did in previous recessions.

Labour saved the banks when they were on the verge of going under. The Tories said they would have let a bank go, wiping out the savings of thousands of people. What would happen when the cash machines stopped working? What would happen when your direct debits weren't paid? It would have been chaos under the Tories.

Gordon Brown has had to take exceptional measures in difficult times, showing that he is the right person to lead us out of recession.

500k

The number of jobs saved by Labour's intervention at the beginning of the recession

Parents and carers to get help

FAMILY-FRIENDLY FROM LABOUR

Making work pay and helping to balance working life and home life is a priority for Labour.

Tax Credits help nine out of 10 families, that's 10 million children. Low-paid workers without children also qualify. The Tories opposed tax credits and plan to cut back the scheme if they get into power.

Labour increased paid maternity leave to 39 weeks and introduced paid leave for those adopting. New fathers are now entitled to two weeks paid time off when their baby is born.

Children deserve the best start in life and parents shouldn't have to struggle, which is why Labour built 3,000 Sure Start Children's Centres to provide childcare, healthcare, early education and family support. Labour has also

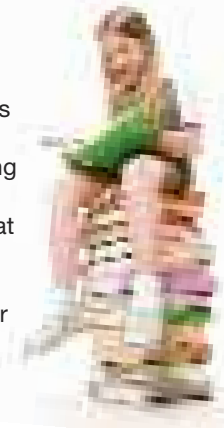
funded part-time nursery places for all three and four year olds.

Flexible working has helped thousands of Usdaw members arrange the working hours they need. The right to request flexible working is available to parents of children under 16, disabled children under 18 or carers of adults. Parents and carers now have the right to unpaid time-off to deal with emergencies.

The world of work is constantly changing, there are more pressures and stresses on parents and carers than ever before. Labour continues to offer a helping hand. Contrast that with David Cameron who recently said: "What matters most to a child's life chances is not the wealth of their upbringing but the warmth of their parenting." That is easy to say when you are a millionaire!

10m

The number of children who have been helped by Labour's tax credit policies which have been opposed by the Conservatives



Learning and Training: Opportunities knock

LABOUR'S GUARANTEE

Labour has invested millions in Lifelong Learning, providing opportunities to learn new skills and chances to progress at work. Often the basic skills training in literacy, numeracy and computing have changed peoples' lives for the better.

Udaw campaigned for statutory rights for Union Learning Reps, the Government listened and delivered. Usdaw has trained 753 ULRs who have made a real difference to the lives of more than 20,000 members.

This concrete commitment to expanding opportunities is seen in the £50 million of funding that has gone into the Union Learning Fund.

This fund supported Usdaw's award winning Checkout Learning campaign which gives our members the confidence to believe they can succeed.

Last year Labour gave an historic guarantee to all 16 year-olds. For the first time every school leaver was guaranteed a place in sixth-form, an apprenticeship or a further education course which is known as the September Guarantee.

Not stopping there, Labour continued to invest in education and training for young people despite the recession. The Tories would have done nothing to tackle youth unemployment leaving people to sink or swim like they did when they were last in power.



Education has been a cornerstone policy for Labour but all the good work could be undone by the Tories



Don't trust the Tories with your NHS

HEALTH POLICY

The Tories have said that they would scrap Labour's healthcare guarantees, removing patients' rights to treatment.

Cancer patients now get free prescriptions and are guaranteed to see a specialist and receive test

results within two weeks.

Patients are guaranteed to begin their hospital treatment within 18 weeks of being referred by their GP. Labour created the NHS, the Tories virtually destroyed it in the '80s and '90s, leaving Labour to rebuild it. Don't let the Tories get their hands on it again.

IN BRIEF

Free swimming boost from Labour

Labour has provided funding so that kids and pensioners can enjoy swimming for free. Despite the benefits of exercise and funding from the Government, some Tory councils have refused to provide this service for local people.

Free computers for families

Labour has announced that 270,000 low income families will get a free computer and free broadband access. Families must not be left behind as the opportunities offered online increase. Importantly, a computer and broadband access at home is becoming essential for children to do homework.

Gordon backed by Doctor Who

Backing Gordon Brown as Prime Minister, actor David Tennant said: "I would rather have a prime minister who is the cleverest person in the room, than a prime minister who looks good in a suit." He described David Cameron as "a terrifying prospect."

Join Labour - it's FREE for first year

Udaw is stronger when more of our members are also members of the Labour Party. It raises our profile and makes us heard in the major debates. Join Labour today and help to stop a Tory election victory. Usdaw members can get their first year free, contact the politics office on 0161 249 2452.



The Empress Ballroom at the Winter Gardens Blackpool during last year's ADM

OPINION POLL

Activists will get their chance to participate in the most important conference in Usdaw during this year's Annual Delegate Meeting

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

Delegates and visitors will have a packed agenda at this year's Annual Delegate Meeting (ADM) with 116 propositions already submitted to the Preliminary Agenda Paper – a 30 per cent increase on previous years.

In addition to the wages and working hours debate, criminal justice, disability, education, training, the environment, health and safety, transport and Freedom From Fear are all set to feature prominently.

1,100 The number of delegates, visitors and officials at last year's Annual Delegate Meeting – the main event in the union's calendar

ADM will be held in the Empress Ballroom at the Winter Gardens, Blackpool from Sunday 25 until Wednesday 28 April and will bring together more than 1,100 activists and officials from across the UK for four days of debate, which will help shape the union's policies for the next 12 months.

Outside of the conference a number of fringe meetings will be held on politics and equalities with a number of social evenings also planned to help reps socialise and relax after a full day of intense debating.

A number of high profile speakers will also be in attendance and in previous election years this has often seen very senior politicians address conference.

Crèche facilities are also available for working parents. Anyone interested in attending this year's ADM should speak to their branch official or local area organiser as soon as possible.

DIARY OF EVENTS 2010

February

06 February - 07 February
National Political Conference

March

06 March - 07 March
South Wales and Western
Divisional Conference
20 March - 21 March
Eastern Divisional Conference
20 March - 21 March
North Eastern Divisional
Conference
20 March - 21 March
Scottish Divisional Conference
24 March
Parents and Carers Spotlight Day

April

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

May

12 May - 13 May
Insurance Section Conference

June

05 June - 06 June
Midlands Divisional Conference

05 June - 06 June

North West Divisional
Conference
21 June - 27 June
Membership Week

July

09 July - 11 July
National Hazards Conference

September

25 September - 26 September
South Wales and Western
Divisional Conference

October

02 October - 03 October
Scottish Divisional Conference
02 October - 03 October
North Eastern Divisional
Conference

November

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

December

04 December - 05 December
North West Divisional Conference

PICTURE PERFECT

Reps from across the UK ensured Respect Day, part of the award winning Freedom From Fear campaign, took the union's anti-abuse message to hundreds of stores and high streets

November's Respect for Shopworkers' Week saw reps, members and the public come together to push the message to 'Keep Your Cool' and treat staff with respect when shopping, especially during the chaotic festive period.

We couldn't fit in all of the pictures in the November/December issue of *Network* so here are some more of Usdaw's dedicated members supporting the award winning Freedom From Fear campaign.



Co-op Tamworth



Co-op Bengoe Hertford



Scottish parliament



Tesco Bishops Stortford



Tesco Extra Bedford

web...
For more information on Usdaw campaigns, visit our website at: www.usdaw.org.uk/campaigns

“ Respect Week is now firmly fixed in the union's calendar ”

MAKE YOUR CLAIM

Activists are being urged to get involved in the union's campaign to put money into the pockets of hard-working parents as it gets ready for the next big campaigning push

This year Usdaw's national Supporting Parents & Carers Spotlight Day is Wednesday 24th March 2010. We will be using the Spotlight Day to raise awareness of the five key benefits available to working parents. These are:

- Child Benefit
- Tax Credits
- Sure Start Maternity Grant
- Health in Pregnancy Grant
- Child Trust Fund

Raising awareness

Every one of these benefits was introduced by a Labour Government. It's our job to make sure reps and members know about them and understand how to claim them. Survey returns from 2009 revealed that there are low levels of awareness of certain benefits, particularly the Sure Start Maternity and Health in Pregnancy Grants. We also know that the Spotlight Day in 2009 helped members in a very practical way – it helped to put extra money into members' pockets.

Well over one thousand surveys were returned to us last year with many members telling us that they are worried about money and none more so than parents.

We discovered that members with children are twice as likely to be worried about money than those without children. Taking maternity leave can put a big hole in a family's finances. We've calculated that on average an Usdaw member will lose at least £7,250 in earnings in the year she takes her maternity leave. So it's more important than ever Usdaw members know about their rights to claim the benefits they are entitled to.

We will be launching a 'new look' campaign pack, poster and leaflet in early February that will be sent to every

one of our 11,500 activists. The campaign pack will also go up on Usdaw's website. As always we'll be asking for the help of reps and members again this year to make Spotlight Day a success.



Last year's campaign won support from members, reps, officials and the general public as well as scores of MPs from across the UK

Fair deal

Helping disabled members at work

The Disability Discrimination Act (DDA) is important for Usdaw reps as it helps to make sure disabled members get a fair deal at work. The Act doesn't set out a list of who is or isn't disabled that you can look up and check against. The only people who are automatically covered are those who have been diagnosed with:

- Cancer
- HIV
- Multiple Sclerosis
- Severe disfigurements
- Registered blind or partially sighted

For everyone else, the only way to work out if a member is disabled and so entitled to protection from the Act is to fit them into the strict legal definition of disability outlined by the Act, which says:

1. A person must have a physical or mental impairment . . .
2. . . . That has a substantial (meaning more than minor), long term (meaning has lasted or is likely to last for more than 12 months) adverse effect . . .
3. . . . On their ability to carry out day-to-day activities

If a member is covered by the Act then the employer falls under a duty to make reasonable adjustments – this might mean making adjustments to sickness absence policies like counting disability related absence separately from any other absence.

FURTHER INFORMATION

Use Usdaw's 'Supporting Disabled Members' leaflet and the guide for reps 'Disability At Work'.

safety watch...

Towards the end of last year, the Government launched a strategy looking at how to end violence against women and girls. It will consider a broad range of issues including rape and domestic violence as well as women's use of public spaces and their safety at work.

Thanks to the input of Usdaw activists the Government has said that it will publish a review of women's safety in public places early this year that will include plans for safer public transport for women. We want to know more about your problems travelling to and from work. Tell us your experiences, email: womensjourneys@usdaw.org.uk.

Cameron's attack on safety

Protecting businesses not people. How new Tory policy could endanger the UK's workforce



ENFORCING THE ISSUE

In the last issue of *Network* we revealed Tory plans to curb the power of HSE inspectors. In a recent speech David Cameron has gone even further by pledging to remove health and safety legislation and its 'burden' on business.

He attacks the Labour Government for passing 'law after law, rule after rule, in an endless attempt to micro-manage and control people's lives' and for gold-plating bureaucratic rules from Europe (but gives no specific examples). He also criticises the 'toxic' compensation culture in this country even though he acknowledges that personal injury claims are not increasing.

Most of the examples he cites of 'health and safety culture gone mad' are old myths and

“There were more health and safety laws 35 years ago than there are now”

half-truths – many of which were debunked by a TUC report in 2006.

He has also announced that he has asked Lord Young to carry out yet another review of safety regulation. But the last time there was a review under a Tory Government in the early 1990s a lot of time and money was spent scrutinising health and safety law only to conclude that all the current regulations were needed.

The speech ignores the fact that the Labour Government has listened to business concerns and has tried to simplify health and safety regulation and make it easier for small businesses to understand their duties.

The speech has been condemned by health and safety professionals and trade unions as a populist attack that promotes the myths from newspaper headlines.

Stephen Battersby, head of the Chartered Institute of Environmental Health (CIEH) said: "If Mr Cameron is to set up a review of the 'straight jacket' of health and safety rules on the

The figures speak for themselves. Enforcing workplace safety is crucial to employee welfare

basis of urban myth, half-truths and individual misinterpretation of risk, then I fear for the future of worker safety and the quality of his judgement."

According to the CIEH last year 229 people were killed and 137,000 injured at work. Occupational cancers kill between 10,000 and 20,000 people every year and about 1.2 million people suffer from ill-health at work.

Mr Battersby added: "It is obvious that there are employers who fail in their duties to their workforce, and we need more effective regulation and enforcement and a better understanding of responsibilities, not a review of rules."

Brendan Barber, general secretary of the TUC added: "The idea that employers are being over-zealous in their application of health and safety regulation is simply not true. The reality is exactly the opposite. Neither does the UK have an excess of regulation - there were more than twice as many health and safety regulations and laws 35 years ago than there are now."

Hitting back at offenders

As serious incidents rise, Usdaw calls for government to take a hard-line on retail crime

John Hannett and Usdaw reps working together to tackle the problem of violence against shopworkers



SHOPS AND ROBBERS

The number of thefts from shops has risen by a third in a single year while incidents of violence and abuse against shop staff doubled.

Results from the British Retail Consortium's (BRC) annual Retail Crime Survey also showed a 58 per cent rise in physical violence, a 37 per cent rise in verbal abuse, with an incident occurring nearly every minute, 24 hours a day.

Across the whole sector the figures mean there were around 13,500 physical attacks

“The annual Retail Crime Survey showed a 58 per cent rise in physical violence, with an incident occurring nearly every minute”

last year compared to 8,100 in 2008.

Stealing by customers accounted for the biggest share of all retail crime with only a third of thefts being reported to the police.

And while robbery (theft with the use of violence) is less common, there was a significant increase. A typical high street with 30 or so shops could now experience three robberies in a year, having a serious effect on staff and customers involved.

Despite the sharp increase on the 2008 figure, the overall trend over the last five years is down as the graph (right) shows.

However the upturn proves there is no room for complacency.

In its response to the figures the BRC confirms its continued support for Usdaw's Freedom From Fear campaign and calls for the police, local authorities and the courts to treat retail crime more seriously.

Although down on 2005/2006, retail crime is now showing a steady increase

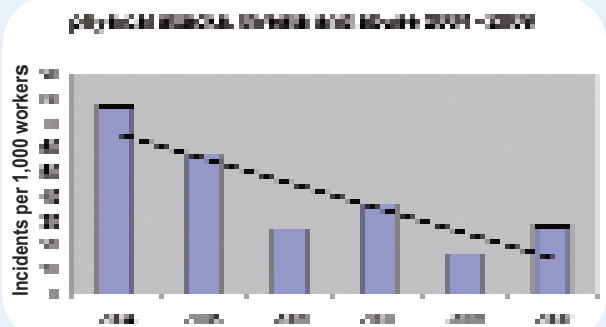
The BRC's Stephen Robertson said: “We need tougher sentencing to deter thieves and more consistent use of fixed penalty notices between police forces. Too many fines for shoplifting remain unpaid.

“The doubling in violence and abuse against retail staff is the biggest concern of all. It should never be regarded as ‘part of the job’. Punishments must be strong enough to deter and the police should measure workplace violence when they assess business crime in the community and determine local policing priorities.”

General secretary John Hannett said: “We agree with the BRC, the abuse of shopworkers is never acceptable. These are not victimless crimes and it is important that people treat shopworkers with respect.

“That is why Usdaw is redoubling its efforts to protect its members in the workplace. So we are supporting a Scottish Parliament Bill to bring in additional penalties for those who assault shopworkers, as already applies for emergency service workers, promoted by Hugh Henry MSP, and we would like to see the Government introduce it for the rest of the UK.

“Overall, the increase reinforces the need for Usdaw reps and health and safety reps to check that preventive and protective measures work in their store.”



Lone working guidelines

Q: Members who work in the petrol filling station at my store often have to work on their own for long periods. They are worried about security and about what would happen if there was an accident. Can my employer make them do it?

A. There is no law against lone working. However employers do have a duty to provide a safe and healthy workplace for everyone including lone workers.

They need to have systems in place to protect the worker in the

petrol station. For example what should they do if there is an abusive customer or an attempted robbery, what arrangements are there to let the worker have a break when they need it, does the worker have access to toilet facilities, does someone (e.g. manager, security) keep in contact on a regular basis to make sure they are alright?

Usdaw has a lone working safety guide available at: www.usdaw.org.uk/healthandsafety/hazards Or HSE guidance is available at: www.hse.gov.uk/pubns/indg73.pdf

web...

For further information on any of the points below please visit: www.usdaw.org.uk/healthandsafety

Medical confidentiality at work

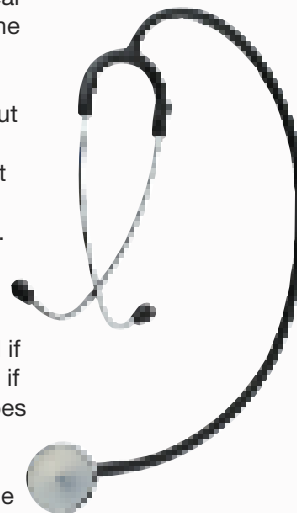
Q. One of my members is off work after a road accident. His doctor says he is fit to return but the manager does not believe it and says he is going to contact the doctor to ask for the medical records so the company can make their own mind up. Can they do this?

A. The short answer is no, at least not without the members consent. However the law is complex on medical confidentiality. Generally the employer cannot have access to the medical records, but may be entitled to ask for a medical report.

If they do they should be clear what they are asking for and the doctor should respect patient confidentiality when giving the report. For example if it is about fitness to return to work, the report should be limited to that question and other medical details should not be included.

The personal details in the report should be treated confidentially by the employer and the worker must be asked if they consent to the report and if they want to see it before it goes to the employer.

Guidance on confidentiality and medical reports is available on the TUC website: www.tuc.org.uk



Regulations are what you need

Q. On a recent union training course the tutor said reps can now get free copies of HSE publications. I have a problem at work with toilet provision and know I need to look at the Workplace (Health Safety and Welfare) Regulations. Where can I get them from?

A. If you have access to the internet, most HSE publications can be downloaded for free from their website www.hse.gov.uk. Search for the document you want from HSE Books and click on the link that says 'Free pdf download available'. Alternatively they are available to buy from local bookshops.



IN BRIEF

■ Toddler hurt in discount store

Retailer TJ Morris (Home Bargains) has been fined £4,500 including costs after a two-year-old was injured when a 22 kg box fell from a display. Knowsley Council prosecuted the company for contravening Section 3(1) of the HSW Act, for failing to take simple steps to protect customers.

■ Get risk mapping to help HSE campaign

The HSE is launching its Shattered Lives 2010 campaign in February to highlight the danger of slips and trips and promote prevention. Usdaw is asking health and safety reps to get involved by using the Usdaw risk mapping tool to identify hazards in their workplaces: www.usdaw.org.uk/getactive/resource_library

■ Lots more parking is just the ticket

The Government has issued an action plan to improve lorry parking in England. The plan aims to raise standards at existing truck stops, encourage the development of new secure sites and increase compliance with drivers' hours laws through the provision of more lorry parks. More information at: www.dft.gov.uk/pgr/freight/road

■ Contact us for more health and safety information

Email Doug Russell on healthandsafety@usdaw.org.uk or visit the website: www.usdaw.org/healthandsafety

£50 UP FOR GRABS!

Write to the editor of Network and you could win £50 if your letter is chosen as the star letter. This issue's winner is **Barry Wiggins**

SEND YOUR LETTERS TO:

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

Email: network@usdaw.org.uk

STAR LETTER

CONFERENCE CALL

Barry's learning curve

I had been a member since 1996, and a union rep since 1998 and I was looking for some scope to learn more within the union, when by chance I rang the Leeds office for some advice and was told about summer school and to write to my branch secretary.

I enrolled onto summer school series one in 2007 where I learned the diversity of the union, and the importance of the branch for propositions.

From that week of training I went to every branch meeting.

In 2008 I attended summer school series two and then was awarded health and safety rep of the year within the North Eastern division and went to the Organising Awards 'Oscar' ceremonies in Manchester in early 2009 (pictured right).

The same year also saw me submit a proposition at ADM, which originally began at summer school.

Then I went to my first divisional council meeting as I have just been accepted as the branch chair for F187.

I guess the union takes you where you want to go, so let's hope there are more of you out there looking for more. I know I am!

BARRY WIGGINS
South Yorkshire Tesco F187



SOLICITING SUPPORT

A legal success

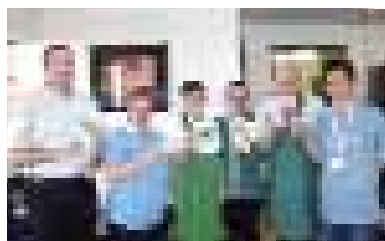
In October last year I ran a campaign at Morrisons in Llanishen, concentrating on raising the profile of the union.

I was joined by Rachel White, associate from Leo Abse & Cohen Solicitors and Denise Purbrick, the store's union rep.

Our members had the opportunity to ask any questions in relation to our legal services, which Rachel was more than happy to answer. I believe our members and non-members found this to be very informative and of much interest.

The two days went extremely well as we were also successful in recruiting new members during the time spent in the store.

CHAYOUNG JEONG
Academy organiser, South Wales and Western division



NEW RECRUITS

Positive briefing

"It was a brilliant experience being in a new environment." This was just one of the comments from the reps attending the second part of the pre-Academy briefing last October in Glasgow.

They had responded to a challenge to recruit in a few small stores of a company they did not work for. Despite the fear and apprehension, once in the door, they could relate well to the workers and used their skills to deal with managers whose attitudes ranged from very welcoming, to wary.

They treated people with respect, a friendly approach, and humour, updating noticeboards, letting members know their

rights, joining up new members and encouraging existing ones to become shop stewards.

It was important that this was a positive experience for the reps, and they were given terrific support from their area organisers.

STEWART FORREST
Deputy divisional officer,
Scottish division

Proud of their achievements. The Scottish reps get a taste of Academy life



WHAT HAVE YOU BEEN UP TO?

Courses, get-togethers, campaigns, recruitment and advice or fund raising for charity.

We want your letters and photos. You can send them by email (network@usdaw.org.uk), put them on a disk or post prints to us.

OUTSTANDING RESULT

Keep up the good work

I am an Usdaw rep and work for the Co-operative and have just completed two weeks as a stand-down rep going into stores recruiting new members.

I would really recommend this to other reps.

I went out and shadowed another rep whilst they did their stand-down and it really prepared me to go out on my own and promote Usdaw to others.

It is something that I hope I will be able to do for many years to come.

I have and really found my confidence whilst out talking to others, and I feel my work as a rep has paid off.

Thanks go to my area organisers who have given me lots of help and support all the time.

Let's keep up the good work reps, and keep Usdaw going, give it your all and reap the benefits of being a rep.

JENNIFER WHITMORE
North Yorkshire Co-op F13

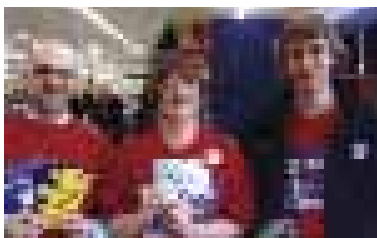
CAMPAIGN SUCCESS

High five respect

The reps in the NW Tesco Retail No.6 K219 have done it again. Five fantastic Respect stalls were held in Bidston Moss, Heswall, Liverpool Metro, Deysbrook and Old Swan – supported by other Tesco reps in the branch together with the North West equalities forum.

Over 6,000 pledge cards and 250 surveys were completed – very well done and a huge thank you for all your efforts.

AMANADA BAILEY-COLL,
Area organiser, Warrington office



LEARNING CURVE

Check out Chelmsford

Tesco Chelmsford's Check Out Learning event went down a storm.

Shop stewards Debbie Newman, Jackie Perry, Mags Morrad and Derek Crook joined in with survey filling and talking to staff about current Usdaw issues, whilst June Baker relentlessly scoured the shop floor, looking for new members, participating in discussions and sign-posting them to the campaign while making staff aware of the benefits of joining Usdaw.

The day was supported by Essex Council and Adult Community Learning, with tutors on hand to give IT assessments and advice on learning and careers guidance.



New learning recruits sign up to make sure they can benefit with the union

The campaign was a complete success with four new members, a health and safety rep and a learning rep recruited. There were a total of 37 learning surveys completed and we engaged with over 150 staff.

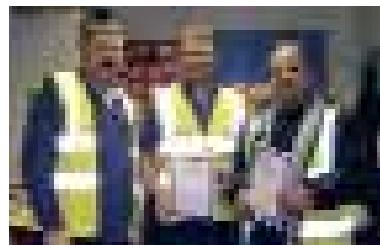
HELEN KING
Mobile union learning rep,
Anglia Tesco C54

LOYALTY CARD

Hitting the big 30

Congratulations to LGV fitter Bob Croft (centre) and LGV driver Cliff Quilter (right) of Tesco Fenny Lock who were recently presented with 30 year Usdaw membership certificates from branch secretary Frank Gallacher.

KEITH WHITBREAD
Senior rep, Tesco Fenny Lock
Milton Keynes Dist C60



A DIFFERENT LEAGUE

Federations are what you need

I must congratulate you on the winter addition of *Arena*. As an activist I look forward to reading about what my union is involved in.

I was particularly interested in the article about how the union works. It explained to lay members the tiers of our union and what they may wish to get involved in.

However, I was shocked to see no mention of federation schools. As vice chair of the North West and Cheshire federation I cannot reiterate the work that we do in educating reps and lay members on union issues.

I hope to see in your next edition a mention for the federations and the fantastic work that they do. The majority of divisional officers and area organisers started their union life attending such schools, which gave them the basic knowledge and the confidence to become more active within our union."

ALISON GARNETT,
NW General No.3 K13

RAISING THE GAME

Youth club together

The North West youth committee organised a charity fun day last year which raised nearly £900 for Mencap and the Teenage Cancer Trust.

Local football teams and businesses donated cash and prizes, Shop Direct ran a football card and there was a children's entertainer and face painter.

Donations were also received from Summer School Series Two and the learning reps course at Warrington.

BRENDA BELL
Branch chair, NW Tesco Retail No.7 K227

Parents and Carers... know your rights!



The **Easter Bunny**
says ...

CLAIM
Your
MONEY



Usdaw leaflets – focussing on rights and benefits for Parents and Carers

- **The Easter Bunny says...Claim Your Money** – This new leaflet is a guide for working parents to discover what their benefit rights are.
- **Usdaw – supporting working carers** – If you regularly provide care to someone, this leaflet is essential reading as it explains your rights as a carer and what Usdaw is doing to win you a better deal (Lft 343).
- **Flexible working – Your right to have a say in the hours you work** – Are you juggling work and family life? This leaflet tells you about your right to have a say in the hours you work (Lft 346).
- **Your right to time off for family emergencies** – Outlines your right to take time-off work to deal with an unexpected emergency involving a dependant (Lft 349).
- **Pregnancy risk assessment checklist** – This leaflet contains a useful checklist and gives advice on some of the more common factors that may cause a risk to pregnant women in the workplace (Lft 342).
- **Rights For Same Sex Parents** – Aims to support lesbian, gay, bisexual and transgender members by setting out the legal minimum rights of same sex parents (Lft 372).

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

I would like to order the following:

Qty

The Easter Bunny says...Claim Your Money

Usdaw - supporting working carers (Lft 343)

Flexible working - Your right to have a say in the hours you work (Lft 346)

Your right to time off for family emergencies (Lft 349)

Pregnancy risk assessment checklist (Lft 342)

Rights For Same Sex Parents (Lft 372)

Name: _____

Address: _____

Usdaw
Parents and Carers
Spotlight Day
24 March 2010



Postcode: _____

email: _____ Branch No: _____

Membership No: _____