

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

arena

Autumn 2019

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GENERAL SECRETARY PADDY LILLIS

A united trade union movement

Welcome to the autumn edition of *arena* which is packed full of news and updates. My first 12 months in post have been busy and challenging with the union launching a

number of high-profile campaigns to refresh and re-energise the union's agenda. The Time For Better Pay campaign has captured the imagination of our reps and members. Fifty-thousand people signed our petition demanding better wages and more secure contracts. Usdaw's Save Our Shops campaign coupled with our Industrial Strategy for Retail attempts to tackle the crisis on the high street by raising awareness and demands that the Government takes the crisis in retail as seriously as it would a crisis in manufacturing or the car industry.

Political uncertainty sets to continue with the election of a new Prime Minister, the possibility of another general election and the threat of a no-deal Brexit. Whatever happens we need a strong and united trade union movement to tackle the domestic and global challenges coming our way.

Paddy Lillis, General Secretary

The team

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Burnley councillors back Usdaw's Boohoo campaign

Boohoo under pressure to recognise Usdaw as the trade union for staff

Usdaw welcomed the overwhelming support of Burnley councillors, as they backed a motion to urge online clothes retailer Boohoo to engage with the union.

After months of campaigning and action days Boohoo has failed to engage with Usdaw, despite a previous cross-party of MPs' report into

fashion industry sustainability specifically recommended that Boohoo recognises Usdaw as the union for their staff.

Usdaw divisional officer Mike Aylward said: We are grateful to Burnley's councillors for their support for our members and all workers at Boohoo. Burnley council now adds their

name to a list of organisations, including the Parliament's Environmental Audit Committee and the Ethical Trading Initiative, who are calling for Boohoo to engage with Usdaw. I will be seeking a meeting with the council to see how we can make their newly adopted policy a reality."

"Boohoo makes some pretty bold statements about ethical trading, but when it comes to giving their staff a voice through an independent trade union they are found wanting. Ethical trading isn't just about checking the terms and conditions of workers in the supply chain, as important as that is, it's also about ensuring Boohoo's directly employed staff are treated with dignity and respect."



Usdaw calls for the end of rip-off youth rates

The union calls for a higher minimum wage for all workers

In July Usdaw gave evidence to the Low Pay Commission (LPC) on minimum wage rates, ahead of the LPC making recommendations to the government about National Living Wage and National Minimum Wage rates to be introduced in April 2020.

Usdaw general secretary Paddy Lillis said: "Today we are providing the Low Pay Commission with evidence from our extensive survey of

over 10,000 members, which exposes the extent to which workers are struggling to make ends meet. We are calling on the LPC to recommend a substantial minimum wage increase to tackle the cost of living crisis.



"Going to work should mean a decent standard of living for all workers, not least young workers. Under 27s are more likely to be paid less than older colleagues, even when doing the same job. They also often work hours that are

not guaranteed in their contract, so they really need fairer and better pay alongside protection against insecure work.

"Usdaw has campaigned for years to abolish youth rates. As a result of our efforts, youth rates no longer exist in companies like Tesco, Sainsbury's, Co-op and Morrisons. Usdaw is campaigning for a national minimum wage of at least £10 per hour for all ages and calling on the Government to tackle insecure employment contracts."

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Unilever and unions sign voluntary Dying to Work charter



Unions welcome Unilever's commitment to the TUC's Dying to Work charter

Terminally ill workers receive a commitment to be treated with dignity

In July, Usdaw, Unite and the GMB welcomed Unilever adding their name to the TUC's Dying to Work charter. Unilever was the latest employer to sign up to the voluntary charter, following in the footsteps of employers such as Rolls Royce, Royal Mail and the Co-op. The Charter is part of the TUC's *Dying to Work* campaign which is seeking

greater security for terminally ill workers where they cannot be dismissed as a result of their condition.

Usdaw national officer Daniel Adams said: "Workers should always be treated with dignity and respect by their employer.

"Signing the Charter reassures our membership that, should the worst happen,

they will be treated properly by their employer."

Placid Jover, VP HR Unilever UK & Ireland, said: "We are really pleased to have worked with our union colleagues to sign the Dying to Work Charter, which confirms Unilever's ongoing commitment to treating employees fairly and with respect at such a difficult time for them."

Usdaw fighting for Justice

Protective award win for Lockwood workers

Usdaw has won justice for members who worked for the meat processing factory Lockwood Liverpool Limited.

The Liverpool employment tribunal granted a protective award after they agreed that there was no information or consultation with Usdaw and no special circumstances allowing the company not to comply with its legal obligation.

This is not the first victory Usdaw has achieved. In recent years Usdaw has been compelled to take a number of employers to the employment tribunal for failing to consult on redundancies.

Since the recession started Usdaw has secured millions in compensation for workers in Kleeneze, Palmer and Harvey, Haldanes, Comet, TJ Hughes, Dairy Farmers of Britain, Woolworths and Ethel Austin.

Usdaw general secretary Paddy Lillis said: "Yet again the taxpayer will have to pick up the bill for what is owed to sacked staff because companies deliberately flout the law. It's absolutely disgraceful that workers can be treated in this way in the 21st century.



"These companies choose not to involve the recognised union which is in breach of the legislation. This area of law requires review because it is riddled with injustices for both workers and taxpayers as liability to pay the protective awards when companies are in administration falls to the Government's insolvency fund. The Government needs to end the perverse financial incentive for employers not to comply with legal obligations on collective redundancy consultation."

Sainsbury's Waltham Point strike action

Usdaw members at the Sainsbury's Waltham Point distribution centre took part in strike action with two 24-hour stoppages. The dispute relates to changes to the attendance policy which are being unilaterally implemented by the company.

Usdaw's eastern divisional officer Nigel Scully said: "Individuals do get ill and/or injured and need to be in a position where they can recover without having to worry whether they will be getting paid. The company's changes mean that our members could quickly end up without any sick pay, meaning that financial worries are likely to be added to any other issues they are going through.

"This industrial action is a last resort following many meetings where we have tried to work with the company to find an agreement."

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To download the nomination form and find out more about the different award categories visit www.usdaw.org/nominate

The Usdaw Organising Awards 2019

Award-winning reps

Do you know a fantastic Usdaw rep who goes out of their way to look after members and make a difference to people's lives?

If you think your rep is exceptional then let them know by nominating them for this year's Usdaw Organising Awards.

Now in its 15th year, the Organising Awards recognises

and celebrates the hard work of Usdaw reps nationwide and is a unique event in the trade union movement.

You can nominate reps for one or more of the following nine categories:

- ◆ Individual Organising
- ◆ Individual Recruitment
- ◆ Campaigns
- ◆ Team Recruitment and Organising
- ◆ Health and Safety Rep

- ◆ Union Learning Rep
- ◆ Equalities Rep
- ◆ Most Promising New Activist
- ◆ Outstanding Achievement

Any Usdaw member can make a nomination in each category. Nominations must be received at your local Usdaw office by Friday 20 September.

Winners will be announced at the Usdaw Organising Awards ceremony in January 2020.

Rights for LGBT Parents

In recent years, legal rights for LGBT parents have undergone sweeping changes.

LGBT parents now enjoy very similar rights at work to heterosexual parents.

Caring responsibilities

Unfortunately, Usdaw members are still sometimes wrongly refused time off for family reasons – due to their sexual orientation or gender identity. Managers can fail to understand that LGBT members can also be parents and have rights to time off in these circumstances. Despite

the legal gains that have been made, there is still work to do to educate both employers and staff.

That's why Usdaw's Equalities department have produced this advice guide. Featuring straightforward information on the basic rights LGBT parents have at work, the newly-updated leaflet is essential reading for both LGBT members and reps who support them, and is most useful when read in conjunction with our award-winning Maternity and Parental Rights Guide.

Read the leaflet online now at dtp.usdaw.co.uk/372 or contact your local Usdaw office to obtain a paper copy

dtp.usdaw.co.uk/372



PUBLICATION LIST

Leaflets

Disability – Sleep Apnoea (Leaflet 443)

Drivers' Handbook

Join Usdaw Today (Leaflet 261)

Join Sata Today (Leaflet 137)

Mental Health Issues – Where to go for help and support at work – an advice guide for Usdaw members (Leaflet 400)

Rights for LGBT Parents (Leaflet 372)

Supporting Young Workers (Leaflet 397)

The Usdaw Home Study (Leaflet 130)

Ushaw Supporting Young Workers (Leaflet 396)

Posters

Cash Benefits (Poster R3)

Puzzled By Pensions? - Have you seen our pensions website? (Poster)

Factsheets, flyers and postcards

Pension Freedoms (Factsheet)

10 reasons not to opt out of a workplace Pension Scheme (Factsheet)

Online Courses

CV Writing – IT bitesize course www.usdaw.org.uk/cvwriting

Pensions Home Study - www.usdaw.org.uk/pensionhomestudy

Shop 'til you Drop – bitesize maths course www.usdaw.org.uk/maths

Summertime Songbirds' – English bitesize course www.usdaw.org.uk/summertime



The national forum pay team reps have secured a **10.45 per cent** increase to basic hourly rates over two years for Tesco store staff.

The rate will increase from £8.42 to £9.00 in September 2019 and then to £9.30 from October 2020.

The deal incorporated the colleague bonus into the hourly rate which means the value of the bonus is guaranteed for future years in the hourly rate of pay. This is good news for members, because:

- ◆ Through Usdaw negotiations, the value of the bonus that has been incorporated has been maximised, so it is worth more than the average bonus award.

- ◆ The value of the bonus in the higher rate of pay will now be paid in holiday pay, sick pay, premium payments and company pension contributions.

- ◆ It gives consistent, guaranteed levels of pay for everyone, avoiding fluctuations that affect universal credit.

- ◆ It results in a considerably higher basic hourly rate. This means that future pay increases will be worth more.

This boost to the basic hourly rate also means that, come September, those working Sundays or bank holidays will receive a higher hourly rate than when they were getting time and a half. Tesco, is the only one of the large retailers who continues to pay premiums for Sundays and all bank holidays. Premium changes have been an unpopular aspect of recent pay deals. However, these difficult decisions have meant the union has been able to significantly increase the hourly rate for everyone, by 25 per cent since 2016 as well securing other improvements to the overall employment package.

Want to make a difference?

Health and safety rep elections will be taking place across all Tesco stores and customer fulfilment centres (dotcom) in September/October of this year. Union learning rep (ULR) elections will also be taking place in designated checkout learning stores. We want to encourage members to stand for election.

The union wants its reps to reflect the diversity of its membership in Tesco. That's why we are encouraging everyone, regardless of age, race, sex, religion, disability or sexual orientation, to think about putting themselves forwards.

The key elements of the health and safety rep role are to:

- ◆ Advise and represent members in health and safety matters.
- ◆ Participate in the forum process.
- ◆ Review, investigate and inspect health and safety issues.
- ◆ Recruit and organise members.

The key elements of the ULR role are to:

- ◆ Offer advice and guidance to colleagues on a range of learning opportunities.
- ◆ Participate in the forum process.
- ◆ Encourage and support learning.
- ◆ Signpost members to courses most suitable to their needs.

You will get full training, and have access to advice and support from union officials, Usdaw's health and safety department, education department and the Tesco support team.



Download Usdaw's leaflet here:
www.usdaw.org.uk/bearep

REMEMBER
you can make a real difference and we encourage you to stand for election

Dates and materials

For more information on what it means to be a rep, a leaflet has been included for Tesco retail members in this magazine. You can also find a leaflet on the Usdaw website at www.usdaw.org.uk/bearep

If you want to stand then nominations are open between **Monday 23 September to Sunday 13 October 2019** and the ballot period will run from **Monday 14 October to Sunday 27 October 2019**. Election materials should already be in workplaces.

If you have any questions in the meantime, contact your local Usdaw office on **0800 030 80 30**.



Usdaw tells MPs to Save Our Shops

Usdaw's Save Our Shops campaign has been gaining momentum since its launch earlier this year. On 22 June Usdaw held its second national Save Our Shops campaign day which saw MPs, Labour party activists and Usdaw reps and officials join forces in their local town centres to raise awareness about the current crisis on the high street.

As with all of Usdaw campaigns, grassroots campaigning was combined with lobbying of people who make the decisions in this country, the MPs. In June Usdaw held a parliamentary event at Westminster to launch its Industrial

Strategy for Retail.

The event was attended by 38 MPs, several major employers and representatives from organisations including the Living Wage Foundation and the Institute for the Future of Work.

Usdaw general secretary Paddy Lillis introduced the document and talked through the three strands of the strategy – **Economy and Community, People and Productivity, and Changing Perceptions.**

“Usdaw has a unique insight into the challenges facing the retail sector,” said Paddy. “Our members know first-hand how



Pictured l-r: Alison Phillips, Bill Grimsey, David Hanson, Paddy Lillis, John McDonnell and Helen Dickinson

Quotes from...

John McDonnell Shadow Chancellor of the Exchequer

"The report gives us a step-by-step approach, to make sure the retail industry thrives as well as ensuring that the workers themselves have a long-term future. This is a thorough piece of work, which the union should be proud of, and we will take it forward into Government."

David Hanson MP

"This has been a really important meeting and I hope that from today we'll be able to press the Government on what measures are needed to improve the retail offer in our high streets."

Helen Dickinson Chief Executive of the British Retail Consortium

"There is no doubt there is a perfect storm of technology fundamentally affecting the way that we shop. I would encourage everyone to read this document. It is a comprehensive piece of work which covers all the bases on the issues we're dealing with."

Alison Phillips Editor Daily Mirror

"Our high streets aren't just dying, they have been slaughtered. So, we need greater support for town centres; we need people to have more money in their pockets and we need to look at everything from public transport, to business rates."

changes are impacting on the way they work and the way customers shop.

"Consumers see job losses, shop closures, automation in stores on the news each night, but Usdaw members are living this every day.

"We need to work together to make sure the high street survives and our communities have good quality shops."

Urdaw's strategy focused on three key areas:

www.usdaw.org.uk/retailstrategy

Economy and Community

Changing the economic framework on everything from car parking to rates, rents and reforming the tax system that support both the UK-wide economy and local communities to include a level playing field between online and 'bricks and mortar' retailers.

People and Productivity

Improving productivity by addressing low pay and insecure work to help drive productivity in the sector – including a minimum wage of £10 per hour, while giving staff a say in the future of the business they work for and on the introduction of technology.

Changing Perceptions

Challenging perceptions about retail work and promoting the idea that retail jobs are 'real jobs'. Seeking a greater focus from Government on the retail industry and ensuring shopworkers are valued.

Christmas and New Year Working

Usdaw calls for a decent break for workers over the festive period



Christmas isn't working

It may feel like Christmas is still a long way off, but we know that employers will already be deciding their opening hours for the festive period. Usdaw wants our members to be able to enjoy a decent break with their family and friends over Christmas and New Year.

Udaw is launching a campaign calling for our members to get a decent break over the festive period. This campaign will involve us talking to employers about their Christmas trading hours as well as making the public aware of the challenges members face in getting quality time off work.

At the beginning of 2019, Usdaw surveyed members on their experiences of working last year's festive period. The union received over 18,000 responses and the results clearly show how difficult it is for many members to get a decent break over the festive period.

According to the survey:

- ◆ Only 4 per cent of people working on Boxing Day were happy to do so.
- ◆ 55 per cent of members reported that their store was either fairly or very quiet on Boxing Day.

◆ Over a third of members had to work on New Year's Day with some starting as early as 4am.

◆ Overall, more than three quarters of members felt that working over the Christmas period affected their ability to enjoy Christmas and that they spent too little time with loved ones.

Too exhausted to enjoy Christmas

We know that people want to be able to spend both Christmas and Boxing Day with loved ones, recovering from the busy run-up to Christmas. Yet, all too often members are required to work even though stores are generally quiet.

Most members reported that Christmas Day was just a day off, not a holiday, as the pressure to work longer or additional hours in the build up to the festive period left them too exhausted to enjoy Christmas.

Udaw is already talking to employers around Christmas working arrangements and will be making the case for a longer break. The union will be launching the campaign in the run-up to Christmas, so look out for more information.

Udaw Members Speak Out

"A lot of effort is put in by many retail staff to allow people to enjoy Christmas festivities but the staff don't get a chance to enjoy their Christmas."

"Work affects the quality of time spent with kids as when you've been working all day Christmas Eve you're too tired to enjoy the festivities, even more so when you are then also working all day Boxing Day."

"Too often, I feel physically, mentally and emotionally tired as I have to work but also feel guilty about not spending time with family at what's meant to be a special time of the year."

"I spent Christmas Day afternoon asleep and missed time with my kids aged 5, 8 and 10."





Usdaw Branches - have a say in your union

Q What is a branch?

Every union member is part of a branch. This may be based on where the individual works and who they work for, or their branch may be part of a geographical branch including workers from various companies.

There are around 435 branches at present which fall into the following three types:

- ◆ Single employer branch – where all members in the branch work for the same employer.
- ◆ Trade branch – where all members in the branch work in the same trade but for different employers.
- ◆ General branch – where members work for different employers in a variety of trades in the same geographical area.

Q What does a branch do?

- ◆ Inform members of union activities and policies.
- ◆ Discuss and take decisions on local matters affecting members.
- ◆ Help organise workplaces by recruiting new members.
- ◆ Organise activities in support of union campaigns.
- ◆ Arrange educational activities.
- ◆ Elect representatives to union conferences.
- ◆ Take part in union elections.
- ◆ Develop union policies by submitting propositions and discussing the business of the Annual Delegate Meeting (ADM).

Usdaw is a democratic organisation which means that every single member can have a say in its running and policies through their local branch

Know Your Rights



Q Why should I attend branch meetings?

Branch meetings are a good way of keeping up-to-date with what's happening in the union and in the workplace. They are also a fantastic opportunity to gain knowledge, develop new skills and gain confidence. Many members have gone on to become reps, union officials, stood as councillors or MPs, gained new qualifications and explored other opportunities.



What do I get from attending a branch meeting?

- ◆ Have the chance to get involved in campaigns.
- ◆ Have the opportunity to be put forward for local and national conferences.
- ◆ Improve communication skills, practice public speaking, gain confidence.
- ◆ Learn about trade unionism, politics, campaigning, recruitment, pensions, health and safety, employment law, company policies and procedures.
- ◆ Meet new people.
- ◆ Be part of a team.

Q What is ADM?

ADM is effectively Usdaw's parliament where the union decides its policies and priorities for the next 12 months. It is the biggest event in Usdaw's calendar, bringing activists together from across the UK and giving them the chance to meet fellow reps from the same companies. This year over 800 delegates debated and voted on propositions that dealt with wages, education, crime, housing, health and safety, benefits and the environment.

Q Who runs the branch?

The two chief officers of the branch are the secretary and chair, who are elected by the branch membership and stand for re-election every two years.

Q How do I find out about my local branch?

Your branch number is printed on the magazine wrapper above your name. Get in touch with your rep to find out when a branch meeting will take place. Contact details of the rep can be found on the Usdaw noticeboard. Alternatively contact your local Usdaw office on **0800 030 80 30** or **www.usdaw.org.uk/**
Contact-Us/Usdaw-Offices



How to become a rep

The first contact that any worker will have with Usdaw is in the workplace through an Usdaw rep. Usdaw reps are the face of the union and play a vital role in organising their workplace and helping members with problems.

The union wants its reps to reflect the diversity of its membership. That's why we are encouraging everyone, regardless of age, race, sex, religion, disability or sexual orientation, to think about putting themselves forwards.



Q What is an Usdaw rep?

There are three types of Usdaw rep roles that you can choose from:

◆ A union rep (also known as a shop steward)

Usdaw reps organise the workplace, recruit new members, advise and represent their colleagues and keep them updated on union/company news, campaigns, benefits and services.

◆ **Health and safety rep** – safety reps are responsible for checking that the employers fulfil their legal duty to provide a safe and healthy working environment.

◆ **Union learning rep** – union learning reps help make learning accessible and affordable for Usdaw members.

Q How are reps chosen?

Reps are elected every two years by the group of members that they are to represent.

Q What qualities or skills do I need to become a rep?

You will need to have the ability to talk to people and more importantly the ability to listen. Common sense, enthusiasm and commitment can go a long way.

Q What rights do I get as an Usdaw Rep?

Reps have a legal right to reasonable paid time off to carry out their work. This includes recruiting new members, preparing and speaking to members when representing them and keeping members informed of what is going on in the workplace and the union.

Q Do I have to work full-time to stand?

No! Because a lot of members work part-time hours so many union reps are part-time staff. It is now quite common to have part-time staff as reps for different shifts ie morning, afternoon and evening

Know Your Rights



campaigning, recruitment, pensions, health and safety, employment law, company policies and procedures.

- ◆ Help your colleagues and meet new people.
- ◆ Be part of a team.

Q Does Usdaw provide training?

The union will provide local training courses for new reps. The employer will pay the wages and

all other expenses are paid by the union so you won't be out of pocket. The courses are run on a friendly and informal basis, they don't involve test or exams and will increase your confidence and knowledge.

Q Am I on my own?

No! As a union rep you will have direct access to all the specialist help you will need. Most of the help will come from your local full-time Usdaw official who will be more than happy to assist you particularly when you are a new rep. The union also has specialists departments such as legal services, health and safety and pensions who will provide accurate information when it's required.

Q I'm interested. What do I do next?

Contact your local Usdaw office on **0800 030 80 30** or you can also visit the Usdaw website to find out more information at www.usdaw.org.uk/bearep

Q How much of my time will it take up?

You are legally entitled to paid time off to carry out your union duties. Therefore, most of your union duties will be carried out in work time and you will be paid as normal.

Q Why should I put myself forward?

Becoming a rep gives you the fantastic opportunity to gain knowledge, develop new skills and gain confidence. Many reps have gone on to become union officials, stood as councillors or MPs, gained new qualifications and explored other opportunities. You will:

- ◆ Learn how to prepare a case and represent members.
- ◆ Learn how to communicate better with both members and management.
- ◆ Get the chance to get involved in campaigns.
- ◆ Improve communication skills, practice public speaking, gain confidence.
- ◆ Learn about trade unionism, politics,

United by history

The Tolpuddle Martyrs Festival, the Durham Miners Gala and the Women Chainmakers'

Festival are three of the biggest annual events on the calendar of any trade union. They all have an important part to play in the powerful history of the trade union and labour movement and continue to attract thousands of activists each year.

Tolpuddle Martyrs Festival

Thousands of people flock to the small village of Tolpuddle in West Dorset every year to honour the six farmworkers who created one of the first trade unions in response to the increasingly harsh working conditions they had to endure.

At the time unions were lawful and growing, but the men were arrested and sentenced to seven years' deportation to Australia for taking an oath of secrecy.

A massive protest swept across the country and thousands of people marched through London. Others organised petitions and protest meetings to demand the men's freedom. The farmworkers became heroes and 800,000 signatures were collected petitioning for their release before they were formally pardoned and



Edwina Fairbrass

returned to the UK in 1836.

They became known as the Tolpuddle Martyrs.

Every July, Usdaw activists make up part of the 10,000 people who attend the festival to celebrate how the early unions mobilised a campaign that brought the Martyrs home. It's a weekend of family entertainment, stalls, political debate, comedy and music. Activists take part in a grand procession through the village and lay wreaths on the grave of James Hammett, the only Martyr to stay in Tolpuddle.

On the scene...

Edwina Fairbrass has been attending the Tolpuddle festival for 15 years and says she



that were ahead of you and you have the opportunity to support them too. It's all about the bigger picture and celebrating all aspects of trade unionism.

“One of the direct descendants of James Hammett attends every year and leads the march with her grandchildren. I spoke with her for a long time at this year's event and she told me that even before she knew that she was related to James she had the same passion and fighting spirit as him.

“She's just so proud to be a part of it, like we all are.”



MARTYRS CHAPEL

Usdaw branches have made a donation towards the restoration of the former Methodist chapel in Tolpuddle.

The grade II listed building was built by the Dorsetshire Labourers in 1818 who eventually became known as Tolpuddle Martyrs. The chapel provided a space where they were able to meet, exchange ideas and build their confidence to challenge the injustices of their harsh living and working conditions.

Usdaw general secretary Paddy Lillis said: “It is vitally important that trade unions remember and celebrate their heritage such as the struggles and personal sacrifices of working people like the Tolpuddle Martyrs. The restored chapel will be a focal point for generations to come and I am delighted to give Usdaw's support.”

gets goosebumps just talking about it. She also plays the very important role of Usdaw wreath maker. “It started about 10 years ago when the wreath we ordered didn't arrive,” said Edwina, 72, who is also on the retired members' committee. “I offered to make one the following year and I've been doing it ever since. The challenge is keeping it cool and getting it there in one piece, but I feel very proud and honoured to do it for my union.

“I learned about Tolpuddle in school but didn't become interested in the trade union movement until I was in my 50s. I love the feel of unity and empowerment at Tolpuddle, there's a particular point in the march when you pass all the other trade unions and groups



Paddy Lillis and chair of Tolpuddle Old Chapel Trust Andrew McCarthy

Trade Union Festivals

Durham Miners' Gala

Now in its 134th year, the Durham Miners' Gala is the biggest trade union event in Europe attracting over 300,000 people.

Also known as 'the big meeting', the gala celebrates the struggles of working-class people for dignity and justice at work and can be traced back to the strong mining heritage of the North East.

Traditionally, colliery bands march through their villages with their banners and make their way to Durham Racecourse where there's a funfair, stalls and speakers.

The focal point of the Gala is the County Hotel at Old Elvet where the two legs of the procession converge. Here, the union leaders, invited guests and local dignitaries greet the march from the hotel balcony and the bands pause to play their party piece, creating a wonderful atmosphere of street theatre.

At the racecourse, the banners are strapped to the fences to show a colourful tapestry of working-class history. A service is also held in Durham Cathedral to bless new banners.

On the scene...

It was Usdaw activist Michelle Spur's second time at the Durham Miners' Gala. "It was absolutely amazing and awe-inspiring," said Michelle. "It did rain quite heavily but that certainly didn't dampen any spirits. All the unions are marching together with their banners held high and the bands are playing. Your skin prickles up, it makes you feel proud.

"It is a particularly personal experience for me as my grandad was a miner in Wakefield, I'm a proud granddaughter and a proud trade



Michelle Spur



unionist through and through.

"Having the general secretary, deputy general secretary and the president attend and show their solidarity means a lot. Everyone should go, even if it's just once for the amazing experience. It's a day to let everyone know what the trade union movement is all about."

Women Chainmakers' Festival

Every July the residents of Cradley Heath in the West Midlands take part in the Women Chainmakers' Festival to honour the women who fought to secure better rights for workers.

In the 19th century Cradley Heath was the centre of the British chain making industry. Heavy industrial chains were made in factories but smaller hand-hammered chains were made by poorly-paid female homeworkers in hot, cramped and unsanitary conditions.



the Trades Boards Act was passed to establish regulatory boards and minimum pay.

In March 1910 the Chain Making Trade Board set a minimum wage to replace the piece work system but employers found ways of not paying.

Mary organised a 10-week strike to publicise the women's struggle. The chain companies finally complied, and gradually all employers signed an agreement stipulating they would pay the new minimum wage.

The victory had a huge impact across the British Labour Movement and played a pioneering role in regulating low pay.

In commemoration of the momentous occasion players at the festival re-enact the struggle, and celebrate the achievements of the trade union movement both then and now. The street festival also involves stalls, debates, music and speeches.

Women Chainmakers' Festival



Darren Vickery

On the scene...

Usdaw rep Darren Vickery attended this year's festival for the first time and was impressed by the solidarity. "The main thing I noticed was a real sense of togetherness among all the unions," said Darren. "These women are such an important part of history.

"It was a really fantastic day. We spent time looking at the stalls, took part in the march and even had the Usdaw logo painted on our cheeks. At one point I thought there was a row going on but it

was actually a re-enactment of the struggles – it was brilliant.

"The phrase 'stand aside brother' came up during the day and that rings true, give the women space to come through. It was just an immensely proud day."

During that time, Mary McArthur, a social reformer and ex-member of one of Usdaw's former unions, helped form both the National Anti-Sweating League and the National Federation of Women Workers (NFWW). She gave testimony before parliament on homeworking and subsequently

LEGAL PLUS



*I wouldn't be without my
Ussdaw membership*

David 'supported' by the union after life-altering crash

Ex-Tesco driver David Totterdell was close to having his leg amputated after a driver crashed into his motorbike in August 2016. Fortunately doctors were able to perform surgery to save it, but David has been left with life-altering injuries and will never fully recover or work again.

The incident happened while David was travelling home from a motorbike show with his wife, Denise.

“We were riding through Gunnislake towards Plymouth on a road where the gravel was quite loose so I was taking it slowly, only travelling about 10 miles an hour,” said David, 62. “All of a sudden, we were struck on the left side by a VW Passat which pulled out of a garage without any warning. The impact

of the car forced my foot into the engine of my bike where it was badly crushed. We were both thrown from the bike, fortunately, Denise landed on me so she was unharmed. I sustained multiple injuries, but the worst one was the injury to my foot.”

Complicated surgery

David stayed in hospital for three weeks following the crash where doctors operated

to save his leg using surgical pinning and plating. Denise had identified shards of bone from David's broken foot at the scene and they became pivotal in the operation to save his leg.

"Recovery was very difficult. I spent six months at home in bed with my leg lifted in the air while Denise was juggling work with caring for me," said David. "I was in a lot of pain and became very depressed, particularly when the doctors told me I wouldn't be able to return to work to my job as a driver at Plymouth Tesco. It felt like I was left on the shelf.

"It was my union rep who told me to contact FirstCall Usdaw. From the very beginning they were great. They put me in touch with Darren Hughes at Slater and Gordon who was marvellous and really looked after me. I was obviously in a very bad way both physically and mentally but he just took the case out of my hands and took care of everything. I'm dyslexic so it really helped having the extra support to explain everything and even arrange things like benefit payments."

Looking to the future

"Two years later the case was settled and I received a cheque for a substantial amount of compensation. The driver was a young man. He received six points on his licence and got charged for driving without due care and attention.

"I'm still struggling now, I'm in pain all the time, and not very mobile. The doctors don't know if my leg will get any better but I've got regular contact with specialists, so I'm staying positive – you have to."

"If it wasn't for the union, I don't know what I would've done. They helped me cope through a difficult time when I didn't feel very hopeful at all. They put me in touch with a company who offer support after life-altering accidents, and helped me start to put my life back together to some degree. I wouldn't be without my Usdaw membership for anything."

WHAT IS FIRSTCALL USDAW?

Take the pain out of personal injury and keep 100 per cent of your compensation with Usdaw's FREE claim line.

If you've had an accident that wasn't your fault contact FirstCall Usdaw.

What does FirstCall Usdaw cover?

- ◆ Any accident, anywhere in the UK – including road traffic accidents, work-related conditions or diseases, slipping and tripping, and injuries caused by violent crime or armed robbery (CICA claims).
- ◆ Accidents/injuries to members, and their children under the age of 18, while outside the UK on a package holiday*
- ◆ Family members living with you are also fully covered if they're injured in a road traffic accident.

How do I make a claim?

Call FirstCall Usdaw free on 0800 055 6333. You will be asked to provide some personal details and information about your claim. Have a pen and paper ready for your case number. Don't worry, there are no complicated forms to fill in.

How do I qualify?

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

What legal fees do I need to pay?

There are no legal costs whether you win or lose your case (the only exception is if the member has knowingly made a fraudulent claim). If the claim is successful you will keep 100 per cent of your compensation, unlike many private solicitors who can deduct up to 25 per cent to cover the legal costs.

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

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

For more information visit

www.usdaw.org.uk/firstcall



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FirstCall came to Michael's aid when he was hit by a car

Team leader **Michael Pearce** received expert legal advice and £33,500 in compensation through FirstCall Usdaw after he was hit by a car that failed to stop at a pelican crossing.

Michael was heading to work when the accident happened in January 2016.

“A car stopped at the lights so I started to cross the road,” said Michael, 52, who works for the Co-op. “But then out of nowhere a car came from the next lane and drove straight into me. The next thing I knew I was lying on the ground surrounded by people.

“I tried to move my leg and that’s when the pain kicked in.”

Michael was taken by ambulance to hospital where multiple injuries were revealed including nerve damage to his right arm and a broken leg requiring surgery.

“I had an operation the same day to straighten the bone in my leg and then spent two weeks in hospital before surgeons operated again to insert a metal plate,” said Michael. “Recovery took a long time. I was off work for 18 months attending regular

physio sessions and a fracture clinic. Work were brilliant and very supportive. When I was ready to return they allowed me to go on lighter duties until I felt comfortable.

“The solicitor who took on my case was very helpful and explained how everything would work before we progressed. They kept me informed all the way through. It was three years between the accident and receiving the settlement as the solicitors had to wait for a final medical report to establish the full extent of my injuries, but there’s was always someone to speak to if I wanted an update.

“The driver of the car who had failed to stop at the scene handed himself into police the next day and he was prosecuted.

“It’s been a difficult journey and I’m yet to fully recover. I still get pain in my leg and a tingling in my hand from the nerve damage, but I’m so glad I had the union’s support.”

A silhouette of a person sitting on a metal grate floor in a brightly lit hallway with tiled walls. The person is leaning against the wall, looking down. The lighting is dramatic, with strong highlights and deep shadows.

On the frontline

*arena looks behind the
statistics to find out what life
is like for a retail worker*

Usdaw responded to the Government's 'call for evidence' by telling the Home Office that 80 per cent of shopworkers believe violence and abuse are getting worse and nearly two-thirds have been victims of verbal and physical abuse.

arena spoke to Heather Davies, an Usdaw rep and store manager, about her experiences of managing a convenience store in south London.

"I've been working in the convenience sector for 24 years. My store is in a high crime area and we have a drug and alcohol rehab facility at the end of the road."

Shoplifting in stores

"In my previous store a gang of youths stabbed a boy in front of me and my staff. We were absolutely terrified. The store had to shut because it became a crime scene.

"But this store isn't much better. I've had to deal with a number of incidents that make it really difficult to

work in retail. One time I was cleaning the shelves and I found a needle covered in blood.

"Our biggest trigger for violence and abuse is shoplifting. We have a man who comes in and takes what he wants. We can't stop him. He just shouts in our faces and barges his way out."

Types of shoplifters

"In my store we have two types of shoplifters. The first are addicts trying to feed their addiction - they tend to steal small, high value items. The other type is what we would call 'normal' people trying to make ends meet or feed their kids. They're the ones that tend to pay for most of their items but then steal something like a packet of spaghetti and Bolognese sauce. I sometimes see them

taking their kids to school.

"If I don't say anything I know they'll come back. But if I challenge someone for shoplifting I never know how they're going to react or what they'll do next.

"I'm frightened of walking to my car late at night or opening the shop early in the morning. It's absolutely nerve wracking because I never know whether someone I challenged earlier is waiting for me."

No-one's listening

"Today's climate doesn't help. Everything's gone up. I see it every day. People complaining that they used to be able to get two bags of shopping for a tenner but now they can only get one. People just don't have enough money.

"Cuts to staff numbers and the lack of security in the daytime have also made

things much worse for us. The high turnover in store, working long hours to cover shifts and dealing with shoplifters day-after-day is absolutely

exhausting. Things got so bad that I had to go off sick for a couple of weeks because the stress of working in this environment gave me ulcers.

"I feel like no-one's listening. I call the police, they do nothing except give me a crime number. I try to report it to the company but the system is unnecessarily complicated and time consuming. I mean who has 45 minutes to fill in a form when there's only two of you on the shopfloor?"

"I've made an effort to make friends with the other retailers in the area. We are all dealing with the same issues so we try and support one another.

"The police don't make me feel safe. The company doesn't make me feel safe. I only feel reassured because there's a 24-hour shop next door. And the people in there look out for me.

"I've done lots of roles in convenience but this is the loneliest job I have ever done."

Help protect
your family
and friends



The benefits of joining Usdaw are outlined in this leaflet which can be downloaded here

www.usdaw.org.uk/261

Things in the world of work are really tough at the moment.

One million jobs have been lost in the retail sector over the last 10 years. Unfortunately, what happens in retail effects everyone.

Union membership

Coupled with the rise of automation, competition from online providers and Brexit uncertainty, the last few years have seen a dizzying rate of restructures, mergers and job cuts. That's why being a member of a union is vital. Union membership is an insurance policy for when things go wrong at work. Just like an insurance policy to get expert advice and representation an individual needs to be a member **before** an incident occurs.

Once someone is a member of Usdaw the union can provide representation in grievance/

disciplinary and sickness meetings, give guidance on changing hours, make sure the individual gets what they're entitled to if they are made redundant and much more.

The Conservative Government's attacks on trade unions and workers' rights means, that now more than ever, we need a strong trade union movement to fight back.

Ushaw holds two Membership Weeks a year. The last one was in June and was a great success thanks to Usdaw's hard-working activists across the UK.

However, there will still be non-members in every workplace. That's why we're asking you to talk to a friend, colleague or family member about the benefits of joining Usdaw.

Help them get the peace of mind that union membership brings.

To join visit: www.usdaw.org.uk/Join

Parents and Carers Spotlight day 2019

Not Enough Hours in the Day

Usdaw members and reps were out in force on 15 May to take part in the union's Supporting Parents and Carers Spotlight Day.

The annual event is part of the union's ongoing bigger campaign to support members who are juggling work with caring responsibilities and ensure they are treated fairly by their employers.

Work/life balance

During Spotlight Day campaigners organised events in workplaces, shopping centres and town centres across the UK to highlight this year's campaign theme, Not Enough Hours in the Day.

The aim of the event was to share the message that short hours contracts put parents and carers under pressure. Members are left without the hours they want and need to get by which makes the already difficult task of juggling work with caring for someone that much harder.

Usdaw general secretary Paddy Lillis said: "Most Usdaw members are juggling their jobs with looking after someone. Usdaw understands this can be hard even at the best of times, so all year round we campaign and negotiate for improved rights at work for parents and carers.

"Rushing out to work, unsure if you can get back to pick up the kids, trying to find time to shop and cook, needing time-off to take a relative to a hospital appointment, worrying what your hours might be tomorrow or next week and if they will fit around family life. It's no wonder that parents and carers can feel that there aren't enough hours in the day.

"Usdaw is campaigning for improvements to employment rights such as a minimum 16-hour contract for those who want it and improved family-friendly employment rights from day one."



Paddy Lillis



For more information about the union's Supporting Parents and Carers campaign visit

www.usdaw.org.uk/spc

The fight for LGBT equality

Statistics show that last year LGB hate crime has more than doubled and hate crime against trans people has trebled in England and Wales in the last five years. One in ten recorded crimes are motivated by sexual orientation, making this the second largest category after race hate crimes, which still make up almost three quarters of all reported incidents. Two per cent are motivated by gender reassignment.

“There has been an alarming rise in hate crime in the UK,” said Usdaw general secretary Paddy Lillis. “We have seen a number of high-profile attacks on LGBT people that have left the community feeling increasingly unsafe despite the dramatic shift in legal equality.

“The populist language used by politicians has a direct impact on people going about their daily lives. That is why Usdaw submitted an emergency motion condemning Ann Widdecombe’s homophobic suggestion that science might ‘provide an answer to being gay’ at this year’s TUC conference.

“Too many incidents of violence and abuse

against LGBT people in our workplaces and on our streets go unreported. The rise in hate crime has real consequences for LGBT people, which can cause many to hide who they are.

“Homophobic, biphobic and transphobic views expressed by public figures on public platforms embolden those who share their views to express them verbally and physically.

“This view reinforces the prejudice that same sex attraction is an illness to be cured and that LGB people are somehow confused about their sexuality – prejudices that fuel hatred and violence against LGB people. Homophobic, biphobic and transphobic views have direct consequences for LGBT people and communities as hate speech is often the first step in the process towards actual violence.

“There is a problem with the law in that anti-LGBT hate crimes are not treated equally, sending out a message that they are less serious. Changing the law is only part of the battle – negative attitudes and prejudices must also be tackled. Trade union activists play a crucial role changing ‘hearts and minds.’”



Delegates at this year's TUC LGBT Conference in London



Birmingham Pride



Liverpool Pride

Pride Parties

Summer is Pride season and Usdaw members have been taking part in celebrations across the country to support the LGBT community and celebrate the achievements of LGBT campaigners.

Pride is a fantastic and colourful celebration of the sexual diversity of people living in an area and a wonderful time for people from all backgrounds to join together.



Bristol Pride





Breaking down barriers

The union's seventh national Lesbian, Gay, Bisexual and Transgender (LGBT) get-together took place in June. Thirty Usdaw members travelled to Manchester for the weekend-long event to discuss important issues such as the global struggle for LGBT equality and the changing face of Pride.

Delegates took part in activities and workshops during the event and were inspired by guest speakers.

Usdaw deputy general secretary Dave McCrossen visited the event for the first time and encouraged the activists to keep pushing the equality agenda.

"We want an inclusive union just like we want an inclusive society," said Dave. "We've still got barriers to break down and attitudes to change, and the work that you do in your workplaces and wider society is absolutely crucial to that."

"Be more visible, more active and make that change."

A history lesson

This year's special guest speaker was Mike Jackson, lifelong gay activist and co-founder of Lesbians and Gays Support the Miners (LGSM).

He told the story of his involvement in the London-based lesbian and gay group which supported the Miners' Strike of 1984-85 and how they helped to break down barriers and promote solidarity with the miners from Dulais in Swansea, South Wales.

Delegates watched the short documentary *All Out! Dancing in Dulais* which contained footage of that time and gave a personal insight into the events. The full story has been more recently depicted in the 2014 hit film *Pride*.



Mike Jackson

Samantha Duplock

Udswa member Samantha works at the Sainsbury's distribution centre in Waltham Abbey, Enfield, stocking the lorries that serve the Sainsbury's stores.

"The get-together was everything I expected and more," said Samantha, 42, who was there for the first time. "I felt like it broadened my knowledge and my horizons. I most enjoyed meeting the other delegates and listening to the guest speakers. It was also an opportunity to forge great friendships.

"We learned about the LGBT community supporting the miners and how it is relevant in today's struggle. We also learned about the Stonewall Riots and how it led to the start of Pride in the 1970s.

"During the weekend we discussed the global struggle for LGBT rights and whether Pride celebrations have lost their way.

"I learned so much about

the LGBT movement and all the different groups involved.

It inspired me to do more research and continue to fight for equality within the LGBT community as I find trans people can still be discriminated against.

"I think it is important that the union has an LGBT conference because it highlights the problems and obstacles that LGBT people still face in the workplace. It enables us to work together to find solutions and solve these problems through training and education. It also helps us to learn about LGBT struggles globally so that we can lend our support in the hope that we can bring about positive change for LGBT people in all walks of life."



Grania Lavery

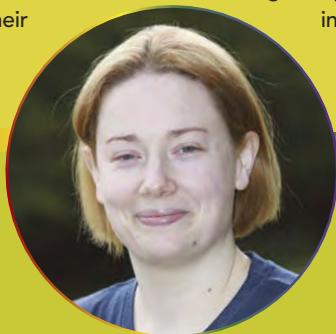
Udswa rep Grania is a team support at Tesco Craigavon in Northern Ireland. She's been an Udswa member since she started working at Tesco over 10 years ago and signed up to be a rep in 2013. This was also her first time at the LGBT get-together.

"I attended the event to meet new people and to learn," said Grania, 31, who is also a union learning rep. "The event was a weekend workshop around a variety of LGBT issues.

"I particularly enjoyed the breakout group workshops the most. It was an opportunity to engage in a smaller group and get to know people and make friends. It's also easier to listen to other people's perspectives on the same issues and in a smaller group you can ask

questions. My group was very diverse, we were a mix of young and old members from lots of places across the UK and how we each identified between LGBT was wide-ranging. It was so interesting to me how these three things influenced people's opinions on the topics we were debating.

"I think it's important to have an LGBT conference, aside from the educational part and meeting new people, I think it has a much greater purpose than that. I feel coming from Northern Ireland that people in the rest of the UK forget the hardship of LGBT people in there. Although we're part of the UK we do not have the same LGBT rights as everyone else. That's why the fight for equality must go on."





*We Can all
Make a Difference*

As a trade union, Usdaw works every day to make the working lives of its members better as well as campaigning for broader improvements in areas that affect other aspects of our members' lives and those of their family, friends and other working people.

Sometimes this can be achieved through negotiations with employers but for other things, such as statutory workers' rights and the National Minimum Wage, it is necessary to lobby the Government.

"Politics affects virtually every aspect of the daily lives of Usdaw members," said Usdaw general secretary Paddy Lillis. "From rights at work to services provided by local councils to funding for the NHS.

"That's why Usdaw is embarking on a programme of developing a network of political activists. The union believes there is a huge amount of talent amongst its

membership and that many members have the necessary skills to go far in politics."

Getting engaged and active

"The union's aim is to encourage members to become politically engaged and active.

Meaningful engagement from members, on the ground, means our campaigns can have a real impact on the shopfloor, on the streets

and in Parliament. We need more people in politics with experience of working on the shopfloor, a distribution centre or a call centre; people who have experience of the difficulties that working people can face and

understand the importance of political action to tackle social injustice.

"Getting involved in politics may feel a little daunting. But it doesn't have to be. The following are a few simple things you can do to get started."



Get involved

Complete Usdaw surveys

One of the quickest and easiest ways of getting your voice heard is to complete an Usdaw survey. All our campaigns rely on evidence to back up our claims. Our Time For Better Pay survey received 10,500 responses which helped inform our campaign.

Provide a case study

Ushaw is always looking for practical examples to help the union make a compelling case to Government. A real-life example of violence at work or the impact of universal credit etc goes a long way in helping us draw attention to the campaign.

Take part in a campaign

Ushaw's calendar is packed full of campaign days where members can learn more and get involved. Our most recent campaign days have included Save Our Shops events up and down the country which aim to draw attention to the crisis on the high street. To find out what's happening check out your Usdaw noticeboard in your store/site or visit the campaigns area on the Usdaw website.

www.usdaw.org.uk/campaigns



Ushaw campaigns

Vote in all Elections

The simplest way Usdaw members can directly influence political decisions is by electing the people who make them. To do so, you need to be registered to vote.

Check if you are registered by going to www.gov.uk/register-to-vote

Join the Labour Party

Trade unions created the Labour Party to campaign and act for all working people.

This means most members of the Labour Party and MPs are committed trade unionists – they understand what is important to working people and are willing to help where they can. You can join online join.labour.org.uk/ – make sure you choose the reduced affiliate member rate.

Further Support

Once you start getting more active the union has a number of programmes that can help members get even more involved either through its political committees, divisional activist programme or national activists programme. Usdaw can even provide support if you want to stand as a local Labour councillor or Labour MP. For more information go to the Usdaw website www.usdaw.org.uk/Members/Usdaw-and-politics



Political Involvement

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Shepherds Friendly are an award-winning savings provider with over 200 years'

experience. They offer savings plans for the whole family, ranging from an ISA for yourself, a Junior ISA savings plan for your child or a young saver plan for your grandchild.

Please remember, when investing, your capital is at risk. Call **0800 526 249** or visit:

www.shepherdsfriendly.co.uk/usdaw

Shepherds Friendly
Your modern mutual

*Terms and conditions apply to all benefits. See website for details. Offers subject to change without notice. Totum by NUS extra - Please note that a small proportion of the discounts available through TOTUM powered NUS extra are only accessible to those in full time education. Please always check the associated terms and conditions for each offer to determine whether you are eligible. Usdaw Discounts & Offers is managed and run on behalf of Usdaw by Parliament Hill Ltd.

arena health

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

www.usdaw.org.uk/healthandsafety

Cash handling

Q I work in a convenience store. They are planning to open a sub-post office in my store and I will be expected to operate the post office till. We are already a target for shoplifters and there have been armed robberies in the past. This additional till has much larger amounts of money which has made me more concerned for my safety. What can I do?

Your employer should take account of the additional risks involved. Their risk assessment must look at the people involved, the environment in which you are working and the tasks you are required to do. They should consult with you and your colleagues to listen to your concerns. The HSE provides guidance for cash handling which suggests some protective measures www.hse.gov.uk/violence/toolkit/cashhandling.htm. Their guidance is not exhaustive and your employer may need to introduce other procedures. In high-risk stores the post office counter may

need to be screened and separate from the rest of the store. If you still have any concerns talk to your Usdaw rep or contact your local Usdaw office and ask your area organiser to assist.

Bright Lights

Q My company has installed a new LED lighting system in the distribution centre where I work. Members on the shop floor like it because it is almost as good as daylight. But

on the loading bays where I work, the lights get in our eyes when we are unloading from the trailers. They are very bright and dazzle

you so you can't see where you are driving your truck. I also get headaches from the glare. I am worried that someone may have a serious accident soon. What can I do?

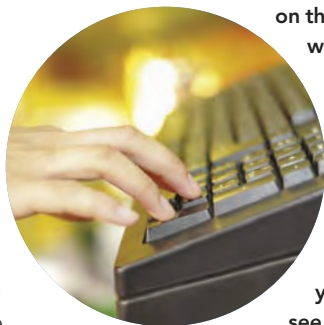
LED lighting is a great development in many workplaces. They can give bright white light, they are energy-efficient and they last a long time, so there is less need for workers to climb up to replace the bulbs. However, because they are

such bright light sources glare can be a problem. In areas with lower ceilings, it is important that the diffusers and light-fittings protect workers from direct eye-contact with the LEDs. There is guidance from lighting experts on the angular exclusion zone which should shield workers from direct line of sight with bright light. It is even more important to provide such shielding in the situation you describe when moving a truck from the dark interior of the trailer to the brightly lit warehouse. If you have any concerns talk to your Usdaw rep or contact your local Usdaw office and ask your area organiser to assist.

Sleepy Driver

Q I am a delivery driver and recently have found that as the day wears on I have started to nod off at the wheel. My mate has said it could be something called 'sleep apnoea' and if it is I will be stopped from driving, can you advise me please?

There could be all sorts of reasons why you are not getting enough sleep or rest. But the commonest medical condition that causes day-time sleepiness is Obstructive Sleep Apnoea (OSA).



**SEND YOUR QUESTIONS TO
ARENA'S HEALTH EXPERTS:**

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

OSA stops your breathing while you are asleep. Fortunately, the brain briefly wakes you enough to re-start breathing, but the process can become a continuous cycle that can go on hundreds of times a night, every night. You may not be aware of what is happening, but will feel un-refreshed when you get up. Partners may be more aware of it happening because of the loud snoring and interrupted breathing.

This chronic sleep deprivation results in daytime sleepiness, slow reflexes, poor concentration, and an increased risk of accidents. OSA can also increase the risk of serious health problems over time such as diabetes, high blood pressure, heart disease and stroke.

Ushaw have produced a leaflet on OSA for professional drivers. It explains why you should seek medical treatment. If you are diagnosed with OSA you must inform DVLA. Most drivers respond well to the treatment so your license is unlikely to be at risk. dtp.usdaw.co.uk/443

Comfort Break

Q I work in a call centre and suffer from a weak bladder. I have to get

*For further information
on health and safety go
to www.hse.gov.uk*

permission each time. My manager says I should wait until break time, but that could be hours away when I need to go. Is this right?

Health and safety legislation states that employers must provide 'suitable and sufficient sanitary conveniences at readily accessible places'. Unfortunately, it does not explicitly say that they have to let you use them!

However, the fact that the toilet must be 'readily accessible' does imply you should be able to use it when you need to. Apart from the discomfort and embarrassment, there could be serious longer-term health effects if people are refused toilet breaks when they need

them. And if you have a medical condition that means you need more frequent breaks your employer should not try to stop you.

The TUC has been campaigning for many years to strengthen workers' rights to take toilet breaks but we still hear about bad examples where employers impose unreasonable restrictions or try to dock pay for time taking a break.

You can find out more about the TUC 'Give us a (Loo) Break' campaign at www.tuc.org.uk/research-analysis/reports/give-us-loo-break

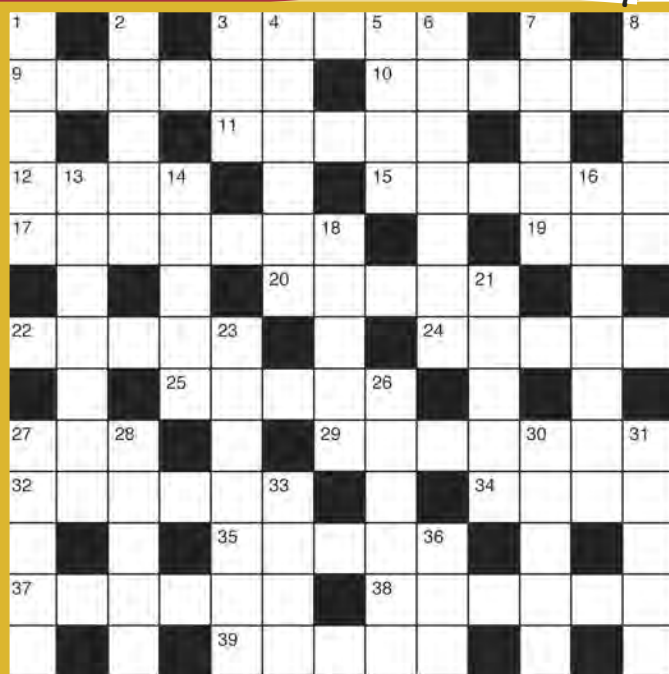
Make sure you raise this issue with your Usdaw rep or local Usdaw office if you do not have a rep on site.

arena crossword

Correctly complete the grid and you could win a £50 shopping voucher!

Closing date 16 September 2019

(Not open to Usdaw staff)



Win! £50

Word up!

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

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

arena Summer £50 winners:

Amanda Pittendreich: G269 North and East of Scotland Co-op

Nicola Cook: H075 Solent

Mavis Holt: K062 NW General No.1

ACROSS

- 3. Entertain (5)
- 9. Compel (6)
- 10. Complete (6)
- 11. Command (5)
- 12. Microbe (4)
- 15. Martial art (6)
- 17. Whole number (7)
- 19. Decompose (3)
- 20. Wallow (5)
- 22. Herb (5)
- 24. Chairs (5)
- 25. Unspoken (5)
- 27. Precipitation (3)
- 29. Playhouse (7)

32. Escorts (6)

- 34. Look lasciviously (4)
- 35. Garret (5)
- 37. Landed property (6)
- 38. Expression of dismay (6)
- 39. Glowing cinder (5)

DOWN

- 1. Short-legged dog (5)
- 2. Toy with another's affections (5)
- 3. In the past (3)
- 4. Amalgamation (6)
- 5. Search (4)
- 6. Provokes to fury (7)
- 7. Cheroot, e.g. (5)

8. Brimless cap (5)

- 13. Tolerates (7)
- 14. Deserve (5)
- 16. Torment (7)
- 18. Post off (5)
- 21. Lawful (5)
- 23. Tell a story (7)
- 26. Three times (6)
- 27. Continental quilt (5)
- 28. Colourless (5)
- 30. Taut or rigid (5)
- 31. Rub out (5)
- 33. Plant part (4)
- 36. Tyke (3)

arena letters

HAVE YOUR SAY – SEND YOUR THOUGHTS TO:
 The Editor, arena, Usdaw,
 188 Wilmslow Road, Manchester,
 M14 6LJ or email:
arena@usdaw.org.uk

Campaigning for change



Hull F118 Branch secretary Kay Perry was glad of her Usdaw 'Time For Better Pay' fan on holiday in Bulgaria!



Promoting Usdaw's 'It's Good to Talk' mental health campaign at Tesco Bank, Newcastle



'It's Good to Talk' at Tesco Belfast



Highlighting LGBT issues during Pride season at Morrisons Malvern



Usdaw member Hugh McCreadie takes the Save Our Shops campaign to the local paper in Dumfries

Plans to save the High Street trade

Trade union launch new campaign in Dumfries

STHEMELAFIT He said: "Shop workers aren't aware of their jobs at the minute such is the situation with the industry. There are so many retailers closing, being made to shut or different shops. I'm a retired member but I've been a member of the union for 20 years. The Dundee High Street is the way it currently is last really worrying. Something needs to be done. We need to raise awareness of the situation by holding this event and getting the word out there about our campaign." The union is calling on the government, through a petition, to promote jobs in the retail sector by introducing measures to balance high street shopping with online retailing. Usdaw is also looking for minimum wages of £10 per hour for shop workers and to tackle zero and short hour contracts. It will be taking place already this year in Aberdeen, Glasgow and Edinburgh. Hugh McCreadie added: "We've got people coming down from Glasgow and Edinburgh to show their support too so we hope it's well attended." "Local shop stewards are distributing leaflets to get the word out." The petition to the government will also be available to be signed. Action is going to be meeting on the High Street near the fountain from 10am-2pm.



Taking the 'Save Our Shops' campaign to the streets of Aberdeen

Sign up a friend and you could win £250 of shopping vouchers!

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

david/via/Getty Images

TWO RECRUITERS WILL WIN SHOPPING VOUCHERS WORTH **£250** EACH IF THEY ARE THE **FIRST TO BE PULLED OUT OF THE HAT!**

USE THIS FORM TO SIGN UP A FRIEND AND ENTER THE PRIZE DRAW

Your chance to win!

You could **win £250** of shopping vouchers in this issue's prize draw. All you have to do is sign up a colleague or friend to Usdaw using the form opposite, and send it to **ARENA PRIZE DRAW**, Usdaw, 188 Wilmslow Road, Manchester, M14 6LJ.

The weekly rates (applicable from 1 July 2019) are **£2.48 for Scale A** (applicable to full-time and part-time workers) and **£1.61 for Scale C** (applicable to part-time workers only)

Four prize draws a year

You can also enter online:

www.usdaw.org.uk/recruitafriend

I apply to join Usdaw. As a member of Usdaw I undertake to abide by the Rules and regulations of the Union and to pay contributions regularly. The home address I give is the address that Usdaw will use for balloting purposes.



Use **BLOCK LETTERS** and complete this form as fully as possible.

Please tick the appropriate box

Ms Miss Mrs Mr Mx Other _____ Female Male

Surname _____

Forename _____

Full Postal Address _____

Postcode _____

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

Email _____

Date of Birth

D	D	M	M	Y	Y
---	---	---	---	---	---

 Age _____

Company Name _____ Occupation _____

Workplace Address _____

Postcode _____

Location Number _____ Employee No. _____

Have you been a member of Usdaw before? Yes No

Choose your membership rate. If you do not select a scale of contributions you will automatically be entered as Scale A in order to take advantage of the full range of benefits. For details of current membership rates and cash benefits visit www.usdaw.org.uk

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

Please tick the appropriate box **Scale A** Full or Part-time workers **Scale C** Part-time workers only

Opt-in Notice I agree to contribute to the Union's political fund at the rate set out from time to time in the Rule Book, and I understand that this agreement constitutes an opt-in notice for the purposes of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended and the Trade Union and Labour Relations (Northern Ireland) Order 1995. Every member may opt to contribute to a separate fund for the furtherance of the Union's political objects under the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) or, as appropriate, the Trade Union and Labour Relations (Northern Ireland) Order 1995 by ticking this opt-in notice. A member who chooses not to contribute shall not, by that reason, be excluded from any benefits of the Union or be placed in any respect either directly or indirectly under a disability or at a disadvantage as compared with other members of the Union (except in relation to the control of the fund).

For Members Paying by Payroll

I hereby authorise my employers for the time being, or their representatives, to deduct from my salary or wages the amount of contributions payable by me under the Union's Rules, as amended from time to time. I also authorise the deduction of any arrears which may accrue during my employment. I consent to the Union sharing my personal data with my employers, or their representatives in order to process my deduction contributions. I also authorise my employers, or their representatives, to share my information with Usdaw in order to process and maintain my Union membership and where appropriate that my employers, or their representatives, shall notify the Union of any future changes in my home address to enable the Union to maintain a register of the names and proper addresses of its members.

Privacy Notice

As a member of the Union, Usdaw will process your personal data as part of its legitimate activities in providing trade union services and benefits in accordance with the Union's Objects stated in the Rule Book and to perform its obligations to you under statute or contract. This involves processing of personal and sensitive personal data under the current data protection legislation. We will store your personal data only for the period necessary under law to enable us to fulfil our legal obligations. You have the right to request access to your personal data, and its rectification, erasure, restriction on processing, and portability. You have the right to withdraw consent for sharing of your personal data and to complain to the Information Commissioner. Usdaw and its Data Protection Officer may be contacted at 188 Wilmslow Road, Manchester M14 6LJ.

Member's Signature _____ Date _____

Recruiter's Name _____

Recruiter's Membership No. _____

A Brief Guide to Usdaw

Udaw is the UK's fifth biggest and the fastest growing trade union with over 415,000 members. Most Usdaw members work in the retail sector, but the union also has members in other trades such as transport, distribution, food manufacturing and chemicals.

Udaw helps people at work by negotiating better pay and conditions. Being a member of the union also gives you the opportunity to have a say in issues that affect your working life. The more Usdaw members there are in the workplace, the stronger the union's voice when talking to your employer.



Udaw membership includes...

Representation in meetings

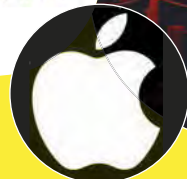
There are over 10,000 Usdaw reps in workplaces across the country. If you have a problem at work or need advice on an issue Usdaw reps are on hand to advise and represent you in grievance, disciplinary and sickness meetings. The union can also provide specialist advice on pensions, health and safety and legal queries.

Free accident cover

Workplaces with unions have far less accidents. With 4,000 health and safety reps, Usdaw makes sure that your safety at work is taken seriously. If you do have an accident your membership gives you free accident cover. If your claim is successful, you keep 100 per cent of your compensation. If you have an accident please contact our free claim line Firstcall Usdaw on **0800 055 6333**.

Member offers and discounts

Udaw partners with a number of organisations to give members deals and discounts on everything from cinema tickets, to home, car and travel insurance, to great discounts at high street shops and restaurants. For further information please see the member offers pages within the magazine or go to www.usdaw.org.uk/offers



Where to find information

Usdaw Website and enews

For everything you need including sections on legal advice, workers' rights, health and safety, news, training opportunities, upcoming events and campaigns. You can also download informative leaflets and posters and sign up for email updates. Visit: www.usdaw.org.uk

Social media

As an Usdaw member we recommend you follow UsdawUnion on Facebook, Twitter, Instagram, YouTube and Flickr. It's a great way to keep up-to-date with news, campaigns, events, rights at work, competitions and offers exclusive to Usdaw members.

THE
USDRAW
WEBSITE HAS
EVERYTHING YOU
NEED TO KNOW.
WWW.USDRAW.ORG.UK



Branch meetings

The best way for members to get involved is to attend their branch meetings. These are regular union meetings run by reps and are a good way of finding out what is happening in your workplace, your division and the wider union. Your branch number is printed on the wrapper of each issue of *arena* above your name. To find out where and when your branch meeting is held speak to your union rep or call the national helpline on **0800 030 80 30**.

Become a rep

Usdaw is always looking for members to volunteer as reps. Reps are the face of the union and the first port of call for most members. Reps get paid time-off from work to carry out their union duties and have access to top quality training, advice and support. Becoming a rep gives members invaluable opportunities to develop personally and professionally. For further information visit www.usdaw.org.uk/bearep

Want to get more involved?

How to contact the union

Usdaw divisions and offices

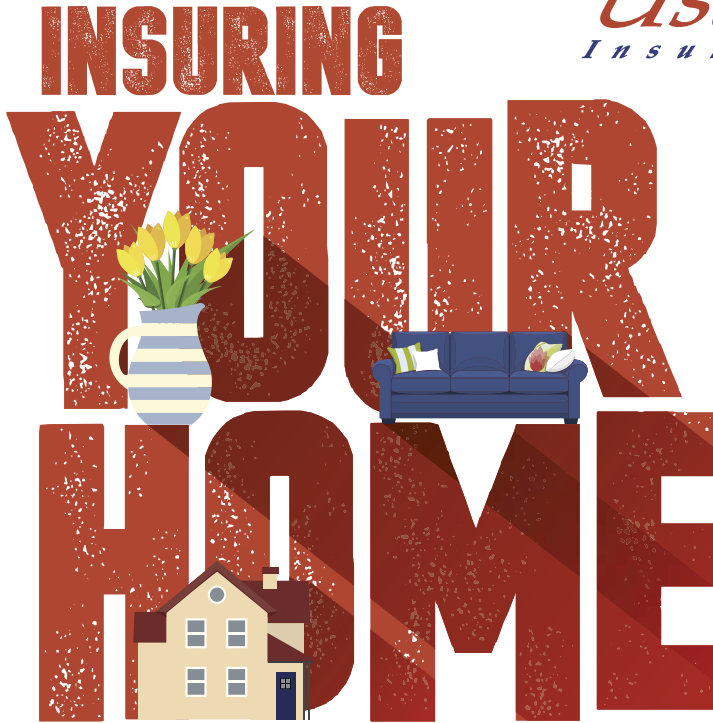
Usdaw divides the UK into seven geographical divisions. There are a total of 20 Usdaw offices, including central office. If you have a problem at work you should contact your Usdaw rep in the first instance. Contact details can be found on your union noticeboard. Alternatively ring Usdaw's national helpline on **0800 030 80 30** to be put through to your local office. You can also contact the union using this link www.usdaw.org.uk/contact

Post and email

Please make sure your home and email addresses are up-to-date. You can update your details using this link www.usdaw.org.uk/update



INSURING YOUR HOME



DID YOU KNOW?



Alternative accommodation is for you AND your family and pets



You won't be charged extra for paying by monthly direct debit



You're covered for accidental damage to TVs, laptops and games consoles in the home



Usdaw Insurance has been protecting members for 15 years

95%
of our customers
are satisfied*

Get a quote for your home now
Call **0800 376 0300*** (Quote arena319)
or visit **usdawinsurance.co.uk/arena319**

★ Trustpilot



Rated **Excellent** based on **1,034** reviews*

^ Research carried out by UIA (Insurance) Ltd, March 2019. * Lines are open 8.30am-8pm Mon-Fri. † Trustpilot rating correct as at 4th June 2019.

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