

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

# arena

Summer 2011

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2010

Union  
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spotlight



## MEMBERSHIP ON THE UP



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## Coalition is looking to cut workers' rights

some way to go before we reach the 479,000 total we had in 1979.

Our Membership Week is coming in June and both Academy1&2 have started with more than 70 activists being seconded to the union for a six-month period of organising and recruitment activity.

The aftermath of the recession is still with us and a number of well-known retailers have either disappeared from the high street or are facing severe financial difficulties as consumers buckle under low wage increases, cuts in benefits, high inflation and high unemployment. Increased utility bills and petrol are also a massive burden for our members. The outlook is bleak.

The Tory-led Coalition has signalled its intention to look closely at workers' rights and I

fear they will further seek to undermine or withdraw these. We as a union will closely monitor the proposals that will impact on our members' rights and particularly anything that affects us operating as a strong trade union on behalf of our members. In these difficult times your Usdaw membership will be invaluable.

**John Hannett**  
General Secretary

**Usdaw**  
*Union of Shop, Distributive  
and Allied Workers*  
[www.usdaw.org.uk](http://www.usdaw.org.uk)

**Usdaw Members' Helpline:**  
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**W**

elcome to the summer issue of **Arena**, which is packed with news and information on what Usdaw and its members have done in the last few months and what's coming up over the next few.

Don't forget, you can now view the digital version of **Arena** at: [www.usdaw.org.uk/e-arena](http://www.usdaw.org.uk/e-arena)

We're a busy union 12 months of the year. We have passed the 400,000 membership mark for the first time since 1991 – a fantastic achievement – but we still have

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## Minimum wage up

**U**sdaw has welcomed the Government's decision to accept the recommendations of the Low Pay Commission (LPC) and increase all four rates of the National Minimum Wage (NMW).

The new rates, which will come into force on **1 October 2011**, are as follows:

■ £6.08 per hour for workers aged 21 and over – a **2.5 per cent increase** on the current £5.93 rate.

■ £4.98 per hour for 18-20 year olds – a **1.2 per cent increase** on the current £4.92 rate.

■ £3.68 per hour for 16-17 year olds – a **1.1 per cent increase** on the current £3.64 rate.

■ £2.60 apprentice rate – a **4 per cent increase** on the current £2.50 rate.

General secretary **John Hannett** said:

"This modest rise will be welcome news for the millions of low paid workers and their families who rely on the NMW to help them maintain a decent standard of living.

"Usdaw presented a robust and sound case to the LPC for an increase in all rates of the NMW and I'm extremely pleased that it has once again made a decision based on the evidence before its members and resisted calls for a freeze."

# Fairness call for Olympics 2012

**U**sdaw is backing the Playfair 2012 campaign, which is aiming to stop exploitation of workers involved in the production of official Olympic merchandise.

General secretary **John Hannett** joined protesters in London when they lobbied a meeting of the International Olympic Committee (IOC) in April.

Playfair 2012 is a coalition of trade unions and campaigning groups that want to ensure that

London 2012 becomes the first 'sweat-free' Olympic Games. The campaigners want the IOC to include a clause in the Olympic charter and in its code of ethics that would ensure that all companies involved in the manufacture of sportswear and other Olympic branded products do not exploit or abuse their workforce.



# Tough times now and in future

**T**he faltering economy continues to throw up good and bad news for the retail sector as consumers reign in their spending in the face of higher taxes, rising unemployment and cuts in benefits.

Entertainment, clothing, footwear and electrical sales suffered the biggest

fall while food, DIY and gardening were the most resilient. A number of high profile chains are under pressure including **HMV**, **Clinton Cards**, and **Carpentryright** while off-licence chain **Oddbins** went into administration in April with **Focus DIY** following in May with the potential loss of 4,000 jobs.

High street fashion retailer



**Taxes**

**Primark** has said its profits for the six months to April were hit by the rising price of cotton and January's VAT rise.

The retail company saw a five per cent growth in profits, but admitted it was 'lower

than last year' and said it expected margins to fall over the next half year.

Meanwhile retail giant **Tesco** reported full-year profits before tax of £3.54bn, up 11.3 per cent from a year ago, buoyed by growth in Asia where trading profits were up 30 per cent, offsetting a disappointing performance in the retailer's core UK market, which accounts for two-thirds of its profits.

Rival supermarket chain **Sainsbury's** also reported increased pre-tax profits to £827m but warned that the economic outlook for the coming year was 'uncertain'.

## Rights under threat

**G**overnment plans to extend the qualifying period for **protection against unfair dismissal** from one year to two have been slammed by UK unions saying it will affect nearly three million workers, the claim forms part of the TUC's submission to the Government's review of the employment tribunal system.

The TUC submission says that while more needs to be done to speed up tribunal claims, the Government is seeking to do this by restricting access to justice and pricing low-paid vulnerable workers out of the system.

The TUC firmly opposes plans to introduce fees for those who take their employers to employment tribunals, and says that this will have a disproportionate impact on low paid workers.

## Victory for Mary

**M**ay 5th was a night of mixed fortunes for **Usdaw** and **Labour**. In England lots of **Usdaw** members were elected as councillors. In the Welsh Assembly, two out of three of **Usdaw's** key seats were won, almost giving **Labour** a working majority.

In Scotland the **SNP** secured victory, with the only good news being one of **Labour's** 'list' candidates **Mary Fee** is now **MSP** for West of Scotland. **Mary** is an experienced **Usdaw** activist. She said: "We were all devastated by the result in Scotland, and it came as quite a shock that I was elected. But I'm really looking forward to getting stuck in."

"I have been a lifelong campaigner in the union and a councillor in **Renfrewshire**. As an **MSP** I will be taking those campaigns to **Holyrood** and standing up for **Usdaw** members and everyone in the West of Scotland."



## PEOPLE LIKE YOU



# On the ball

Family-man and activist Mohammed Rizwan is aiming to knock racism for six in his store

**T**eam player **Mohammed Rizwan** is winning votes both with his work

colleagues and with local residents in his hometown of Blackburn in Lancashire.

The 31 year-old part-time checkout operator and father-of-three is a union rep at the Morrisons store in Blackburn.

He is also a local

councillor for the Bastwell ward.

"I'm passionate about promoting Usdaw as a campaigning union and always fighting for the members," said Mohammed, whose hard work and commitment promoting the Freedom From Fear campaign was recognised when he won the national campaigns award at the union's prestigious Organising Awards ceremony in Manchester in January.

"I was really happy to win for everyone involved. We have a good team of reps and management are also supportive and keen to get the message across.

"We've run some positive campaign days which focused on eradicating racist abuse experienced by staff from some customers.

"The days have been

very successful and have raised awareness and as a result customers are more patient and courteous to staff.

"That's what the union's about and why people should join because together we make it better for everyone."

Away from his union work, whether it's looking after his constituents in his local community, looking after his young family or winning the toss for his local cricket team Mohammed is a firm believer in fair play.

"I'm passionate about equality. Everyone should be treated fairly and with respect. "I'm hoping to get the union's messages across to more workers. We need to help each other in these difficult times."



**WANT TO BE A REP? VISIT:  
[WWW.USDAW.ORG.UK/BEAREP](http://WWW.USDAW.ORG.UK/BEAREP)**

# Action for agency staff



Usdaw has launched a new campaign using Facebook, Youtube and other social media to raise awareness of the Agency Workers' Regulations due to take effect from **1 October 2011**. The Regulations will deliver important new rights and, with your support, Usdaw can help enforce these rights to protect agency workers against exploitation in the workplace.

If you are an agency worker, or know an agency worker, who would like to know more about the new law, whether you have five minutes, one hour or five hours to spare, there is a campaign activity for you to get involved in. **Contact us via the email:** [Agency@usdaw.org.uk](mailto:Agency@usdaw.org.uk)

**FOR FURTHER INFORMATION**  
[WWW.FAIR-GROUND.ORG.UK](http://WWW.FAIR-GROUND.ORG.UK)



Usdaw is committed to winning equal treatment for all workers, are you? Don't let agency workers be taken for a ride. Visit our Facebook page through [www.fair-ground.org.uk](http://www.fair-ground.org.uk) to sign up and show your support.

## The **co-operative** funeralcare is pleased to support Usdaw

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ADM 2011

# The union's parliament

**M**ore than 1,000 delegates and

visitors gathered in the impressive Empress Ballroom, at the Winter Gardens, Blackpool in April for the biggest event in the union's calendar – the Annual Delegate Meeting (ADM).

The conference debates policies submitted by branches and the executive council and decides the union's priorities for the coming 12 months. It also hears reports of how the union has performed during the previous year.

President **Jeff Broome** chairs the ADM with general secretary **John Hannett** and his deputy **Paddy Lillis** replying to all of the debates on behalf of the

executive council – the union's governing body made up of elected members.

"This is all about **democracy** in action," said John Hannett. "Individual members and their branches can have a real say in how the union operates, what it does, and how it spends the members' money. The four-day event takes in everything from wages to working hours, pensions to politics, and from transport to trading hours.

"The debates are conducted in a very **professional** manner and delegates get to vote on each topic. It's a great demonstration of the compassion our activists have for their colleagues at work and the passion they have in delivering a first-class service."

To view more ADM pictures visit:  
[www.usdaw.org.uk/gallery](http://www.usdaw.org.uk/gallery)



The ADM 2011 in session



John Hannett



Paddy Lillis



Benadette Connor



Anna Cockle



# ent looks to the future



## Trading hours

**T**he trading and working hours debate was one of the liveliest at ADM with delegates keen to condemn any extension to Sunday trading and to protect workers from excessive hours at Christmas and New Year.

**Iain Wilson** called on the union to lobby the Government to introduce set hours to protect staff over the festive trading period. "We are always told about the 'needs of the business/consumer' but what about the work/life balance needs of the staff," he said. "Some companies are looking to extend their hours even further giving shop staff less time off. If employers were forced to pay double time they would be less keen to extend the hours at such a precious time for families."

**Bernadette Connor** agreed. "It's all about respect and consideration for staff as well as customers," she said. "The

latest Government review could see the loss of important rights for workers with more Sunday trading, more shops opening on Christmas Day and the further loss of premium pay."

**Janette Parker** said the Government's wish to remove red tape is a cover for wanting further deregulation in the trading hours of the big supermarkets. "The Government is being lobbied to lift the restriction on Sunday trading, so we have to fight this or we risk losing our family-time. MPs don't have 24-hour opening so why should we?"

**Anthony Berry** spoke up for drivers and distribution workers. "The more trading hours the greater impact it has on drivers' start and finish times. It's not just retail staff who are affected."

Paula Colbourne, Paul Weimers, Tracy White, Sarah Channon, Thomas McCullagh, Susan Bell, Pat Bacon, and Val Cooke all supported the propositions.

## Subs increase

- Delegates voted overwhelmingly for a small rise in subscription rates. **Scale A** will rise from **£2.14 to £2.18**, **Scale B** from **£1.88 to £1.91** and **Scale C** from **£1.34 to £1.36**. The new rates become effective from June 27.
- **Edie Hebditch**, who supported the increase, said: "I used **FirstCall Usdaw** and for the price of my subs I won my case. I can't speak highly enough of it."



Anthony Berry

**Underage sales**

**G**eneral secretary **John Hannett** unveiled the union's statement on **Underage Sales** describing it as 'both a policy and a campaigning tool for reps'.

He said that underage sales had become an issue because 75 per cent of members experienced problems when asking for ID with 16 per cent threatened and two per cent physically assaulted.

"Our members have told us that the legislation is too complicated – 18 separate pieces in all – with fines of £80 and possible criminal prosecutions hanging over retail staff. Members have told us loud and clear - and rightly - why should they be punished because someone else is breaking the law.

"Let's be clear we don't condone the illegal sale of alcohol to minors but we believe the majority of underage sales in supermarkets are genuine mistakes. It can be very difficult to judge someone's age when you're under pressure during a busy **stressful** shift. We want the onus put on the consumer who often don't understand a company's policy on **Think 25** or who think shop staff are

being awkward when asking for ID or proof of age. Underage buyers should face prosecution."

**Anna Cockle** called for the Government to introduce national guidelines to ensure all local authorities take a uniform approach to stamping out underage sales. "Customers get frustrated because they don't know the legislation and they take this out on the staff. Products should be clearly labelled and by increasing awareness these national guidelines could help reduce this."

Henry Adams, Michael Green, Alan Hopson, and George Petrie all supported the proposition and statement. John Hannett added: "We are committed to lobbying for simpler, clearer and better legislation to protect staff. And we will work with employers to provide more support and protection for shopworkers."

**[ MORE INFORMATION: [WWW.USDAW.ORG.UK/ECUNDERAGE](http://WWW.USDAW.ORG.UK/ECUNDERAGE) ]**



To view more ADM pictures visit: [www.usdaw.org.uk/gallery](http://www.usdaw.org.uk/gallery)



Usdaw's 1,200 delegates and visitors took over the Winter Gardens, Blackpool



Edie Hebditch

Alan Woodhouse

Vicky Calder



Racism

**R**acist attacks are at their highest level now than they have been for many years, deputy general secretary **Paddy Lillis** told conference when he opened the debate on racism and hate crimes.

Moving the executive council statement he said: "Since 1996, 89 people have been killed because of racial violence. Black people are twice as likely to be unemployed as white people, it's clear racism is not going away and is being fuelled by the far-right political parties.

"We believe in equality regardless of the colour of someone's skin and we will fight to protect our black colleagues from violence, abuse and discrimination in whatever form it comes.

"We have made progress in getting more black members involved but there is still some way to go."

Meanwhile **Alan Woodhouse** moved a proposition on hate crimes and called on more help for the victims. "I was the victim when my house was vandalised," he said. "It left me very angry. These criminals hiding in the shadows often go

on to commit worse crimes. We need to speak out against these cowards and make sure the victims are given the support they need."

**Jane Rogers** supported him and told ADM how she had been subject to intimidation from the far-right because of her determination to campaign against racist organisations. "I'm passionate against racism and I'm passionate that we should stand up for our colleagues regardless of their race or disability."

Delegates Michael Green, David Chadwick, Graham Newport, Peter Wolfe, Sonia Foster, Valerie Igglesden, Javed Iqbal, Derek Baxter and David Warwick all supported the statement and proposition.

Paddy Lillis added: "Trade unions were formed to ensure equality in workplaces and communities and our work is still ongoing, but only by acting together can we eradicate racism and other hate crimes."



Iain Wilson



President Jeff Broome



Jane Rogers

**MORE INFORMATION:**  
[WWW.USDAW.ORG.UK/AGAINSTRACISM](http://WWW.USDAW.ORG.UK/AGAINSTRACISM)

Usdaw  
 Sata

# Ignore the early warning

**Nick Grassby had enjoyed good health all of his working life and was stunned to discover he had prostate cancer, read his story . . .**

**A**m I going to die? This was the question Nick Grassby asked his doctor when he heard the chilling words 'I'm afraid you have prostate cancer' in 2007.

The former fireman, and now part-time cleaner at Morrisons, was 60 at the time and had been alerted to a potential problem after a blood test had shown him to have a high Prostate Specific Antigen (PSA) level.

"This isn't a definitive indicator of prostate cancer," said Nick, "but a biopsy did prove it to be accurate. When I was told, it was like a bad dream – surreal – and I thought of my dad and brother who had both died of cancer. I was stunned."

The diagnosis had come completely out-of-the-blue for Nick who had enjoyed

good health all his life. "I was given four options, wait and watch, surgical removal of the prostate (prostatectomy), external beam radiation or brachytherapy. I chose brachytherapy, which involves injecting radioactive iodine seeds into the prostate.

"Initially I had to take a drug to reduce the level of testosterone to shrink my enlarged prostate. This resulted in me losing all of my body hair and my testicles shrunk – that was pretty scary. Then the operation, involving general anaesthetic, needles, and a severe amount of bruising! The prostate is very close to the rectum and there's no easy way to say this – but I had a very sore bum for months. This restricted my travel arrangements because I had to make sure



Nick Grassby with his wife Sue

there was a toilet nearby. But the bruising, the pain and the discomfort did subside. The cancer is now in remission.

"My family, especially my wife Sue, have been very supportive"

Nick's keen to share his experience with others. "Men are notorious for ignoring health problems especially if they're potentially embarrassing but I cannot stress enough the importance of

early diagnosis – that's why I'm here to tell the tale.

"I must say my employer Morrisons was very supportive and I've had some of the best treatment the NHS has to offer. However the most important message has to be – don't ignore the early warning signs and get to the doctor's immediately. If my story convinces one bloke to do this it'll have been worthwhile."

# g signs at your peril!



## Prostate Cancer Facts

- Prostate cancer is the most common cancer in men. Each year in the UK, around 36,000 men are diagnosed with prostate cancer.
- About 10,000 men die from prostate cancer every year in the UK – that's more than one man every hour. The majority of men with prostate cancer are aged over 60 as it is very rare in the under 50s.

## Signs and Symptoms

One of the problems related to prostate cancer is that, in its early stages, it often does not cause symptoms. Where symptoms do occur they may include any of the following:

- Having to **rush to the toilet** to pass urine
- Passing urine more often and/or at night
- Difficulty getting the flow of urine started
- Starting and stopping whilst passing urine
- **Discomfort** (pain or burning) whilst passing urine
- A feeling of not having emptied the bladder fully
- **Blood** in urine or semen
- **Pain or stiffness** in the back, hips or pelvis

It is vital that you do go and see your doctor as soon as possible if you are suffering from any of these symptoms

## Prostate Cancer Treatment

- **Surgery:** The entire prostate gland is removed in an operation called a 'prostatectomy'
- **Radiotherapy:** High energy x-rays are used to destroy the prostate cancer cells
- **Brachytherapy:** A treatment where radioactive 'seeds' are implanted directly into the tumour
- **Hormone treatment:** Drugs can be used to lower the level of testosterone in the blood, which has the effect of slowing or stopping the growth of the cancerous prostate tumour
- **Active surveillance:** Some types of prostate cancer grow so slowly that they will never cause the patient any problems. Doctors can monitor prostate cancer closely, with PSA tests and biopsies, and recommend treatment only if the cancer starts to grow
- **Intensity Modulated Radiotherapy:** Developed by Everyman scientists this new, more accurate, method of delivering radiotherapy may lead to a reduction in side effects



Celebrities are keen to help cancer awareness

Prostate and testicular cancer can affect every man. Help Everyman to stop them. Call 0800 731 9468 to make a donation.



**[ MORE INFORMATION AT: ]**  
[WWW.EVERYMAN-CAMPAIGN.ORG](http://WWW.EVERYMAN-CAMPAIGN.ORG)

# Confronting cancer early

**Bryan Millings wants to be part of the campaign to get men to confront their health problems early and without embarrassment – it works!**

**L**orry driver Bryan Millings a fit non-smoking healthy father-of-one was 'shocked' when he was told he had testicular cancer 11 years ago but it was his actions that meant it was discovered early, treated and he has now been given the all clear.

Bryan, who works for Dairy Crest in Plymouth, had spent ten years in the army and had always looked after himself, but when he noticed a swelling on one of his testicles he went straight to the doctor's.

"I've always self-examined and once I noticed the lump I wasted no time," said the 47 year-old. "I had a blood test and a scan and when I went to see the consultant a couple of months later I was told it was probably cancer. It came as a massive

shock. I couldn't believe it because I didn't smoke, I used to go running and I felt perfectly well. A biopsy wasn't available so a couple of days later I had the operation to remove the testicle, which was revealed to be aggressively cancerous.

"The operation and its aftermath wasn't particularly painful. I've had other operations on my knee, which were more painful. I thought I'd be given radiotherapy or chemotherapy but that wasn't the case.

"I was given medication only, which initially worried me at the time but I soon learned that is what happens. Since then I had to have regular blood tests to monitor whether the cancer had spread. It hadn't so I'm clear."

Now a father-of-two, Nick has a son Lewis, 5, and daughter



Lucy is 13, he is keen to make sure men face up to the dangers of ignoring possible cancer symptoms. "I'll be teaching my son to check himself because the key to surviving cancer is early diagnosis. Male cancers do need a

higher profile that's why I agreed to tell you my story.

"Luckily I had very little time off, only five weeks in all, and in fact couldn't wait to get back to work. I didn't hide anything there either and we all had a good laugh

# It is the only way to win

## Testicular Cancer Facts

- Testicular cancer primarily affects younger men and is the most common form of cancer in men aged between **15 and 44**
- Testicular cancer is still quite rare, with nearly **2,000 new cases a year** in the UK
- Testicular cancer is, with treatment, 97 per cent curable. And that figure rises to 99 per cent curable if it's caught in the early stages.
- Testicular cancer causes around **70 deaths every year** in the UK

## Signs and Symptoms

Regular self-examination will help you become more aware of the normal feel and size of your testicles so that any abnormalities can be spotted early on.

- A **lump** in either testicle
- Any **enlargement** of the testicle
- A feeling of **heaviness** in the scrotum
- A **dull ache** in the abdomen or groin
- A sudden collection of **fluid** in the scrotum
- **Growth** or **tenderness** of the upper chest

If you do have any of these symptoms, don't just wait and hope that they disappear – go and get checked out by your doctor. Most lumps are not cancerous but the earlier you find out, the earlier you can get any necessary treatment.

**Remember – if caught early, testicular cancer is 99 per cent curable**

## Diagnosis

If your doctor thinks that you might be suffering from testicular cancer, he is likely to recommend one or more of the following options:

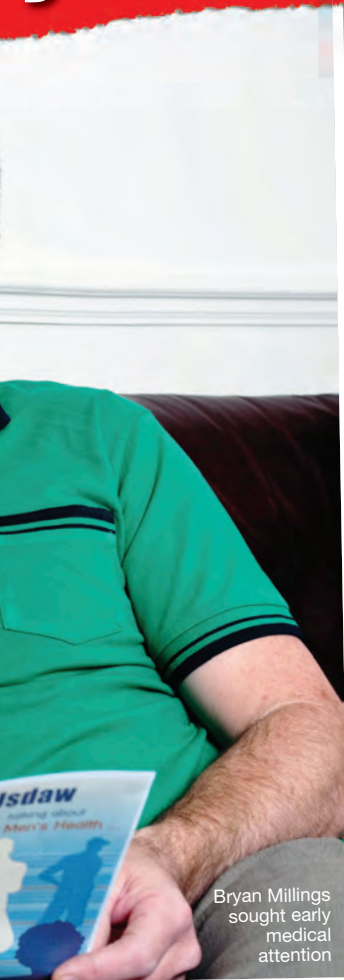
- Referral to a surgeon
- A blood test
- A biopsy
- An X-ray
- An ultrasound scan

**[ MORE INFORMATION AT:  
WWW.EVERYMAN-CAMPAIGN.ORG ]**

These tests are firstly to determine whether you have testicular cancer and secondly, to discover to what extent, if any, the cancer might have spread.

## Treatment

- If caught early and the cancer has not spread, treatment will ordinarily be the surgical removal of the cancerous testicle. If the cancer has spread, this will usually be followed by a three to four month course of chemotherapy.



Bryan Millings sought early medical attention

about it. This helped get everything in the open and get colleagues talking about it. Men have to self-examine or they could ask their partners to do it. Anyone can get cancer, but I had the balls to do something about it and it probably saved my life."

**Everyman** is a campaign run by The Institute of Cancer Research - one of the most cost effective cancer research organisations in the world with over 90p in every £1 of its total income going straight into supporting its life-saving research. For more information or to raise money for **Everyman**, please visit: [www.everyman-campaign.org](http://www.everyman-campaign.org).

# talking about Men's Health... Male Cancers

This leaflet is designed to raise men's awareness of the importance of maintaining their health, particularly when it comes to cancer.

The leaflet looks at the two most common male cancers; prostate and testicular. It explains how to spot the warning signs and highlights the importance of seeking early medical advice.

Men with cancer may well need the support of their Usdaw rep and their employer. In some cases men with cancer can find themselves caught up in absence management schemes which don't take account of their condition. The leaflet also sets out what reps and employers can do to help.

It's available to download from the website at [www.usdaw.org.uk/malecancer](http://www.usdaw.org.uk/malecancer) or copies can be ordered from the stationery department at central office by calling **0161 224 2804**, emailing [stationery@usdaw.org.uk](mailto:stationery@usdaw.org.uk) or using the order form below.



To place an order simply complete this slip and return to:

**The Stationery Department, 188 Wilmslow Road, Manchester, M14 6LJ.**

Please send a copy of **Talking about Men's Health – Male Cancers** to:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Postcode: \_\_\_\_\_

email: \_\_\_\_\_

Mobile: \_\_\_\_\_

Branch: \_\_\_\_\_



# Bigger and stronger

*Usdaw is the fastest growing UK union*

The union recruits more than 75,000 new members each year as it battles to represent workers across the country and across various sectors but it's not easy that's why...

**W**embers and activists are being urged to get involved in the second Membership Week of the year to boost recruitment and maintain the union's upward march beyond 400,000.

The week, which runs from June 20 until June 26, forms part of Usdaw's organising agenda and has in the past added thousands of new recruits to the union's swelling ranks.

Deputy general secretary Paddy Lillis has

overseen the introduction of these dedicated weeks when all union area organisers concentrate solely on recruitment and arrange events in workplaces across the UK to reach out to new members.

"We recruited 76,000 new members last year which was a fantastic achievement," he said. "But historically we always lose a lot of members because of the high turnover in many of our sectors, so it's vital we keep on top of this. The bigger we are the more influence we have with employers and the more we can look after the

interests of our members in the workplace and in the wider community.

"We have around 10,000 reps on our books and if each one could recruit just one new member this would have a significant impact. Our Academies have just started their six-month secondment and I'm sure they will make a positive contribution. However, if we could get our ordinary members to think about

recruiting a friend, colleague or relative at work this could take us even higher again.

"There's a wealth of recruitment material, leaflets, posters, and other merchandise to promote the week available from our local offices. So let's get cracking and ensure Usdaw continues to be the fastest growing union in the UK."



Flying the flag for Usdaw  
Paddy Lillis



**MORE INFORMATION AT:**  
[WWW.USDAW.ORG.UK/JOIN](http://WWW.USDAW.ORG.UK/JOIN)  
 OR CALL 0845 6060640

## Remember!

You can use the form on **Page 19** to recruit a friend, colleague or relative and you can then enter the prize draw to win one of five £100 cash prizes.

## RECRUIT A FRIEND

# Sign up to cash in!

**F**ive lucky members are celebrating after they each **won £100** in the new **Recruit A Friend** competition.

- **Bill Robinson** recruited colleague **Nenita Povey** – both at Sainsbury's Woking.
- **Akram Ahmed** from Tesco Express Manchester recruited his friend **Rayhan Hussain** who works at Tesco, St John's Wood, in London.
- Activist **Anas Ghaffar** recruited his colleague **Manpreet Kaur** – both work at Tesco in Slough.
- **Craig Bolton** recruited his mum **Carol Bolton**, both work at Tesco in Gloucester and
- **Sally Pinks** recruited her colleague **Sonia Clevett** from the TJ Hughes store in Sutton.

By doing your bit for the recruitment drive you'll be building the union, helping your workmates get the many benefits of Usdaw membership and potentially putting some much needed cash in to your own pocket.

The prize draw is open to all members and all you have to do is recruit a friend, relative or colleague using the form opposite and send it in to the address below. **The first five out of the hat will each win £100.**



Anas Ghaffar

Five lucky winners!!



Craig Bolton and Carol Bolton



Bill Robinson



Sally Pinks and Sonia Clevett



Nenita Povey



Akram Ahmed



Rayhan Hussain

Enter the draw now

The new weekly rates from June 27 are **£2.18 for Scale A** (applicable to full-time and part-time workers) and **£1.36 for Scale C** (applicable to part-time workers only)

There are now **even more chances** to win with **Usdaw's new Recruit A Friend Competition** as we're now offering **FIVE PRIZES OF £100 EACH**. All other terms and conditions remain the same so all you have to do is sign up a work colleague, family member or friend using the form opposite and send it to **Usdaw Freepost Nat 19525, Manchester M14 7DJ**. Closing date is **July 22, 2011**.

**Please complete and return to  
Arena Prize Draw, Usdaw, FREEPOST NAT19525, Manchester M14 7DJ**

**FOR OFFICE USE ONLY**

Branch No.

Membership No.

Recruiter's Name

Recruiter's Membership No.



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

Please tick the appropriate box

Ms  Miss  Mrs  Mr  Female  Male

Surname

Forename

Member's Signature

Date

Full Postal Address

Postcode

Tel. No. (inc. STD)

Email

Age

Date of Birth

Company Name

Workplace Address

Location Number

Employee No.

Occupation

**NOTICE**

Trade Union and Labour Relations (Consolidation) Act 1992

**Data Protection Act Notice**

By providing your personal information in order to carry out its functions as a trade union, provide membership services and comply with certain statutory obligations, all personal information is treated with the utmost confidentiality and with appropriate levels of security. By joining Usdaw you agree that we may use the information about you which we hold on our records for the purposes of the union's business as set out below; this is called processing and includes what is classed as sensitive personal information on such as the fact that you are a trade union member. The personal data will be used for a range of union-based activities relating to the running of the union, including the maintenance of records, monitoring for equal opportunity purposes, assisting with employment disputes, ballots, injury claims, etc and other services and benefits. All information (updated as appropriate) will be kept throughout membership and, to the extent necessary, for such reasonable period after membership as may be necessary to enable the member to access any post-membership benefits. It will be available to our employees, officers and officials, both at Headquarters and branch regional offices and other associations all associated with the union, including agents, contractors and other service providers. Where, occasionally, the union uses the services of such organisations, they are contractually obliged to process your data on behalf of the union as data processor and in a secure and confidential manner under the provisions of a wide range of additional agreements and to contract with details of any that may be of interest to the member. Member's names may also be used for the purpose of marketing to other individuals in the same occupation, industry and the professions, where necessary, by direct marketing for the purposes of raising funds for the union. Members are asked to indicate their preference for data processing in the questionnaires provided at the time of joining the union. If you wish to exercise your right to object to stop such direct marketing then they should write to Central Treasurer requesting that such mailings be stopped, or alternatively, write to the organisation in question direct. Please, however, understand that this may preclude you from receiving details of any of these additional member benefits and offers in the future. Under the Data Protection Act 1998 you also have the right to ask for a copy of your information (for which a small fee can be charged of £10) and to request correction of any incorrect information held. This notice will be amended from time to time and will be regularly published by the union in Arena, Network and the Usdaw website.

Please tick the appropriate box

Yes  No

Have you been a member of Usdaw before?

Please tick the appropriate box

Yes  No

Have you been a member of any trade union before?

If so please give details

Union

Date joined

Date Left

Contribution rate per week

Please tick the appropriate box

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

Scale A

Full or Part-time workers

Scale C

Amount per week

Part-time workers only

Amount per week

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

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

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



Professional service

**W**sdaw provided terrific value for money for Tesco dotcom driver **Trevor Walls** after he contacted FirstCall when he was involved in a road traffic accident in June 2009. His claim was settled 18 months later and he received a cheque for £4,900.

"I had a professional service from start to finish," said Trevor, 60, from Birmingham. "It was absolutely brilliant."

The accident happened in June 2009 when he was hit from behind and shunted forward.

"I didn't feel too bad at the time and I told my boss I would be able to finish my deliveries so he sent a new van out to me.

"But by the time I got to my third delivery my back and shoulders were aching and I couldn't continue. I was off work for two weeks."

"I rang FirstCall and my case was lodged with a solicitor who took care of everything. The union is the best insurance policy you have at work, so if someone in your workplace is not a member encourage them to fill in the recruit a friend membership form in this issue."

Happy ever after

**D**istrict nurse and part-time shopworker **Hollie Stannard's** dream wedding was almost put in jeopardy after she slipped and dislocated her knee at work.

However, with the union's help she was soon back on her feet to walk down the aisle for her special day secure in the knowledge Usdaw was fighting her case.

"Thanks to FirstCall I had the support I needed to help me make a speedy recovery in time for our big day," said Hollie, 24, from Ipswich, who took on the part-time job working evenings at the Tesco Extra store in Martlesham to help pay for her wedding. The accident happened in June 2008 when she was working in the warehouse.

"I was pulling a cage when I slipped on rainwater that had leaked in through the roof.

"I was off work for six weeks. I may yet need surgery and more physio in the future.

FirstCall makes Owen smile



# at your service

FirstCall Usdaw

## LEGAL ROUND-UP



"The union's solicitors took care of everything and provided real peace of mind for me and my fiancé. My case was settled in December last year and I received £11,500 which helped towards the wedding."

**F**irstCall Usdaw proved itself to be any time, any place, anywhere for Tesco night shift worker **Owen Smiles** after the union's settled his personal injury claim for £4,000.

Now the former rep highlights the benefits of the free accident claim line to his colleagues when he encourages them to join the union.

"I tell them what a great service it is and how it worked for me," said the 54 year-old from Plymouth in Devon."

The accident happened in August 2009. Owen was loading a lorry when a faulty shelving unit fell onto him and gashed his head.

"I was knocked to the floor and there was blood everywhere. My boss called my wife and she took me to our local hospital and I had five stitches in the deep cut.

"Having been a rep myself I knew to phone FirstCall Usdaw immediately. It took less than ten minutes to give my details and explain what happened.

"A first-class service from FirstCall Usdaw."

*Francis Oliver*

**Age:** 47

**Employer:** Tesco Coventry

**Injury:** Eye

**Date of accident:** January 2010

**Case settled:** January 2011

**Award:** £750

**Quote:** "An excellent service."

*Christopher Winwood*

**Age:** 27

**Employer:** Wincanton Lea Green

**Injury:** Head

**Date of accident:** June 2009

**Case settled:** January 2011

**Award:** £1,500

**Quote:** "My solicitor was fantastic."

*Yvonne Kendall*

**Age:** 67

**Employer:** Tesco West Sussex

**Injury:** Mouth

**Date of accident:** October 2008

**Case settled:** November 2010

**Award:** £4,346

**Quote:** "Absolutely brilliant."

*Name withheld*

**Age:** 65

**Employer:** Sainsbury's South Wales

**Injury:** Back

**Date of accident:** January 2008

**Case settled:** December 2010

**Award:** £32,000

**Quote:** "My rep told me to claim - good advice."

**FOR MORE INFORMATION VISIT:**

[WWW.USDAW.ORG.UK/MEMBER\\_SERVICES/LEGAL\\_SERVICES/](http://WWW.USDAW.ORG.UK/MEMBER_SERVICES/LEGAL_SERVICES/)

## Martyn is back on his feet

**W**hen Tesco manager **Martyn Mancini** was injured in a road traffic accident in January 2010 he contacted FirstCall Usdaw, the dedicated accident claim line.

His details were processed immediately and his case assigned to a local solicitor. Ten months later he received a cheque for £5,300.

"It couldn't have been easier," said Martyn, 49, from Londonderry, Northern Ireland.

"Within no time a local union solicitor rang me back and looked after my claim."

Martyn injured his shoulder and neck when a van ploughed into his car on his way to work.

"At the time I just felt dazed and shocked, but by the end of the day I had a headache and was as stiff as a board. In total I was off for eight weeks.

"FirstCall was a very efficient and simple process. Usdaw is your insurance policy at work."



## Ruth back in the driving seat

**C**ustomer service rep **Ruth Brooker** made a quick call to FirstCall when she was injured in a road traffic accident and within 12 months her case was settled and she was awarded £3,000.

"I wasn't going to do anything at first but

my family said I should ring FirstCall," said Ruth, 46, from Aylesbury in Buckinghamshire.

"I'm pleased I did. I was so impressed with the whole process it was very simple and straightforward."

The accident happened in January last year when Ruth was on her way to the Robert Wiseman Dairies depot in Northamptonshire.

"I was stationary waiting to turn right when a car came out of nowhere and hit me. It was such a shock I was literally shaking.

"I took the driver's details and went to my local hospital to get checked out. I was told I had whiplash. I was off work for a few weeks.

"I'm delighted I took their advice. I'm forever telling my colleagues and friends about the wonderful service I had."

# ... always trust

**F**irstCall took the pain out of the claim for part-time shop assistant **Lynn Purcell** when she slipped at work and injured her back in March 2009. Her case was settled earlier this year and she received a cheque for £6,500.

Lynn had slipped in the bakery department landing heavily on her back and was taken to hospital.

"I was in agony for months," said the 47 year-old, who worked for Morrisons in Corby, Northamptonshire. "The union organised specialist medical advice that revealed I would continue to have problems with my back because of the accident.

"I was unable to return to work so I'm particularly grateful for Usdaw's support. I was looked after all the way from the minute I made the call to the accident helpline. Everything including my medical costs and legal fees were paid by the union, and all for the cost of my weekly subscriptions. I advise everyone to join."

*Great support for Lynn*



## Take the pain out of personal injury

**Legal Plus**

Free Accident Claim Line for:

- Accidents any time and any place in the UK.
- Road traffic accidents.
- Work related diseases and conditions.
- Injuries caused by violent crime or armed robbery.
- Family members living with you, if they're injured in a road traffic accident.



No forms, no fuss, no delay

Fast, expert help is only a free call away

**0800 055 6333\***

\* This is **NOT** a general Usdaw helpline. The call centre will only process applications for assistance in accident, disease and injury claims.

**Usdaw solicitors –  
working on your behalf,  
nationwide**

## CAMPAIGNS

## Usdaw shines spotlight

Hard-working families are facing severe cuts in their household income as the Tory-led Coalition cuts bite, so Usdaw is campaigning to protect them

**U**sdaw activists were out in force for the Supporting Parents and Carers Spotlight Day in March to alert parents to the tax and benefit changes already imposed by the Government, changes that started hitting families hard from early April.

"The reduction in Childcare Tax Credit and the freezing of Child Benefit and Working Tax Credit will leave many hard working families hundreds of pounds worse off at a time when family budgets

are already being squeezed by rising prices and the increase in VAT," said general secretary John Hannett.

"Our campaign is to shine a light on the biggest shake-up of tax and benefits for over fifty years. These are the Government's hidden cuts because so many people are still in the dark about what the changes will mean for their family's income.

"Most Usdaw members are extremely worried about money and rising prices, so it is vital we give them advice and support to understand what the changes will mean for



Activists and officials at a promotional event in Warrington

them and their family.

"Labour's package of support for working parents was crucial for many of our members. Unfortunately, that support is now being systematically dismantled. The cuts to welfare spending are

massive and working parents on low incomes, disabled people and women are about to feel the brunt, making a complete mockery of the Government's claim that we are 'all in this together'."



**MORE INFORMATION AT:**  
[WWW.USDAW.ORG.UK/](http://WWW.USDAW.ORG.UK/)  
 SUPPORTINGPARENTSANDCARERS



# Act on benefit changes

[ MORE IMAGES AT:  
[WWW.USDAW.ORG.UK/GALLERY](http://WWW.USDAW.ORG.UK/GALLERY) ]



Activist Maureen Williams on a publicity stall



Paddy Lillis with Lesley Marsden and son Taliesin at the Westminster event



# Health

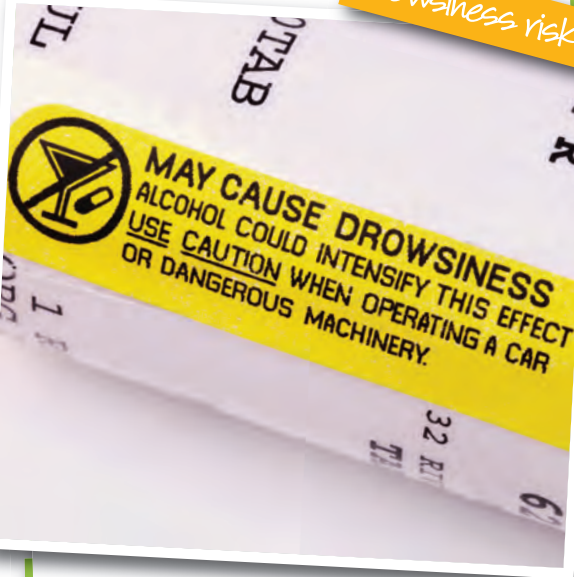
Your health and your safety at work is a vital part of Usdaw's service.

For more advice visit: [www.usdaw.org.uk/healthandsafety](http://www.usdaw.org.uk/healthandsafety)

**Q** I'm a fork-lift driver and have recently been prescribed tablets for a medical condition. However I've noticed one of the possible side-effects of the tablets is drowsiness, should I tell my employer? I don't want to be laid-off.

It is important to get advice from your pharmacist or GP right away. If they say you should not be operating dangerous machinery you must tell your manager at work. Whether you will be able to continue driving the FLT will depend on the particular circumstances of your job. If your employer decides it is **too risky** while you are on the medication, they should try to find you alternative work for you. You should not be penalised for acting **responsibly** by reporting the risk. If you have any difficulties contact your Usdaw rep for assistance.

*Drowsiness risk*



**Q** I work on the deli but lately have started to suffer from hay fever and I'm forever sniffing and coughing/spluttering on a bad day. Should I ask to move to another dept or should my manager sort it out? Is it safe to work on the deli with hay fever?

Clearly hay fever is an allergy and is **not infectious** but working on the deli when you are coughing and sneezing all the time may raise hygiene concerns. There are likely to be practical difficulties if you need to use tissues all the time and you have to wash your hands every time you have to blow your nose. So although it is safe to work on the deli, it might be more **practical** for your manager to find you alternative work when your symptoms are bad.

**Q** I'm a driver for a big firm and we have just been told the company is introducing an alcohol/drugs random testing procedure with everyone liable to be tested at some undisclosed time. Is this legal?

*Drug testing*



Hay fever hell



It may be legal. Some workers (e.g. train drivers and airline pilots) are subject to random drug testing by law. For other employers, if they can justify testing on safety and public protection grounds it is probably legal as long as it is done **fairly** and drivers know what the rules are. Random testing is not as common and probably less effective than 'for cause' testing – i.e. only testing an individual worker when there are **reasonable** grounds to think they may be under the influence. Testing should only be introduced as part of an overall policy on drugs and alcohol. The policy should be welfare-based and provide support to any workers who may have a dependency problem as well as **training** and advice on the dangers of alcohol or drug misuse at work. It should have been negotiated in advance with the union.

Feeling the heat

**Q** It gets unbearably hot in our store as soon as the sun starts shining. What is the maximum temperature? And what can we do about it? Our manager is very unsympathetic.

The bad news is that there is **no maximum temperature**, but there are things the union can do to negotiate improvements. Your employer has a duty to maintain a 'reasonable' temperature in the workplace at all times but we know this can be difficult in circumstances such as yours. Where workers are exposed to cold temperatures we can use the **minimum standards** in the regulations to force employers to take action. But there are no maximum reasonable temperatures in UK law. Guidance says that temperatures above 25 degrees Celsius are likely to start causing discomfort. Above 30 Celsius heat stress can start to cause health problems. If you are doing heavy physical work or if there is high humidity the problems can be worse.

Your employer should do everything possible to maintain **reasonable temperatures** by using ventilation, fans or air-conditioning where possible. If temperatures are uncomfortably high then job rotation, more frequent rest breaks and access to cold drinks can help. Relaxation of uniform or dress codes can also help. Usdaw has produced a short leaflet with more information – '**Keep your cool! - Tackling Heat Stress at Work**'. There is also a section on the HSE website on thermal comfort:

[www.hse.gov.uk/temperature/thermal](http://www.hse.gov.uk/temperature/thermal)

Discuss your concerns with your Usdaw rep and raise the matter as a health and safety grievance if necessary.



**Remember!**

Usdaw has its own health and safety section full of useful information, advice and a reps' forum at: [www.usdaw.org.uk/forum](http://www.usdaw.org.uk/forum)

If you have any questions for Arena's health experts write to: the editor, arena, Usdaw, 188 Wilmslow Road, Manchester, M14 6LJ or email: [arena@usdaw.org.uk](mailto:arena@usdaw.org.uk)

# Open all hours move wi

The Government think that scrapping restrictions on trading hours will solve the UK's economic problems – it couldn't be more wrong says Usdaw

**W**sdaw moved quickly after the Tory-led Coalition launched a consultation on whether Sunday opening regulations in England and Wales should be changed. The union responded immediately by commissioning a telephone poll of all members working in retail, it also sent an e-mail encouraging members to visit the Red Tape Challenge website and published a letter encouraging all reps in retail to survey members in their workplace.

General secretary **John Hannett** thanked members from across England and Wales who responded very quickly to this challenge. "This campaign was thrust upon us out of the blue and I am very grateful for the speedy response of our members and activists," he said. "The Government set an unusually short timetable – over two

double bank holiday weekends – and I was extremely concerned that the Government wouldn't hear the genuine views of those working in retail when they considered the regulation of shop trading hours."

In just four weeks more than **12,000 members** responded to a telephone survey; more than **10,000** filled in paper surveys conducted by retail reps, and around 2,000 members made their comments directly on the Government's website.

More than 90 per cent of respondents to our survey said they do not want the **Sunday Trading Act 1994** scrapped, which would allow large shops to open all hours on Sunday and scrap the individual right for shopworkers to opt out of Sunday working.

More than 95 per cent said they want the existing ban on large stores from opening on Easter Sunday and Christmas Day to stay.



Deregulating trading hours will not solve the UK's economic problems

John Hannett said: "I know that our members feel very strongly about this issue and that came through not just in the scale of the response, but what they were saying. More than three-quarters made detailed personal comments about how

they are affected by this issue. Top of the list is the balance between time at work and responsibilities at home. Members talk to me all the time about **work/life balance** and they are definitely not asking for stores to be open 24 hours a day seven days a week.

# will damage family life



General secretary John Hannett with the thousands of responses from members opposing trading hours deregulation

“This response has given a very strong mandate for Usdaw to **oppose extended Sunday opening** and the lifting of the ban on Easter Sunday and Christmas Day trading. I have taken this message to the Government and will continue to make the

case for our members and their families.”

A total of **4,753 comments** from members have been passed on to the Government’s business secretary, Vince Cable.

**This is what you said:**

■ **Sunday working** interferes with family life,

especially the ability of parents to spend **quality time** with their children.

- **Restricted Sunday hours** allow us to have a little family/social time or to attend a religious service – often the only weekend time because of Saturday working.
- **Christmas Day and Easter Sunday** are very special times, especially for **families** with children. Shopworkers need the guarantee of at least one day off during these very busy periods.
- Staff know that if opening hours are extended, **premiums** will be further **reduced**. The shorter hours means many retailers still pay Sunday premiums.
- Staff are already under pressure to work on Sundays when they do not wish to. Parents and carers come under more pressure than most. If trading hours were extended they know they would be forced to work on Sundays.
- Staff find it very difficult to work on

Sundays due to practical problems, like a lack of Sunday bus services and childcare, especially for single parents.

- Shopworkers already experience demands for flexibility of their hours. If stores open for longer staff will be required to work more hours on Sundays and less on weekdays.
- Longer opening hours will not increase employment, but simply increase weekend working to the detriment of family and **community life** and decrease Sunday premiums.
- Members in convenience stores pointed out that longer opening times in large stores would reduce trade in convenience stores, leading to job losses and reduced hours and pay.
- Opening large stores all day would make Sunday just like any other day. Sunday is different and should remain so. It is right that we have one day where we can take a ‘collective breather’.

# Activists turn out to ma

**Usdaw members made their presence felt in London in March as they joined hundreds of thousands of like-minded people sending a peaceful but powerful message to politicians**



More than 250,000 people joined the TUC's march against the Tory-led Coalition's cuts in London in March in what was the biggest anti-Government demonstration in years.

Trade unionists, community groups and students enjoyed a carnival atmosphere with live bands and entertainment, which culminated with a rally in Hyde Park where general secretary John Hannett addressed the marchers.

"This march shows the strength of feeling throughout the UK against these cuts which affect us all," said John. "There is an alternative.

"This march is a massive show of solidarity. The politicians at the top of the Government have no idea of the problems we face. We have to win the arguments locally and nationally and I hope this march is the beginning of the fightback.

"Usdaw will continue to campaign against these cuts that penalise the majority while the very wealthy minority are allowed to get

away with paying far less than their fair share.

"Many thanks to all of the Usdaw members who made the effort to join the march."

TUC leader Brendan Barber said: "We will not let the Tory-led Coalition destroy the NHS. It is not for sale.

"And while the Tory-led Coalition is planning this destruction on such a massive scale, down the road in the City they're paying themselves £7 billion in bonuses – straight back to business as usual.

"These brutal cuts are going to hammer the crucial services that bind our communities together. And they're going to hit the poorest and the most vulnerable hardest.

"The Government claims there is no alternative. But there is. Let's keep people in work and get our economy growing. Let's get tax revenues flowing and tackle the tax cheats.

"And let's have a Robin Hood Tax on the banks, so they pay us back for the mess they caused."



It was a carnival atmosphere during the march



# March for the alternative



Members from Scotland made the long trip south



John Hannett addresses the rally



Members came from all over the UK for a massive demonstration

## PENSIONS

## Pensions aren't cool but

Pensions officer Nick Walker urges Usdaw's young members to take pensions seriously and start filling their savings pot sooner not later

**I f I knew then what I know now...**

If you're a young worker, putting money aside for your old age might seem like a bit of an odd idea. But trust me, millions of workers in their late '30s and '40s now wish they had planned ahead for their retirement.

After all retirement seems like such a long way away and you've already got plenty of demands on your money now as it is.

You probably think that pensions are something for old people and you can't imagine what you'll be like when you're in

your 40s let alone your 60s!

Pensions aren't very cool either so it's unlikely you'll spend time talking about it with your friends on a Friday night out.

#### Did you know?

Recent reports show that today's young people will live far longer lives than either their parents or grandparents will – to the point where they may spend as many years retired as they did working.

Obviously this is good news – we all like the idea of a nice long retirement at the end of our working life – but how many of us have taken the time to think about what we're going to live on when we retire?



#### Consider these:

- Are you expecting the state to provide for you when you retire? If you are, do you know how little you will have to live on and will it be enough – a full state pension today is worth just £102 a week.
- If you think there's plenty of time to get

round to sorting your pension out later then think again – time has a habit of flying by and before you know it, you might have left it too late.

- Pensions might be boring but not as boring as your life will be in retirement when you've got no money to enjoy it with.

#### Remember!

Usdaw members who've got questions about what the pension scheme is like where they work or just about pensions in general can contact the union's pensions team on **0161 224 2804**.



# they are clever

**MORE INFORMATION AT:**  
[www.usdaw.org.uk/pensions](http://www.usdaw.org.uk/pensions)



■ What sort of money do you think you will need to live on when you're retired and where is it going to come from.

**And these:**

Pensions aren't the only way you can save for your retirement – property and other kinds of investment can play a part too.

But pensions are one of the best ways of long-term saving available to you because the Government allows you to save for a pension completely free of tax. The Labour Government also established the Pension Protection Fund to protect savers' investments.

**You pay and so will your employer**

Most young workers will have access to a pension scheme run by their employer and one where the employer offers to pay some money into it for you too. Some company schemes will match what you pay in up to a certain level. Others might offer to pay double your own contribution.

Money paid into a pension will be locked away until you are at least age 55 but this saves you the temptation of dipping into it too early and spending it on flash cars or exotic holidays. Plus with a pension you at least have the flexibility to draw it when you want after 55 whereas with state retirement benefits the Government decides when you get it and how much you can have.

**The sooner you start the less you pay**

You might think that to save for a pension you need to part with thousands of pounds straight away. That's not true. In fact, the younger you are when you start to save for your pension the less it will cost you.

Somebody starting to save for a decent pension when they're 20 might put away 10 per cent of their wages whereas somebody starting at age 30 would need to put aside 15 per cent to get the same pension.

**Parents and grandparents can help too**

If your children or grandchildren have just started work and they've got the chance to join a company pension then persuade them to join it. You'll be doing them a favour in the long run.



# INTRODUCING YOUR

# new digital Arena

You can now  
view arena  
online at:  
[www.usdaw.org.uk/e-arena](http://www.usdaw.org.uk/e-arena)

# A

s part of the union's evolving communications strategy you can now **view arena online** at anytime via your computer, mobile or tablet.

Just click to flick through the issue and take yourself on your very own Usdaw journey.

The online version comes with additional

photographs, graphics and live links to additional websites. It's a one-stop shop for your window on everything that is happening in Usdaw, how you can get involved and what's coming up.

■ Sign up to our regular email updates and you could win £100 in a Britannia Save and Support Account. visit: [www.usdaw.org.uk/emailupdates](http://www.usdaw.org.uk/emailupdates)

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All from the convenience of your computer, mobile phone or digital reader

Explore the interactive content with the intuitive navigation

## Feedback

Don't forget to let arena know what you think by clicking on [arena@usdaw.org.uk](mailto:arena@usdaw.org.uk)



# “Hi Usdawdrive, how can I help you?”

For helpful, friendly, impartial advice, call Usdawdrive and let them save you ££££'s when buying your next new or used car!!!



CALL: 0845 122 6916 OR VISIT: [WWW.USDAWDRIIVE.CO.UK](http://WWW.USDAWDRIIVE.CO.UK)

Registered Office: Trax Park, Decoy Bank South, Doncaster, DN4 9PD

*Usdawdrive*



Sarah (above) with members at the Co-op store

# Rep of the aisles

Young Sarah Channon has combined union values and community spirit to great effect

The union's influence stretches to the outer reaches of the British Isles thanks to activists like **Sarah Channon** who is a rep at the Co-op store at Stornoway on the Isle of Lewis in the Outer Hebrides in Scotland. Almost 500 miles north of Manchester.

The 24 year-old is a rep, branch secretary and also vice chair of the Western Isles Trades Union Council and has her mum to thank for making her worldly wise.

"My mum has been the greatest influence on me," said Sarah.

"When I was growing up she taught me the importance of politics and as soon as I was old enough to

understand she encouraged me to watch the news and see the effects these issues have on everyone's lives.

"Although at the time she did tend to drum her own political opinions into me but now that I'm an adult, we have a difference of opinion on many things and just have to agree to disagree.

"But when it comes to my union work, she gives me plenty of encouragement."

Sarah spends her spare time with her local drama group and also has professional singing lessons. And the young rep's own award winning performances won her the Scottish division's nomination for



Most Promising New Activist at the union's own Oscars earlier this year.

"I was surprised to get the division's nomination. I didn't win the national award though which is just as well as I didn't have enough room in my suitcase for two trophies!

"I've come a long way since starting work at the Co-operative aged 16 and there's still a long way to go, but if we work together, make the union stronger, we can make improvements for everyone."



# Member services

Members can check out the latest deals from our team of affinity partners who provide a range of special offers. Find out now if your union membership can save you and your family money.



Usdaw provides a range of services and benefits for members, from savings and tax refunds to insurance and mortgages.

More special offers, including prize draws, can be found on the Usdaw website at:

[www.usdaw.org.uk/memberservices](http://www.usdaw.org.uk/memberservices)

## BRITANNIA RESCUE



We've been providing breakdown recovery since 1983 so we know what's important to you when it comes to your car breakdown cover

- 24/7 response across UK and Republic of Ireland
- National network of more than 3000 breakdown professionals
- 15% discount to all Usdaw members
- New members get a further £5 off by applying online

Call free on **08000 22 39 52**

Apply online: [www.britanniarescue.com/usdaw](http://www.britanniarescue.com/usdaw)

Lines open Mon-Fri 8am-8pm, Sat-Sun 8am-5pm calls may be recorded.  
Britannia Rescue is a registered trademark and is a trading style of the Liverpool Victoria Group of companies. 21017636 12/10

## USDRAW HEALTH & DENTAL PLAN

### Usdaw Health Plan

Low cost alternative to private medical insurance. Get 100% of your money back on optical, dental, therapist and specialist treatments. To apply online visit: [www.usdawhealth.co.uk](http://www.usdawhealth.co.uk) or call **0800 037 2094**

### Usdaw Dental Plan

Get 100% of your money back on the cost of your dental treatment. NHS and Private plans available. White fillings and crowns covered. To apply online visit: [www.usdawdental.co.uk](http://www.usdawdental.co.uk) or call **0800 037 2092**

Designed and administered by Protego Group Ltd. Registered Office: 260-268 Chapel Street, Manchester, M3 5JZ. Authorised and regulated by the Financial Services Authority (registration number 304363)  
\*Money back may differ on NHS dental plans in Scotland and Northern Ireland.

## HOME, MOTOR & TRAVEL 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.



Call UIA free on **0800 376 0300** quoting reference USDG or visit [www.usdawinsurance.co.uk](http://www.usdawinsurance.co.uk) to buy and receive up to **15% online discount** on home and travel insurance.

Usdaw is an Introducer Appointed Representative of UIA Insurance Ltd. UIA is authorised and regulated by the Financial Services Authority.

## TAX FREE SAVINGS

The Usdaw Unisaver is a safe way to save for the future. Starting from just £10 per month, you and your family can save tax exempt, and at the end receive a TAX FREE payout.

It includes Life Cover and no medical is required.

To find out more call: **FREE** on **0808 1 444 288** or visit [www.usdaw-unisaver.co.uk](http://www.usdaw-unisaver.co.uk)

Unisaver is underwritten by Coventry Assurance Society. Authorised and regulated by the Financial Services Authority. All information and prices are correct at the time of printing. Savings plan must start before your 65th birthday.



## NEW AND USED CARS

Risk free, hassle free car purchase scheme for Usdaw members and their families.

- Massive choice
- Save ££££s
- Total peace of mind
- Convenience
- Nationwide delivery

Part exchange welcome  
Finance available



To enquire online visit:  
[www.usdawdrive.co.uk](http://www.usdawdrive.co.uk) or call **0845 122 6916**

## SAVE ON GAS AND ELECTRIC

Uchange4better can help you save on your gas and electricity bills. Try our free and unique **100% impartial energy search engine** which allows you to compare the prices of all gas and electricity suppliers and find the very best deal for your home. You can compare by savings alone, CO<sub>2</sub> savings, customer service standards or a combination of all three.

Simply key in your postcode, your current supplier and charges and the site will do the rest for you. **It couldn't be easier.**

To see how much money you can save  
visit: [usdaw.uchange4better.co.uk](http://usdaw.uchange4better.co.uk)  
or call 0845 652 1683



## TAX REFUND SERVICE

Over **85,000 members** have used this service and so far received tax refunds in excess of **£2.6 million**. Refunds average **£167.94** each!

**TAXrefundCo.**  
...No Refund - No Fee

To find out if you are due a refund, go to  
[www.taxrebates.com/ref/usdaw](http://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.

## DEBT REMEDY

Udaw and **Consumer Credit Counselling Service (CCCS)** have launched a new service providing debt advice and solutions for all Usdaw members

CCCS provides free and immediate debt advice and solutions to individuals and families in times of financial distress. In addition to its unique online counselling service, Debt Remedy, CCCS offers a free telephone counselling service available Monday to Friday.

If you are an individual struggling to repay your debts use the CCCS Debt Remedy on-line assessment of your financial circumstances: [www.cccs.co.uk/usdaw](http://www.cccs.co.uk/usdaw)

Telephone debt counselling  
Freephone **0800 980 8271**  
Monday to Friday 8:00am-8:00pm



## GYMTASTIC OFFERS

Discounted rates on **Gym Membership**  
exclusive to Usdaw Members  
Save up to **30%**

Visit the following Usdaw websites for more information:

Fitness First: [www.usdaw.org.uk/fitnessfirst](http://www.usdaw.org.uk/fitnessfirst)  
LA Fitness: [www.usdaw.org.uk/lafitness](http://www.usdaw.org.uk/lafitness)  
Nuffield Health: [www.usdaw.org.uk/nuffield](http://www.usdaw.org.uk/nuffield)

Fitness First

You're better off with  
LA Fitness

Nuffield Health

## 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.

The co-operative funeralcare Visit [www.co-operativefuneralcare.co.uk](http://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 2011. All offers are not retrospective. Our business terms and conditions apply. This does not affect your statutory rights.

## BRITANNIA

With Britannia, Usdaw members benefit from a great range of mortgage products and an exclusive instant access savings account.

YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT  
KEEP UP REPAYMENTS ON YOUR MORTGAGE

To find out more call free on **0808 156 2838\***,  
Visit [britannia.co.uk/usdaw](http://britannia.co.uk/usdaw) or visit your local Britannia Branch.

\*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.

Britannia

## UK TOP ATTRACTIONS

Udaw members can make great savings on the following UK attractions and theme parks:

Alton Towers Resort, Chessington World of Adventures, LEGOLAND Discovery Centre Manchester, LEGOLAND Windsor, Madame Tussauds London, SEA LIFE centres & Sanctuaries, the Dungeons, THORPE PARK and Warwick Castle.

To find out more or to book call **0871 222 4001** and quote **REWARDS** for your special discount or visit [www.usdaw.org.uk/merlin](http://www.usdaw.org.uk/merlin)



## £25,000 WOMEN'S CANCER COVER

- Covers **7 female-specific cancers** (including breast, ovarian, cervical)
- **£25,000 cash sum** paid directly to you on diagnosis to help with bills, childcare, private drugs etc.
- Or **£1,000** for cancers usually treatable by day surgery
- Advice and support from the **Care Advisory Service**
- **£10 Boots voucher** (sent within 28 days of receipt of first premium)
- The **WellWoman Plan** from Usdaw approved partner UNAT Direct

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

UNATDirect

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.

# Statement to members issued in connection with the Union's Annual Return for period ended 31 December 2010 as required by section 32A of Trade Union and Labour Relations (Consolidation) Act 1992

In the year ended 31 December 2010, the total income of the Union amounted to £33,051k of this £28,466k related to members' contributions. The expenditure for the same period amounted to £29,083k which included the salary paid to the post of General Secretary of £87,141 and employers' contributions in respect of National Insurance and Superannuation of £10,423 and £17,808 respectively. The value placed by the Inland Revenue on the car supplied to the General Secretary amounts to £11,866.

The President of the Union and other members of the Executive Council are not in receipt of salary or allowances from the Union.

The Union's income into its political fund for 2010 amounted to £1,934k while the expenditure amounted to £2,477k.

## AUDITOR'S REPORT

We have audited the financial statements of the Union of Shop, Distributive and Allied Workers for the year ended 31 December 2010 set out on pages 54 to 68 of the Annual Report. The financial reporting framework that has been applied in their preparation is applicable law and UK Accounting Standards (UK Generally Accepted Accounting Practice).

This report is made solely to the Union's members, as a body, in accordance with Section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

## RESPECTIVE RESPONSIBILITIES OF EXECUTIVE COUNCIL AND AUDITOR

As described in the Statement of Responsibilities of the Executive Council as laid out on page 54 of the published Annual Return and Financial Statements, the Union's Executive Council is responsible for the preparation of the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland).

Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

## SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

A description of the scope of an audit of financial statements is provided on the APB's website at: [www.frc.org.uk/apb/scope/private.cfm](http://www.frc.org.uk/apb/scope/private.cfm)

## OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2010 and of its surplus for the year then ended;
- have been properly prepared in accordance with UK Generally Accepted Accounting Practice; and
- have been prepared in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

## MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Act requires us to report to you if in our opinion:

- the Union has failed to keep proper accounting records; or
- the accounts do not agree with the accounting records.

**NICOLA QUAYLE** (Senior Statutory Auditor)

For and on behalf of KPMG LLP

Chartered Accountants

St James' Square

Manchester

M2 6DS

21 March 2011

## IRREGULARITY STATEMENT

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct. The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the Officials of the Union; the Trustees of the property of the Union; the Auditor or Auditors of the Union; the Certification Officer (who is an independent officer appointed by the Secretary of State); and the police. Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the rules of the Union and contemplates bringing civil proceedings against the Union or responsible Officials or Trustees, he should consider obtaining independent legal advice.

# ARENA Letters

You can now have your say on the new arena letters page, please keep it brief and no longer than 150 words – £50 for the best letter

## Underage sales

**R**ecently my fellow checkout operators and I began a discussion on selling alcohol to underage people.

There is quite a lot of **anger** amongst us because we, who are among the lowest paid workers in the country, have to police the nation's drinking habits by law.

Not only that, we are subject to police and local authority 'sting' operations to test if we are doing the job properly and run the risk of prosecution if we fail.

If we are not able to pay an on the spot fine literally there and then, we face court and a **criminal record**.

My company does not allow a person to carry cash when on the tills so the outcome of such a case is deeply concerning.

Why is it that people who carry out these sting operations are immune from **prosecution** even though they are in fact breaking the law themselves?

Surely the same immunity can be applied to checkout operators who can so easily be duped into thinking a youngster is over the appropriate age.

Even though supermarkets run **Think 25** policies a checkout operator is still in a vulnerable position when confronted by a person who looks 25 but is in fact under 18.

I suggest both police and trading standards officers concentrate on prosecuting those who actually buy age restricted goods and leave the easy prey checkout operators to do what is a very difficult and sometimes hazardous job.

Perhaps a checkout operator's pay should reflect that of a police or trading standards officer, after all policing age

restricted sales is not easy and can be dangerous.

**Mike Tucker, of Bristol wins £50!**

## Full marks to Usdaw

**I** work for Marks and Spencer and joining the union is the best money I've ever spent, a real **comfort blanket**.

I had an accident at work last year and my case was settled in record time four months later. I received a cheque for just over **£1,700**.

The girl I work with had an accident but she wasn't in the union and took her own legal advice, her claim took ages. When she saw how well I was looked after she asked me if she could join so I handed her a membership form. Before I knew it ten more staff joined.

I think lots of M&S staff think they can't join, but that's just not true. Anyone can and pay by direct debit. And with all the changes at M&S there's never been a better time to join. Members involved in a disciplinary can take

someone from the union in with them. It's well worth thinking about.

**Name withheld**  
[www.usdaw.org.uk/union4marks](http://www.usdaw.org.uk/union4marks)

## Holiday headache

**I**'d like to thank Usdaw for all the help it has given me over the years, its advice has been very helpful for me and my family.

Usdaw's campaigns are very good but I'd like to suggest another one – **Better**

**Awareness of Bank Holidays** – especially in retail. I worked for Homebase,

I've recently retired, and the only day I had off last year was Christmas Day and I had to take this as a day's leave! On Easter Sunday I was at work for a full shift. Even in Victorian times these days were holidays for everyone. Surely the British public can go two days without **'retail therapy'**. I can remember the time when shops were shut for at least one day a week.

I'm moving to Spain soon but wish Usdaw all the best. Keep up the good work.

**Yvonne Duffy, Essex**



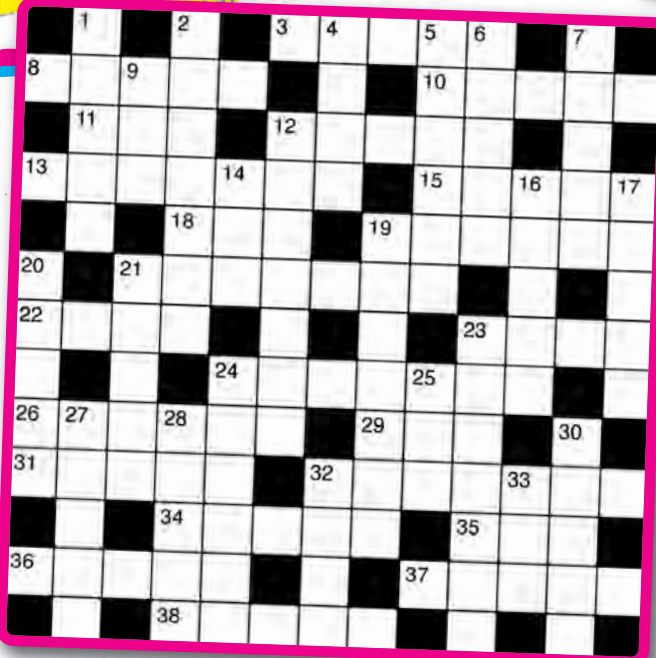
You can write or email your thoughts to; the editor, arena, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ or [arena@usdaw.org.uk](mailto:arena@usdaw.org.uk) Send all photos to: [pictures@usdaw.org.uk](mailto:pictures@usdaw.org.uk)

**TRY OUR**

# CROSSWORD

**Win £50!**

Three lucky members will win £50 each if they answer correctly the crossword clues below. Closing date 22 July, 2011. (Not open to Usdaw staff)



Have fun with our puzzle page & you could win £50!

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

**ACROSS**

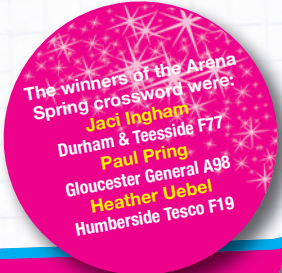
- 3. Periods of seven days (5)
- 8. Popular aquarium fish (5)
- 10. Corner (5)
- 11. Perish (3)
- 12. Capital of Egypt (5)
- 13. Become popular or fashionable, informally (5,2)
- 15. Stadium (5)
- 18. Faucet (3)
- 19. Mr Spielberg, film director (6)
- 21. Item (7)
- 22. Cruel or frightening person (4)
- 23. Verge (4)
- 24. Smith, for example (7)

- 26. Noisy quarrel (6)
- 29. Slope downwards (3)
- 31. Rope-making fibre (5)
- 32. Dear (7)
- 34. Long-snouted mammal (5)
- 35. Be victorious (3)
- 36. Seraglio (5)
- 37. Respond (5)
- 38. Ransack (5)

- 17. Mountain system (5)
- 19. Defamation (7)
- 20. Upper-class people, informally (5)
- 21. Regions (5)
- 23. Authorise, enable (7)
- 24. Highly-spiced sausage (6)
- 25. To trouble or afflict (3)
- 27. Competitor (5)
- 28. Provide food (5)
- 30. Fight with swords (5)
- 32. Bird's beak (4)
- 33. By way of (3)

**DOWN**

- 1. Traitor (5)
- 2. Ghost (7)
- 4. Impressive and energetic style (4)
- 5. Martial art (6)
- 6. Sleep noisily (5)
- 7. Genetic copy (5)
- 9. Mine (3)
- 12. Abundant (7)
- 14. Titfer (3)
- 16. Avoid by cleverness or trickery (5)





Nicola Robinson at this year's Annual Delegate Meeting

# On the right road

Nicola is keen to help others after Usdaw helped her



WANT TO BE A REP? VISIT [WWW.USDAW.ORG.UK/BEAREP](http://WWW.USDAW.ORG.UK/BEAREP)

**W**hen Usdaw won Nicola Robinson's equal pay claim it prompted the fleet operator to set out on a journey of discovery and one that she is happy to keep travelling.

"I wanted to help others in the same way I was when the union fought my claim for parity with my male colleagues doing the same job," said the 35 year-old, who works for Yodel, formally known as Home Delivery Network, in Shaw, Oldham and looks after the maintenance and repairs of the depot's large goods vehicles.

"My salary was backdated and I was delighted. So I decided to take on the role of Sata (Supervisory Administrative and Technical Association) rep three years ago and get more involved.

"I love helping people, it's so satisfying. I'm also a health and safety rep and the vice-chair of the branch.

"There's such a diversity of things to get involved in. From negotiating pay to giving advice on benefits and campaigning for safer travel.

"And there's a wealth of information and resources too as well as excellent training.

"The weekend schools and the summer schools involve reps from other workplaces and you learn a lot. And I've made some good friends too."

And Nicola's partner and two children have

noticed the changes.

"Yes, they tell me I'm more self-assured in everything I do and I think they are spot on.

"I've become a more positive person, confident in my own abilities. I'm better organised and able to plan and run things like meetings in a more structured way.

"I just want to continue to inform people about all the many ways the union can help and support them. With all the political and economic changes there's never been a better time to join."



**ARENA**

# Readers' survey

Tell us what you think

**W**

e want to know what you think of Arena magazine. Please take a few minutes to fill out this survey, return to the **freepost** address and you will be entered into a prize draw to win **one of two £50 prizes**.

## Which of the following statements best describes the way in which you read Arena?

- Cover to cover     Glance at just a few pages  
 Don't read it     Go straight to the sections I'm interested in – the same ones each issue

## Which articles in Arena do you read regularly?

(tick as many as apply)

- Campaign news     Young member features  
 Competitions     Know Your Rights  
 People Like You     Legal cases  
 Arena Health     General Secretary's foreword

## Did you find Arena magazine...

(please tick the top three comments you agree with)

- Interesting to read?  
 Informs you of issues you would not otherwise be aware of?  
 Is relevant to you?  
 Provides you with useful information?  
 Has an attractive design and layout?  
 Makes you feel a valued member of the union?  
 Lets you know what other members are doing?  
 Doesn't have much in for me

## Do you like Arena's new smaller size?

- Yes     No     Don't mind

## Which of the following work issues are of particular interest to you?

- Health and safety     Equal opportunities  
 Union benefits     Pensions     Rights at work  
Other .....





Has Arena prompted you to become more involved in Usdaw?  Yes  No

Are you an Usdaw rep?  Yes  No

Has Arena encouraged you to visit the Usdaw website?  
 Yes  No  Already visit Usdaw website

Do you have access to the internet?  
 At home  At work  By mobile device  
 Don't use the internet

How would you prefer to receive Usdaw publications?  
 View them on the Usdaw website  
 As regular paper copies  
 Download from the Usdaw website and view later

Are You  Male?  Female?

Which company do you work for? .....

Please let us have your comments on Arena magazine. Would you like more features on workers rights, more lifestyle issues, do you like the design of the magazine or what do you want to see less of?  
 .....  
 .....  
 .....



## SEND IN TO WIN

Please enter me into the prize draw and the chance to win one of five £50 prizes

Name .....

Address .....

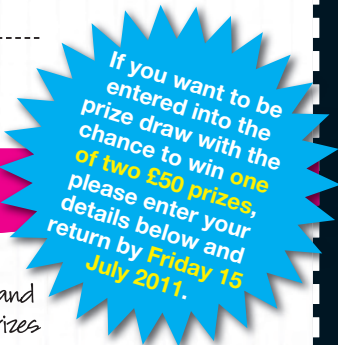
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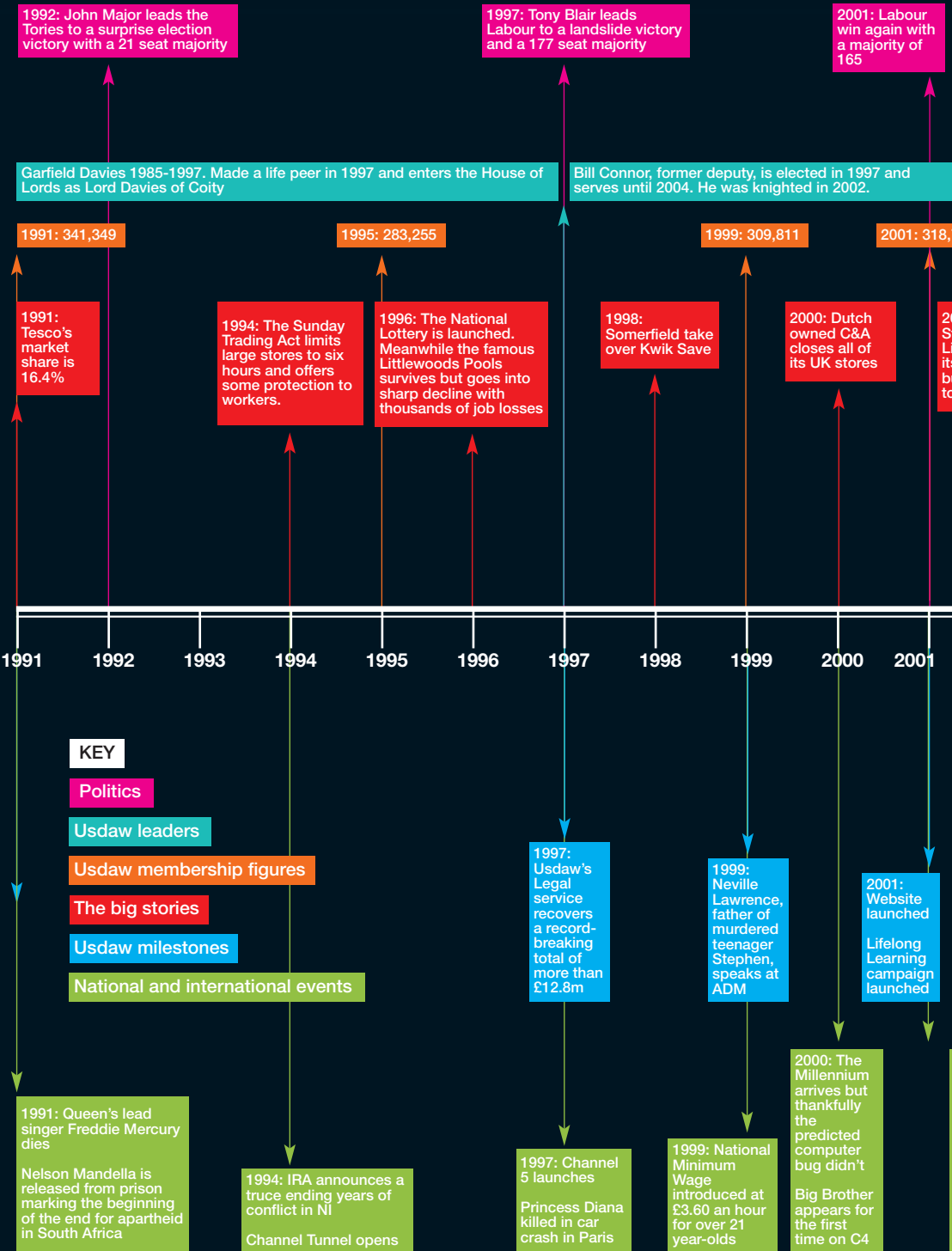
Postcode .....

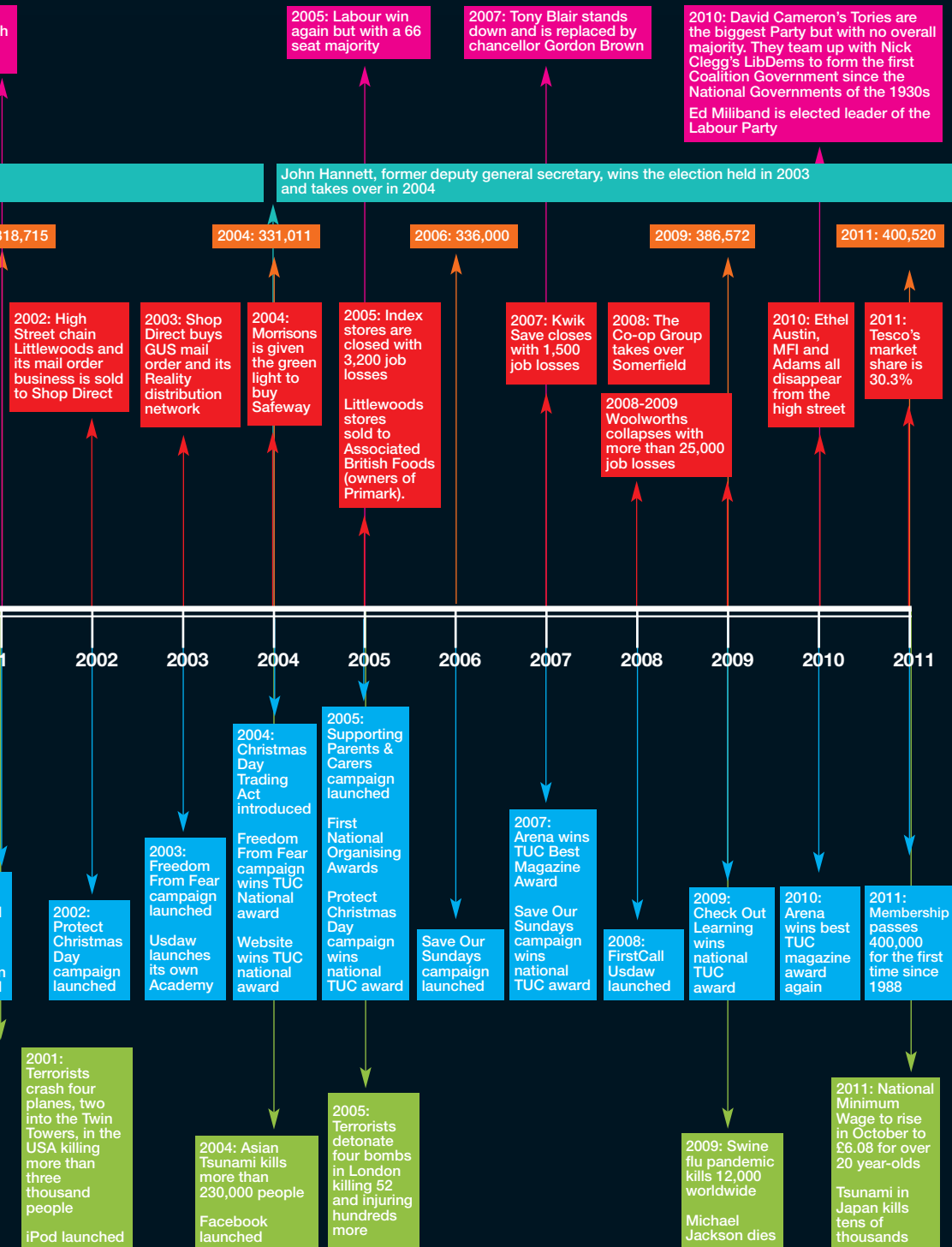
Not open to Usdaw staff. Conditions apply.



Thank you for your time  
 – please send the completed survey to:  
**Arena Survey, Usdaw,  
 FREEPOST NAT19525,  
 Manchester M14 7DJ –  
 no stamp needed.**

# TAKE A LOOK AT USDAW'S TIME LINE FOR THE LAST 20 YEARS AND LET US





# Holiday alert!

## Christmas working in view

Remember

The union's ability to deliver on this issue will depend on levels of Usdaw membership and organisation in the workplace. So, if workers aren't happy with the employer's Christmas working arrangements get them to join Usdaw.

**D**on't look now but this year Christmas Day falls on a Sunday and Boxing Day will be on a Monday, with New Year's Day falling on a Sunday.

Usdaw wants to see most workplaces close for Christmas Day, Boxing Day and New Year's Day. The union is also making the case that businesses in Scotland should remain closed on Monday 2 January.

However, the reality is that we know that a significant number of workplaces will open on some of these days and if businesses do trade, Usdaw is making the case that they should be staffed by volunteers and anyone working these days should receive premium pay.

Usdaw is also pressing retailers to finish trading early on Christmas Eve and New Year's Eve so shopworkers get as much time off as possible with their families.

Many people are surprised to learn that statutory rights to time off at Christmas/New Year are very weak. For example, there is no automatic legal right to paid time off on a public holiday or to receive premium payments if you work on such a holiday.

**Workers' rights to time off and premium pay depends on the contract of employment and any trade union/company agreement.**

**Q. Most businesses will be closed on Christmas Day.**

**Do I have to work if my workplace opens on Boxing Day (Monday, 26 December)?**

**A.** It depends on your contract and which days have been designated in your company as the customary holidays.

Certain agreements identify that working on at least some of the public holidays is voluntary. Your normal working hours also come into it, e.g. if you don't usually work on Mondays, it's unlikely you will be expected to (unless your contract enables your employer to vary your days and hours).

**Q. Am I entitled to a paid day off on a public holiday?**

**A.** There is no automatic legal right to paid time off on a public holiday or to receive premium payments for working on such a holiday.

Your position in relation to working/time off on a bank/public holiday will depend on what is outlined in your contract of employment, staff handbook and if there is a union/company agreement.

**Q. Will I get additional premium pay for working on a public holiday?**

**A.** There is no automatic right to an enhanced pay rate for working on a public holiday.

The pay rate for working these days depends on your contract of employment, and

union/company agreements. The pay rates and which days may attract premiums are usually explained in the staff handbook or in other communications to staff.

**Q. In my 2011 diary Tuesday 27 December is a bank holiday. Surely this is a public holiday in my workplace?**

**A.** Not necessarily. Bank holidays are the days the Government designates as public holidays under the Banking Act.

When the customary holiday falls at the weekend, the bank holiday is the substitute date for workers in Monday to Friday businesses.

For businesses in the retail sector that operate seven days a week, the customary holiday is often kept to the traditional date for the public holiday.

Whether you have to work, whether you are entitled to be paid on these days and whether the company is entitled to substitute or designate different days, depends on your contract.



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## Contacts

Always speak to your rep first if you need advice or support. If you don't have a rep at your workplace contact your local Usdaw office as shown on the map. Alternatively, you can ring our national helpline **0845 6060640** to be connected to your local office. \*Calls charged at local rate. The union's head office is:

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