

#NetworkMag NETWORK



MAR/APR
2014

The bimonthly magazine for Usdaw Activists

www.usdaw.org.uk



*Signing
up new
members*

TRANSPORT SECTOR IN FOCUS

SPOTLIGHT DAY – REPS IN ACTION

ACTIVIST-IN-DEPTH JULIE BROOM

••• **EURO ELECTIONS** ••• **MEMBERSHIP WEEK** ••• **SAFETY ISSUES** •••



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Comment

General secretary John Hannett

Welcome to a new look *Network* recently given a redesign to help us keep our reps' publication modern and appealing.

The economy

Our members continue to feel battered by rising utility prices and inflation, which has outstripped their pay rises for the last four years. We also know many of our members are crying out for more hours. Yes we can welcome both the increase in the national minimum wage and the slight fall in the number of jobless, but we can't for one minute think the recovery has arrived for the vast majority of the workforce.

The gap between rich and poor shows no sign of narrowing. Everyone wants to see a recovery for the many not the few and until that recovery is felt outside of London then it's clear we still have a long way to go before we can herald an economic turnaround.

EU election

The European elections on May 22 give all of us the chance to register our dissatisfaction with the current Government. Don't be fooled by those who say we'd be better off out of the European Union (EU) – that just isn't the case. Millions of jobs depend on our links with our European allies and many of the workers' rights we enjoy originated in the EU parliament. This EU election is important so don't miss your opportunity to have your say.

ADM 2014

Looking closer to home, it's clear we have a packed agenda for the forthcoming Annual Delegate Meeting – the union's own parliament – and the ideal forum for reps to have a direct say and an input into the policies of the union. I'm looking forward to it.

Campaign day

Finally, many thanks to those reps who made our Supporting Parents and Carers Spotlight Day such a huge success on March 19. This year's emphasis on the pressures faced by workers with caring responsibilities, and the potential impact on their mental health, won thousands of supporters and will inform the union's work in the months ahead on this important issue.



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 **Flickr/UsdawUnion** to browse pages of union photos from conferences to campaigns and recruitment.

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WORKERS HAVE SEEN THEIR WAGES FALL IN REAL TERMS SINCE 2010

Wages hammered

Workers have seen the value of their real wages, which take inflation into account, fall consistently since 2010 – the longest period of decline since at least 1964, official figures show.

The Government's Office for National Statistics (ONS) said real wages had fallen by 2.2 per cent annually since the first three months of 2010, adding shorter working hours and reduced output were factors behind falling wages.

It also said that wages were still falling in the third quarter of 2013 – the latest figures available for all measures – with a drop of 1.5 per cent compared with the same period a year earlier.

The ONS figures showed that wage growth was highest in the 1970s and 1980s, when it went up by an average of 2.9 per cent a year. This annual wage growth slowed to 1.5 per cent in the 1990s, then to 1.2 per cent in the 2000s, before the most recent falls.

“Over the last four years British workers have suffered an unprecedented real wage squeeze,” said TUC general secretary Frances O’Grady.

“Even more worryingly, average pay rises have got weaker in every decade since the 1980s, despite increases in productivity, growth and profits. Unless things change, the 2010s could be the first ever decade of falling wages.

“A return to business as usual may only bring modest pay growth. We need radical economic reform to give hard-working people the pay rises they deserve.”

A report by the Institute of Fiscal Studies also said that although falling incomes had come to an end, the average household would not see its income recover before the next election.

■ The TUC has called on the Government to be far more proactive on long-term youth unemployment saying long periods out of work can permanently scar young people's careers, as well as lead to depression and ill-health. More at: www.tuc.org.uk

Workers bypassed

The UK's economic recovery is likely to fail one in five workers, says the interim report *Working for Poverty* from the Living Wage Commission.

“The UK economy may be in recovery mode, but most people's pay packets have yet to experience a similar revival,” said TUC leader Frances O’Grady (below). “For those families firmly stuck in low-pay Britain, life is tough, and they continue to struggle to make their wages stretch far enough to meet the cost of essentials.

“Low pay is blighting the prospects of millions of workers, and we need urgent action to tackle the worsening, low-pay problem.

“More employers should pay the living wage. There are many companies that could afford to do so, yet they continue to pay their staff poverty wages.

“If the recovery is to be one experienced by everyone, boosting pay – especially for those on low pay is essential.”



Turmoil as Co-op Group regroups

Usdaw is seeking urgent talks with the Co-op Group following reports that thousands of jobs are at risk.

The move was prompted by news (as *Network* went to press) that the society's losses for 2013 will be more than £2bn, by far the worst in its history.

The UK's largest Co-op is said to be actively considering

the sale of its 750 pharmacies.

However, the sudden departure of chief executive Euan Sutherland soon after details of his increased salary were leaked has thrown the Group into turmoil as it seeks to streamline both its structures and operations.

Leaked details also revealed that over four years, the Co-op Group is planning to cut

running costs by £500m, of which it has already identified £100m of savings.

General secretary John Hannett said: “Usdaw will do everything possible to support and help members during this period of uncertainty.

“We will also ensure that members are kept informed of all developments.”

More at: www.usdaw.org.uk



Low paid will see pay rise in October

Low paid workers on the national minimum wage will get a three per cent rise in their hourly rate in October following the latest recommendation from the Low Pay Commission (LPC).

The new adult rate will go up to £6.50 an hour; the youth development rate for 18-20 year-olds will rise to £5.13; the rate for 16 and 17 year-olds increases to £3.79, and the apprentice rate will go up to £2.73 an hour.

General secretary John Hannett said: "In the current climate of austerity and wage restraint, I am pleased that the LPC has recommended an above inflation increase on the minimum wage.

"Although the minimum wage has risen faster than other

wages during the economic slowdown, the real value of the minimum wage has fallen because it has been overtaken by inflation.

"So this above inflation increase is a welcome first step to bringing the minimum wage back up to its pre-2008 level, but we must ensure that the lowest paid benefit from any future growth in the UK economy."

■ Meanwhile, the TUC has welcomed the Government's pledge to name and shame employers who refuse to pay the minimum wage. "It's good to see the naming and shaming of these minimum wage dodgers. This should provide a strong disincentive to other rogue firms contemplating breaking the law," said a spokesperson.



Yes to Party reforms

Trade unions have voted over-whelmingly to support internal reforms over the links between the unions and the Labour Party at a special conference in March.

A one-member-one-vote election system for the Labour leadership will be introduced and the automatic affiliation of union members to the Party will also change. Ed Milliband said he was proud of the trade union link with the Party.



Retail biggest UK employer

More than 2.7 million people now work in the retail sector, making it by far the biggest employer in the UK.

Tesco, Sainsbury's, Asda and Morrisons employ a total of 782,000 workers between them.

The number of shopworkers is far higher than the second biggest employment sector, construction and contracting. A total of 1,560,000 people work in the National Health Service including 369,868 nurses and 146,000 doctors. While 432,000 are employed in the armed forces and police combined.

The number of lawyers in the UK totals 117,862.

Unpaid overtime up

Employees in the UK worked a record amount of unpaid overtime last year, with over 5.4 million workers putting in around £640m worth of unpaid hours each week, according to the TUC. Its analysis of official figures shows that the number of people regularly doing unpaid hours at work increased by 331,000 last year to 5.42m – the biggest annual rise since comparable records began in 1998.



Support for over-50s call

Low pay, discrimination, the pressures of juggling caring responsibilities and paid work, and difficulties accessing training opportunities are the key issues facing older women at work, says a new TUC report. Part of the Age Immaterial project, this report considers how things can be improved. More at:

www.ageimmaterial.org



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Deal at Dairy Crest

Members and reps from the Dairy Crest pre-pack operation at the National Distribution Centre (NDC) in Nuneaton, Warwickshire, can look forward to improved ways of working after the union signed a new agreement with the company.

National officer David Johnson joined reps Gary Tame and Darren Fullylove and area organiser Charlie McLaren when

they met HR director Simon Cumpsty and general manager of pre-pack operations Brandon Moss, to put pen to paper.

"This is a full recognition agreement and compliments the one we have for the distribution centre next-door," said David.

"The pre-pack site stores and packs cheese for supermarkets which is distributed nationally via the NDC. There are more

than 100 potential members on site. It's a positive development.

"I'm also pleased to welcome Gary Tame onto the National Joint Negotiating Committee."

■ (pictured l-r) Gary Tame, Simon Cumpsty, Brandon Moss, David Johnson, Charlie McLaren and Darren Fullylove. Gary and Darren are also pictured on the shopfloor at the state-of-the-art site.

New hope for crime victims

Victims of serious crime abroad will get much needed help thanks to the tireless efforts of Usdaw activist Maggie Hughes (below).

Maggie, whose son was left in a coma after being attacked while on holiday in Crete, has successfully campaigned to force the EU to issue new rules to help victims with medical and legal services, and translators, up to 48 hours after incidents.

Maggie's six-year campaign to win justice for her son is still not over as the legal process to convict his attackers will now resume in November this year. The new Victims' Rights Directive comes into force next year.



Protection for members

New guidelines to help protect the retail sector's 2.7 million employees from violence, launched by the British Retail Consortium, have been welcomed by Usdaw.

"Our own surveys in recent years have highlighted the scale of under-reporting, which found that one in four staff did not report an incident to their employer or the police in 2013," said general secretary John Hannett. "We also want to see the Government take the issue more seriously. All too often violent criminals are given lenient sentences."



Unemployed numbers fall

The number of people out of work in the UK fell by 63,000 to 2.33 million in the three months to January 2014, according to the latest estimates.

The unemployment rate now stands at 7.2 per cent, but official statistics said the improvement in the labour market could be slowing. Meanwhile, more women are in work than at any time since records began, at just over 14 million.

However, shadow work and pensions secretary Rachel Reeves said jobless levels were still too high. "Long-term youth unemployment has doubled under David Cameron.

"It's clear tens of thousands of young people are not feeling any recovery at all," she said.

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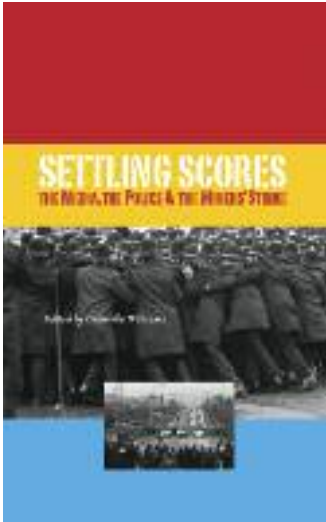
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The Miners' Strike – why 30 years on it still matters



To coincide with the 30th anniversary since the most defining industrial dispute of the post-war era began, a new book looks to dispel the myths and shine a critical light on the role of politicians, the police and media during the 1984-85 miners' strike.

Using new cabinet papers released under the 30-year rule and with eye-witness accounts *Settling Scores – The Media, The Police and The Miners' Strike* – is a vital addition to the real story behind the year-long dispute.

Edited by Granville Williams, the accounts of the police tactics (a chilling precursor of the Hillsborough cover up four years later) with Government backing, and the biased media coverage will shock many people reading about the strike for the first time. With contributory chapters from experts on the strike the book, published by the Campaign for Press and Broadcasting Freedom is available priced £6.99 (ISBN 978-1-898240-06-8). More at: www.cpbf.org.uk ■ *Network* has ten copies to give away free to the first ten interested readers who email: network@usdaw.org.uk



Packed parliament

Activists going to the Annual Delegate Meeting in May will have their work cut out with more than 120 propositions appearing on the Preliminary Agenda Paper.

Zero-hours and short-hours contracts, health and safety and the economy have attracted the highest number sharing 35 propositions between them.

Transport, the NHS and rights at work follow closely behind with 24 propositions in total. There will also be three timetabled debates on mental health, politics and zero-hours. While the total number may fall once the Interim Agenda Paper

and Final Agenda Paper have been completed, delegates will be working hard to fit everything in during the four-day event in Blackpool.

General secretary John Hannett said: "This is the biggest event in the union's calendar and gives our activists, via the branch structure, the chance to form policy on issues both at work and in society.

"It's clearly going to be a packed agenda, but that's what democracy is all about. All of the important issues affecting our members will be debated and I'm looking forward to it.

"Usdaw is one of the few

unions that has an ADM – its very own parliament – most unions these days have biennial conferences. I know our reps appreciate the chance to get together to discuss these issues on a regular basis and the ADM is the ideal forum for that."

Delegates and visitors can also look forward to a choice of fringe meetings with guest speakers and a busy social scene giving members the chance to relax after a long day in conference.

First-time delegates and visitors should take a look at the union's *Guide to ADM* at: www.usdaw.org.uk/adm

Co-op looks to the locality

The Co-operative Group plans to double its number of convenience stores over the next five years as part of a £300m investment. Plans to refurbish more than a third of its stores this year have also been announced. The Group's retail food business accounts for around 70 per cent of total revenue. Chief executive Steve Murrells said he wanted them to 'become the leading convenience food retailer,' but would not rule out job cuts.

Empty stores now filled

Only six of the 807 ex-Woolworths stores remain empty since the famous high street retailer went bust in late 2008.

Discounters like Poundland, Iceland, 99p Stores and B&M Bargains have taken 276 stores between them.



Carers hit by Coalition

Families caring for seriously ill and disabled relatives face £1bn in cuts to financial support over the next four years, a major study has revealed.

The introduction of the bedroom tax, the benefit cap and fewer people being eligible for carer's allowance will all eat in to the support available for the disabled and their carers.

The report, from the charity Carers UK, estimates carers save the Government around £119bn a year in unpaid care.

Are your drivers part of Usdaw?

Usdaw has around 20,000 members who drive for a living and the union has a proud record of looking after the interests of all drivers.

This includes representation on pay and conditions of employment, legal support, specific driver-related publications, an annual national transport conference, a distress fund and much more.

Usdaw has agreements covering drivers in companies such as Palmer & Harvey, Tesco, Sainsbury's, Wincanton, Yodel, Hermes, Co-op, Norbert Dentressangle, Next Distribution, DHL and many more. Membership is available to all from drivers of small vans to LGVs.



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FREQUENTLY ASKED QUESTIONS

Our company's vehicles look a bit 'rough round the edges' is the company responsible for their safe upkeep?

The driver and the employer share responsibility for the road-worthiness of the vehicle.

The 'cosmetic' look of a vehicle may not be important but, for example, if you use a vehicle with defective brakes you and the employer will probably be prosecuted – you for driving it and the employer for not keeping the brakes in a good condition.

It is in the best interest of you, the employer and the general public, for your vehicle and trailer to be well maintained and serviced.

Before you take it out check your vehicle every day and report any faults – don't leave it up to someone else.

There should be a daily checklist for you to use, ideally one agreed locally by Usdaw and your employer. If you are not happy about the condition of your vehicle report any faults, etc, in writing and let your rep know.

Employers should make a risk assessment of potentially dangerous or unsafe delivery areas.

I have been asked to make deliveries to a poorly lit and potentially unsafe area; do I have to complete the delivery?

Employers should undertake a risk assessment of potentially high risk delivery areas.

Such a risk assessment should highlight the potential risk factors with making the delivery and suggest provisions to eliminate such factors.

This could include only making deliveries during daylight hours, phoning ahead of the delivery to ensure that someone is there to greet the driver on arrival or possibly evening 'double-manning' the deliveries.

Drivers should be trained to undertake a 'dynamic risk assessment' and be authorised to refuse to complete a delivery if they have reason to believe that it is not safe to do so. Carrying mobile phones, keeping doors locked and parking close to the delivery point will also help to ensure the safety of the driver. If you feel pressured into making deliveries to unsafe areas, contact your safety rep for more information.

I have nine points on my licence, will I be banned?

No. However, if you receive 12 or more points within three years you will be disqualified from driving for not less than six months.

The minimum period of disqualification is increased to one year if the driver has been disqualified within the previous three years and two years if the driver has been disqualified more than once within the previous three years. The Courts have limited powers to choose not to disqualify people – but they only use this power in 'exceptional' cases.



I have recently been diagnosed as diabetic, can I still drive for a living?

It depends. All drivers are required to ensure that they are fit to drive. It is the driver's responsibility to inform the DVLA if they develop a medical condition, which could affect their fitness to drive. Due to the extra responsibility associated with driving heavy goods vehicles, the rules are tighter for LGV drivers. These are enforced by an examination and completion of a Medical Examination form D4, required every five years from the age of 45.

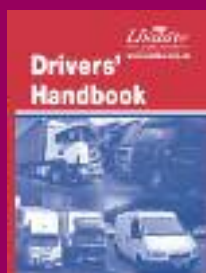
The following, non-exhaustive list, may result in the withdrawal of your licence: Parkinson's Disease, Multiple Sclerosis, epilepsy, heart problems, diabetes, drug and alcohol misuse or dependency, sight problems, breathing or sleep disorders. However, it depends on your own individual medical circumstances. Contact your rep or local area organiser for information.



DRIVERS' HANDBOOK

For everything you need to know

- Drivers' hours and qualifications for goods vehicles – EU drivers' hours rules, drivers' records, driver Certificate of Professional Competence, British domestic rules, Horizontal Amending Directive, NVQs for van drivers
- Driver licensing
- Medical fitness to drive
- The driver and the vehicle
- Driving licence penalty points and disqualification
- Suspension or revocation of LGV licences
- Vehicle loading
- Load safety and much more



DISTRESS FUND

If you drive as part of your job you can apply

- All Usdaw members who drive as part of their job can apply to join Usdaw's Road Transport Distress Fund (RTDF).
- The RTDF helps to relieve hardship if you commit a work-related traffic offence, resulting in being issued with a fixed penalty notice or attending a driver improvement course.
- Last year the RTDF paid out over £5,000 to assist members
- It is a unique voluntary self-help scheme costing only £5 a year; payable by direct debit every October.
- Alcohol and drugs related offences are excluded.
- Get protected – join the Distress Fund now.
- For further information contact your local Usdaw office on 0845 60 60 640



Visit www.usdaw.org.uk for a free copy of the Drivers' Handbook and for further information on the Distress fund

Members urged to use their vote wisely

The European Parliament elections on May 22 and the UK general election in May 2015 gave delegates at the annual Political Conference plenty to think about, Network called in...

Glenis Willmott MEP

Reps will play a crucial part in telling their members the facts about the European Union (EU) and not the myths, Glenis Willmott MEP and leader of the Labour Party in Europe told delegates as part of her keynote address.

"The EU has had more influence on workers' rights than any other institution I can think of," she said. "On guaranteed holidays, on health and safety, on working hours, on maternity and on equal rights for part-time workers.

"Make no mistake when the Tories talk about repatriating powers from the EU what they mean is that they want to cut your rights at work. The Lib Dems are no better and regularly vote with the Tories, and UKIP are even worse.

"Don't be fooled by Farage's affable 'bloke-down-the-pub' persona. UKIP wants to scrap the NHS, scrap rights at work and maternity pay and see flat rate taxes which will mean low paid workers will pay more. They also want to leave the EU even though major companies like Nissan and Toyota are saying if that happens jobs could be lost.

"It breaks my heart to hear Labour voters say they may vote UKIP, but the truth is these voters don't know what

UKIP stands for. The right wing's call to leave the EU is a smokescreen to cut your rights, don't be fooled and get out to vote on May 22."

Caroline Flint MP

For the first time, today's young people will be worse off than their parents with too many working just to get by rather than get ahead, shadow secretary of state for energy and climate change Caroline Flint MP told conference.

"Wages aren't keeping up with price rises, workers are more insecure and we have almost one million unemployed young people," she said.

"Don't believe Tory propaganda. We've all seen the rise in the numbers using food banks, we know families are struggling to pay the bills and feed their children. I'm deeply ashamed and angry at this Coalition for failing these people – it's our families and friends who are suffering.

"Look at Labour's record on the minimum wage, on maternity leave, on investment in schools and hospitals...we changed our country for the better."

"Labour wants to see a united nation not a divided one. A nation that doesn't reward millionaires with tax cuts, but one that offers hope and protects the vulnerable.

"Don't believe people who say 'politics doesn't matter'. Just look at

Labour's record in government on the national minimum wage, on paid maternity leave, on investment in schools and hospitals, on falling crime rates and fewer people in poverty. We didn't get everything right, but we did change our country for the better.

"The Tories want to pay workers less, cut their rights and make it easier to sack you. They don't deserve to be in power. I'm confident if we all work together we can make this a one-term Coalition government."

John Hannett GS

While some disillusioned voters may want to 'opt out' of politics, the political system will carry on making decisions which affect all of our lives so we have to engage in the forthcoming elections, general secretary John Hannett told conference.

"If we allow apathy to take hold, the Tories will win," he said. "That will mean more attacks on you and your family whether that is on the NHS, your children's education, or your rights at work.

"I understand why some people would be angry with politicians, but we have to channel that anger and offer an alternative. If the Tories get in again in 2015 heaven help us. Their values are not ours. Our members aren't seeing the so-called economic recovery.

"The Tories are trying to stop redundant workers missing out on compensation if they worked in small stores at Woolies and other retailers, while giving tax cuts to millionaires.



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with reps and
politicians

Pictured below l-r
DEAN WILSON
DAVE SEGNITZ
NAOMI TWEDDLE
TINA MARTIN
ISAAC GIDUDU



DEBATES APLENTY AT THE POLITICAL CONFERENCE



JOHN HANNETT
GENERAL SECRETARY



CAROLINE FLINT MP
SHADOW SECRETARY OF STATE FOR ENERGY AND CLIMATE CHANGE



PADDY LILLIS
DEPUTY GENERAL SECRETARY



GLENIS WILLMOTT
MEP

What does that tell you about their priorities? The Tories don't inhabit our world.

"We also have to tell our members that they face further attacks on their rights and standard of living if the Tories get back in next year."

Paddy Lillis DGS

If we want to get Labour back in power we have to talk to our members about the issues they think are important like workplace rights, jobs, schools, hospitals, roads and paying the bills, deputy general secretary Paddy Lillis told delegates.

"We all should be angry at how the Coalition has introduced tribunal fees, extended the qualifying period to two years and cut compensation to victims of crime," he said.

"The Tory slogan 'all in it together'

is fine if you're a millionaire who's just had a £100,000 tax cut, but not if you're on minimum wage, or in-work benefits, or penalised by the council tax or seen your disability benefits cut.

"The Coalition is both cruel and unfair, but remember we've only seen half of the cuts, there's more to come.

"Our task is to persuade our members, not all Labour supporters by any means, that Labour's policies on zero-hours, on agency workers, on freezing energy bills and building more social housing will directly improve their lives.

"Our activists have to get the message out by campaigning, leafleting and phoning voters. We can be the difference in key seats working with Labour candidates to get the vote out and Labour back in power."

PEOPLE

More than 230 delegates and officials attended the political conference held at the Radisson Blu hotel at Manchester Airport on February 8 and 9.

Also present were: Arlene McCarthy North West MEP and European Parliamentary candidates Jayne Shotton, Anneliese Dodds, Theresa Griffin and Afzal Khan, Chair of Young Labour Simon Darvill and Labour party general secretary Iain McNicol. Executive councillor Barbara Woolford chaired the conference.



www.usdaw.org.uk/labour

Under pressure? – talk to Usdaw



Connecting with members on issues they feel are important always forms the basis of Usdaw's campaigns

Usdaw's annual Spotlight Day, part of the Supporting Parents and Carers campaign, saw active reps running promotional events across the UK.

This year's theme was Too Much On Your Plate? – Talk to Usdaw and was specifically aimed at helping members cope with the competing demands of work and family life.

Special emphasis was also given to looking out for the symptoms of mental health issues which may be triggered when members are under too much pressure at work and/or at home.

General secretary John Hannett said: "Rising fuel bills, cuts in hours and below inflation pay rises means our members are facing a cost of living crisis.

"Stress, depression and anxiety are very real problems for today's workforce and we have to be willing to help."

"When you have the additional responsibility of looking after children or caring for an elderly relative, coping with life's pressures can be very difficult.

"That's why we want to remind our members that Usdaw can help them with advice on all work-related issues and if members need additional advice in terms of where to go for support Usdaw can help here too.

"Stress, depression and anxiety are very real problems for today's workforce and we have to be aware of these issues and willing to help members who

experience these and other mental health problems. Of course we're not expecting reps to be experts, but knowing how to spot the symptoms or knowing which organisations can help will be useful for our activists who can then advise members accordingly.

"Just because mental health isn't as immediately visible as other illnesses we can't ignore it. Mental health issues will impact on at least one in four workers in the course of their working lives."

■ For more information on Supporting Parents and Carers and Usdaw's other award-winning campaigns visit: www.usdaw.org.uk/campaigns



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Usdaw – The fastest growing union in the UK



Building a stronger and bigger union has always been at the heart of Usdaw and our reps and officials have been doing this successfully for many years.

In the last 20 years we have seen constant growth both in membership figures and the numbers of reps we have in workplaces up and down the country.

Usdaw is arguably in a stronger position now than it was in its heyday of the late 1970s when although we

had around 470,000 members our ability to look after those members and support and train our reps was nowhere near the more professional approach we have achieved in recent years.

This second Membership Week of 2014 gives us all the opportunity to focus on filling the gaps in our workplaces and picking up those non-members who may have slipped through the net. As always your support is vital.

More members...

What's in it for you?

- Protection at work
- Improved terms and conditions
- Better health and safety
- Free legal service including FirstCall Usdaw - the direct claims helpline for accidents anywhere and anytime
- Opportunities to increase your skills with Lifelong Learning
- A voice in how the union is run
- Expert training for reps

What's in it for all of us?

- More influence with employers and politicians
- More representative of the workplace
- A united workforce
- More respect from employers and politicians
- A stronger union



Ordering materials

Usdaw has a wealth of leaflets, posters and other promotional material to help you run a successful Membership Week.

You can view and order these online at:
www.usdaw.org.uk

Alternatively you can contact your local office to order materials, call 0845 6060640.

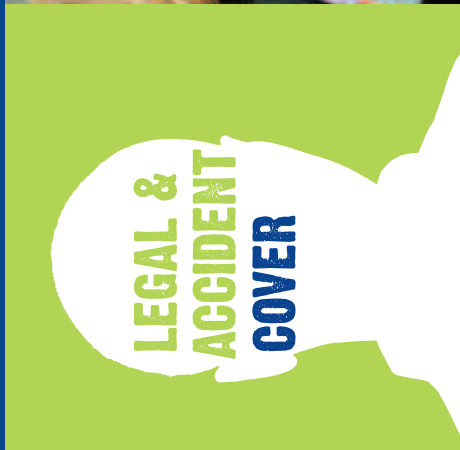
Remember to let the Network team know what's happening in your workplace.

Display
on your
union noticeboard

YOUR SERVICES | YOUR SUPPORT | YOUR PROTECTION | YOUR VOICE | YOUR

MEMBERSHIP WEEK

16-22 JUNE 2014



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COVER**



**FAIRNESS
AT WORK**



**BETTER
PAY**



**BETTER
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**PROTECTION
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Usdaw 20 YEARS of growth

Since 1994 the union has seen net membership grow every year with more than 1.6m recruited – an average of 80,000 new members a year

Total membership in 2014

433,000

Membership in 1994 **283,000**

Usdaw has seen an unprecedented 20 years of continuous growth since 1994 and remains the fastest growing union in the UK.

Massive investment in reps' training combined with a modern professional approach has seen Usdaw thrive.

Usdaw activists in 2014

11,000

Usdaw activists are the best trained and most supported reps in the trade union movement

7,000
Usdaw activists in 1994



£23 million

 Recovered for members in 2013

£8 million recovered for members in 1994

Members get 100 per cent of their compensation with the union's free Legal Plus and FirstCall Usdaw service

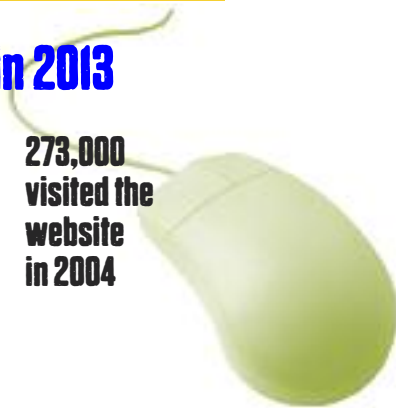
FirstCall Usdaw

Visited the website in 2013

441,000

Usdaw's award-winning website goes from strength to strength and is now one of the best in its field

273,000 visited the website in 2004



Usdaw's email database in 2013

114,000

17,000

Usdaw's email database in 2005

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twitter followers so far in 2014

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Online joiners in 2013

5,900

2,300

Thousands of new recruits are signing up online via the website which now has a more streamlined joining process reaching out to new members who may otherwise fall through the union's net

Online joiners in 2006



In the spotlight Julie Broom

South Wales and Western Division's Julie Broom talks to Network about her experiences as a rep...

I became active because I'm passionate about fairness and consistency for everyone and feel that I can support, represent and defend the interests of my fellow workers. I understand how hard it can be for people to bring their problems or issues to management so I act as a spokesperson on their behalf.

The best thing about being active is the success stories I have achieved since being a shop steward and the gratitude people show when you have acted on their behalf. Also the respect I have earned from management while working together to solve problems. I particularly enjoy going to pay discussions. The whole negotiating process is exciting and informative and coming out the other end with a good result and relaying the good news to everyone is great.

The downside of the job of a rep is being the bearer of bad news. For example, if we are required to give a briefing or to support managers who are notifying changes due to needs of the business etc. Sometimes it doesn't go down too well but being positive and having the knowledge to answer any questions that may arise is a valuable skill required by reps.

I've been on several courses, the basic rep training course was really enjoyable as I got to meet so many new people and listen to and share success stories. It was very informative and gave me a valuable insight into what to expect and situations that could arise on a daily basis. I have also recently done the branch officers training course which I enjoyed immensely. We listened to several speakers, learned how to hold a branch meeting and how to put proposals to ADM amongst other things. The trainer and the other activists were so friendly and welcoming. I came away from it feeling ready to take on the role with added vigour.

I have grown in confidence since becoming an activist. I am more than happy to take on any issues that may arise and tackle them head on.

This is my first ADM this year and I am really looking forward to it. One of the propositions that we as a branch have put forward has been listed in the Preliminary Agenda, so I might be speaking, which is both daunting and exciting!

Pay is the most important issue for our members at the moment. We have recently put out suggestion boxes for pay discussions and have invited people to send any agenda items to be considered to me and the branch chair to take to our working party.

Being a rep is a very fulfilling role that makes you grow as a person. It takes commitment but is well worth all the hard work.

If I was prime minister I would build up the manufacturing base again in this country to create more jobs and move more towards self-sufficiency. Cheap goods to me create a disposable culture, which isn't great for the environment. I'd also put an end to BOGOFs as they result in a horrendous amount of food going to waste and insist that supermarkets reduce prices for promotions instead.

I have no regrets, I wouldn't change anything in my life because it has made me who I am today.

I am looking ahead and applying for a new role at work, a whole new skillset which I am excited about. Just taking it a day at a time as you never know what is around the corner.

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



network@
usdaw.org.uk

Fact file & trivia

EMPLOYER *Tesco*

OCCUPATION *Customer service manager*

LIVES *Newport, Wales* AGE *47*

JOINED USDAW: *2006*

USDAW ACTIVIST SINCE: *2010*

UNION POSITIONS HELD: *Shop steward
Branch chair since 2013*

FAMILY: *Two grown-up children – Stacey 28 and Sam 24. I also have a seven year-old granddaughter Olivia.*

BEST MOMENT OF MY LIFE: *Welcoming my granddaughter into the world*

I SPEND MY SPARE TIME: *I love film, reading, embroidery and painting*

THE LAST FILM I SAW: *Little Voice - I love Jane Horrocks*

MUSIC I LOVE: *Nina Simone*



The Academy 2008 – where are they now?

Usdaw's groundbreaking Academy is the breeding ground for the officials of tomorrow.

Network caught up with the class of 2008 to find out what happened after the Academy trainees went back to work after their six-month secondment – for most it was a life-changing experience.

Jamie Gull, area organiser, London office

"The Academy changed me beyond recognition," said the 36 year-old former warehouse worker. "It gave me the confidence and skills to push myself to where I am now. "After Academy1 I did stand-down and then Academy2 in 2009. I then went back to working nights and in 2010 I was appointed to the union's staff."

Stephen Muir, area organiser, Glasgow office

Stephen completed Academy2 in 2009 and was appointed area organiser later that year. The 44 year-old former distribution worker said: "I feel my background in distribution and my time with both Academies really prepared me for my role as an area organiser. I haven't looked back."

Kevin Harrison, area organiser, London office

"The Academy gave me the confidence to apply for a job with Usdaw," said the 48 year-old. "I learned a lot from the experience, it was a great opportunity to develop my skills further and ultimately a huge stepping stone for me."

Milan Pavlik, area organiser, Bristol office

"The Academy made me believe in myself," said 30 year-old Milan, who was appointed area organiser five months after completing Academy1. "The experience changed my ambitions and aspirations and now I try to use my role to help, inspire and encourage other reps to believe in themselves too."

Angie Dewing, area organiser, Bury St Edmunds office

"The support and encouragement I've had from my division has been tremendous," said the 52 year-old who was appointed area organiser in January this year.

"When I look back and remember how nervous I was as a new Academy organiser I can't believe how far I've come.

"If you're thinking about the Academy just go for it as I'm living proof with the union's help and support you can achieve anything."

"The Academy helped me grow as a person, it gave me the confidence in life to be who I am. It was an enjoyable and challenging experience."

Neil Chapman, Lifelong Learning Project Worker, Midlands division

"The Academy opened so many doors. It changed my life," said the 49 year-old who completed Academy2 in 2009 and then three months of stand-down and a year later joined the Midlands division's learning team.

"The union's education department has supported and encouraged me and now I'm loving my role delivering learning and making a difference to members in my division."

Lisa Grainge, TUC tutor, and North Eastern divisional councillor

"The Academy was the best six months of my life," said 42 year-old Lisa.

"After Academy1 I returned to Tesco and was also working part-time as a TUC tutor at Sunderland College.

"During my time with Academy2 I secured a full-time position with the TUC where I deliver a range of trade union courses. I'm still an active member and sit on the North East divisional council."

Danielle McCusker, executive councillor, North West division

"It encouraged me to get more involved," said the 34 year-old from Northern Ireland.

"As a stand-down rep I helped secure union recognition for Ladbroke's.

"In 2009 I won Usdaw's National Award for Recruitment. I've promoted the union's campaigns at Stormont and on TV and radio too! "In 2012 I was elected onto the executive council, it was a proud moment as I'm the first member from Northern Ireland to serve on the union's governing body."

Brenda Bell, North West divisional councillor

"The Academy gave me the confidence to believe in myself and push myself further.

"I worked as a mobile union learning rep helping members improve their skills and it was a great learning curve for me too.

"I also did stand-down and in 2010 I was elected as a divisional councillor."

Maria Luff, Sata rep, Southern division

"I loved every minute of it," said 43 year-old Maria who is now a services manager with Tesco and a Sata rep.

"After the Academy I was elected onto the Southern divisional council and I also did a lot of work with the union's equalities section supporting the Parents and Carers campaign.

"I learned so much, given the chance I'd definitely do it again."

Gwen Jones, retired activist, North West division

"The Academy was a great opportunity to help reps who need that little bit of extra support," said 55 year-old Gwen, who also completed Academy2 the following year.

"I'd encourage any keen rep to give it a go. It was a great experience and I've made some friends for life.

"It's a vital part of the union's training strategy for any serious rep."



www.usdaw.org.uk/training



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THE BEGINNING OF THEIR
ACADEMY JOURNEY IN 2008



NUMBERS

**FIVE area organisers ONE project worker
TWO divisional councillors
ONE executive councillor ONE TUC tutor . . .**

**Tony Strudwick, activist,
Midlands division**

“The Academy gave me skills for life,” said the 55 year-old. “I’m more confident, better organised and much more focused.

“I’m still a keen Usdaw activist but I work for a company where the recognised union is the GMB, but that doesn’t stop me recruiting whenever I get the opportunity.”

**Peter Wolfe, shop steward,
North West division**

“My time on the Academy taught me that the union is my second family and I’ve made some lifelong friends,” said the 37 year-old activist.

**Rhian Jones, former rep,
South Wales and Western
division**

After the Academy the 27 year-old went back to her job at Morrisons. “Later that year I won the Wales TUC Union Rep 2008 and also the division’s nomination for Equalities Rep – two great honours.

“The Academy helped me grow as a person, it gave me the confidence in life to be who I am. It was an enjoyable and challenging experience.

“Since then, I’ve changed career direction and now work as a bus driver.”

**And the other graduates ...
Still active...**

Alan Nawanga Palmer and Harvey in Hemel Hempstead, **Aron Vernon** in Faversham Tesco, **Edyta**

Maroszek (now Dolny) in Tesco Andover, **Paul White** in Tesco Kidderminster, **Jacqueline Barrett** Morrisons Thornton in Cleveleys, **Mark Conteh** in Tesco South Tottingham, **Paul Taylor** in Stockport Tesco Extra.

Malcolm Calaby (NFT Distribution, St Albans) is still a member.

**The following have since
left the union...**

**John Todd, Daniel Tobin,
Carmen Atkins and Laura Battle.**

INFO

Could you be a future graduate?

The six-month secondment involves recruiting and organising in one of Usdaw’s seven divisions under the guidance of a coach, who is a full-time official.

Four weeks residential training is also provided during the six months. The training covers a wide range of subject matters from developing individual recruitment skills through to building and developing teams of Usdaw representatives to ensure that workplaces are effectively organised.

Workplace assignments also vary considerably throughout the six-month secondment and include visits to workplaces to recruit new members, mapping workplaces and running organising campaigns.

Applications for the 2014 intake are now closed.

You can register for future intakes of the Academy by e-mail.



academy@usdaw
union.org.uk

Active reps on the frontline

As part of its regular reports on how activists are signing up and organising members Network takes a look at a cross-section of reps in action.

Sainsbury's/DHL Dartford

A top team of reps are delivering a first-class service for members at the DHL/Sainsburys depot in Dartford, Kent.

A successful Membership Week in January helped them to explain the many benefits of union membership.

Former agency workers Juraj Zilik and Sandor Varga were keen to speak to new staff and agency workers to pass on their own experiences and explain the reasons why they themselves joined the union.

"I know first-hand agency workers, just like young workers, are vulnerable," said Juraj Zilik, 32, who has worked at the depot for eight years after moving to the UK from Slovakia.

"I spent my first six months as an agency worker. I remember no one was helping us, we were easily exploited, and some of us had difficulty with the language.

"But once I joined the union I saw the massive difference it made and the support that was available. Where we are active and organised the company will treat us better in terms of pay and conditions."

"And there are many other benefits too," added fellow rep, 43 year-old Sandor Varga. "Lifelong learning is so beneficial, there are many useful courses available from ESOL to basic skills in maths and English.

"I was quite confident and this helped me settle in the UK very quickly. But if you are having problems communicating or with basic skills then it can be a hard time for you and your family."

Roland Palffy, Selvins Piebalgs and Tomas Pleva make up the rest of the team.

"Our members know we are all here for them and together we can help each other."

Tesco Amersham

Stand-down rep Andrew James is passing on the benefits of his Academy training to help organise and develop reps in his division.

"I've been a rep for three years and was fortunate to win a place on Academy1 in 2012 and then Academy2 last year and at the moment I'm out on stand-down," said the 50 year-old Tesco customer assistant from Buckinghamshire.

"Over the last three years I've worked with many reps organising and supporting them to run a variety of the union's campaigns in their own stores. Last year I came up with a campaign of my own, to target non-union members who did not join at their induction. I've run it through a few stores now and it's proved very successful.

"This was highlighted with 108 new members recruited at the Tesco Aylesbury2 store. The reps put in a lot of hours and their dedication paid off.

"At the Tesco store in Amersham we invited Tom Willis along from UIB, one of the union's affinity partners, to talk about life insurance benefits available to members when they join.

"It went down very well and we signed up ten new members and two new reps. The feedback from staff was very positive and the reps are already planning their next recruitment event."

Ikea, Glasgow

Richie Venton's enthusiasm and commitment to building membership and the union's profile at the Ikea store in Glasgow is paying dividends.

"Membership Week in January was a roaring success with 24 new members signing up, taking membership to over 40 per cent," said the 62 year-old who has been a rep for three years and a member for six.

"I did stand-down during the week and I set up in the staff canteen where I was kept busy with staff eager to find out more.



(L-R) REP SANDOR VARGA, ZOLTAN SZELECSY, REP JURAJ ZILIK AT SAINSBURY'S/DHL DARTFORD



ANDREW JAMES AT TESCO AMERSHAM

"We signed up 108 new members at the Tesco Aylesbury store. The reps put in a lot of hard work and it paid off."

"Legal Plus and the Free Will Writing service were popular, but what really pleased me was that staff wanted to talk about the improvements we've already made in-store since having the union on-board.

"In the last three years membership has grown because of our successes giving representation to members in disciplinarys and grievances, but even more so by negotiating day-to-day improvements for staff.

"Things like; regular meetings so members can raise issues, as well as



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KL AND
FORD



(RIGHT) ALAN MCVIE AREA ORGANISER AND
RICHIE VENTON AT IKEA GLASGOW



MORRISONS
GADBROOK PARK



ANGELA ESPOSTI AT
SAINSBURY'S CARDIFF

monthly meetings with the store management and our own regular union column in the store magazine.

“Other improvements include new heating and lighting, a workers’ garden for staff breaks, free fleeces and a vocal opposition to the introduction of shifts of less than four hours.

“Small successes, as well as the bigger ones, convince workers the union is worthwhile joining.

“We’ve come a long way in three years and I’m keen to do more and develop my skills further.”

Morrisons Gadbrook Park,

Membership has grown steadily at the Morrisons Produce depot in Gadbrook Park, Cheshire, thanks to the hard work and dedication of the site’s well organised reps.

The experienced trio of Alan Hopson, William Gray and Andy Stott make up the team and between them have notched up more than 23 years’ union experience. Membership now stands at an impressive 75 per cent.

“We work well together and enjoy our roles,” said 46 year-old Alan who has been a rep for over six years.

He is a graduate of the 2009 Academy1 and is also a health and safety rep, branch secretary and divisional councillor. Between us we bring something different and are available 24/7 for members.

“William has been a rep for ten years and is a health and safety rep as well as branch chair and Andy, like me was elected in 2007 and is also a health and safety rep and a political activist and sits on the divisional committee.

“He also helped to set up the North

“The team works well together, we each bring something different to the role – and we all enjoy it.”

Wales, Liverpool and Chester federation and is the secretary.

“The site has been open for 15 years and there are currently over 600 staff and more than 100 agency workers.

“Communication is good, we hold regular union surgeries, health and safety audits, campaign days and regular visits from the division’s equality committee.

“This year we won the divisional health and safety reps award and were delighted to attend the national



Alan Hopson
Gadbrook Park

**...continued
on page 24**

Campaign days raise the union's profile

...continued from page 23

awards ceremony in January.

"And we continue to work for more improvements for our members as we look at setting up a learning centre in the future."

Sainsbury's Cardiff

Sainsburys rep Angela Esposti has her work cut out as she juggles family commitments with her role as a rep.

However, with a little help from her area organiser Rose Bevan, Angela has just completed a stint as a stand-down rep with great success.

"Although I've been a rep for four years and completed my basic shop steward training, because I have a young family I haven't had the opportunity to attend all the union training courses I would have liked to," said the 37 year-old who works at the Sainsburys store in Penylan in Cardiff.

"I felt I needed a bit more experience to help build my confidence. Rose negotiated some stand-down time for me and we ran a Legal Plus Awareness day. I was

nervous, but with her support it all went very well.

"It was a fantastic learning curve. From organising the day with management to arranging for a local Usdaw solicitor to attend."

Rose Bevan added: "I'm very proud of Angela and her two fellow reps and the hard work they've put in to raise the membership density to more than 50 per cent.

"Historically it's been a difficult store to organise so they deserve a lot of credit."

"All the reps are looking forward to our next event Membership Week in June," added Angela. "And I can't wait to get more involved."

Tesco

"The Legal Plus Awareness Day went very well and we're all looking forward to the next event – Membership Week"

Long Eaton

Reps at the Tesco Extra store in Long Eaton in Derbyshire ran a Freedom From Fear awareness day in January and won the support of customers and staff who are now backing Usdaw's long running and successful campaign.

The reps, Rachel Jayne and Michelle Coleman assisted by their area organiser Sharon Langham, set up a stall in the foyer and were joined by local MP Catherine Atkinson and the police who gave their support.

Michelle Coleman, a rep for two years, said: "The event really raised awareness of the campaign and the profile of the union.

"It was great to have the support of the community especially our local MP and police.

"I work in security and see many incidents so it was useful to be able to talk from experience to customers and to Catherine and the police."

Rachel Jayne, a rep for six years, said: "Nearly everyone who visited the stall to find out more also signed the petition asking for greater protection for shop staff against violence and abuse.

"The campaign day was a real eye-opener. I was shocked by the number of customers who didn't realise the level of verbal and sometimes violent abuse aimed at UK shopworkers.

"Asking for proof of age is often a flashpoint too as underage customers resent being challenged.

"Michelle and I worked well together and Sharon was always on hand to offer encouragement and support. We're looking forward to our next in-store union event."

"The Freedom From Fear campaign day was a real eye-opener. I was shocked by how few customers realised the extent of abuse aimed at UK staff."



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UdawUnion
to see more recruitment and organising pictures



(L-R) REP RACHEL JAYNE, SHARON LANGHAM AREA ORGANISER, CATHERINE ATKINSON MP AND REP MICHELLE COLEMAN



Unity is strength



DIVISIONAL GET-TOGETHERS

Usdaw has a well-run support structure for reps which means there is always someone to turn to.

Special divisional events bring large numbers of reps together providing vital support and help to improve communications and build confidence.

The get-togethers, usually held over two days with an overnight stay in a hotel, are made up of a series of workshops and question and answer sessions and reps get the opportunity to talk to union officials and company management who may also be in attendance.

Network caught up with reps from three events held recently in the Scottish, Eastern and North Eastern divisions.

James Peters from the Portobello store in Edinburgh was one of 55 Scottish reps who attended the annual Morrisons get-together in Perth last November.

"I was a bit nervous as this was my first-ever union event, but I was made welcome from the minute I arrived and I settled in right away," said the 22 year-old.

"We worked in groups and before we knew it we were all joining in and we all had something to say.

"I had the opportunity to meet area organiser John Tonner and national officer Joanne McGuinness, which was good and helped to put a face to the name.

"It was a great experience for me. I came away wanting to get more involved and I did, I'm now a member of the division's Youth Committee."

"This was a well-organised event. We worked through a lot of material over the two days. We also met senior union officials which was useful."

Nordia Hamilton joined 40 other reps for the Eastern division's annual Morrisons get-together in Bedfordshire. The 31 year-old who works at the Holloway store in London said: "It was very well organised. We covered a lot over the two days,

"It was good having deputy general secretary Paddy Lillis and other officials from the division there. We felt comfortable speaking to them and also hearing what they had to say too.

"The workshops on the new

grievance and disciplinary procedures and the group discussions on the campaign 'your pay your say' were very informative.

"We also discussed ways of organising our stores and building membership and inductions for new starters."

Rep **Amanda Brown**, 35, works for Morrisons in Rothwell, Leeds. She was one of 122 reps from the North Eastern division who attended the annual Organising Seminar held in York in January.

She said: "I've been a rep for nine years and have attended many union events, but I always look forward to this one, it's fun and informative and good to meet up with reps from other retail companies.

"I enjoyed the topic on social media this year, everyone uses it, but it was useful to know what you can and can't say. I passed this information on to members as soon as I returned to work.

"It was also a great opportunity to be able to speak to our officials face to face. And I made friends with a couple of Sainsburys reps who were there for the first time.

"I can't wait for the next one."

For information on how you can get more involved and to view more resources visit: www.usdaw.org.uk



www.usdaw.org.uk

Promotions and the latest appointments



Tony Clare

Former area organiser Tony Clare was appointed deputy divisional officer (DDO) in the North West division in January. He will work alongside fellow DDO Amanda Bailey-Coll in the Warrington office supporting officials in the union's largest division.

The 48 year-old has notched up 31 years of service with Usdaw having joined the union's research department at central office in Manchester in 1983.

While working as a research assistant he completed a Masters degree in Industrial Relations and Employment Law.

He was appointed an area organiser in 2004 working out of the Crewe office.

"I'm really looking forward to my new role," he said. "As you know I'm no stranger to the division and will continue to work with our team of officials, clerical staff and reps to sustain and develop the fantastic organising work achieved in the last few years.

"We know in the current political and economic climate it won't be easy, but we're all up for the challenge.

"Having been a Labour Party member for nearly 30 years I'm also pleased that I'll retain my role as North West political co-ordinator in the run up to the crucial 2015 general election."



Ku Baiden

It's fast forward for new area organiser Ku Baiden who is the latest addition to the team at the Waltham Cross office in the Eastern division.

The former Asda customer service assistant at the Antrim store in Northern Ireland was appointed in January.

Ku brings a wealth of experience to her new position having spent the last four years as an activist in the North West division.

She was a shop steward, health and safety rep, equalities rep, divisional councillor, branch chair and also graduated from the Academy last year.

"I'm starting to settle in now. It's very busy, but very enjoyable," said Ku, 34.

"It's great to be involved in a new division and the help and support I've received from everyone has been fantastic.

"I'm really excited about what the future holds and I'm so grateful for the opportunities I've had in the North West division.

"I'm really looking forward to passing on what I've learned and to developing reps and continuing to push the organising agenda.

"I'd advise any rep to get involved and learn as much as they can. The help and support from the union is superb, and once you feel confident you'll go from strength to strength."



Joan Gale

Academy graduate Joan Gale is the newest appointment to the organising staff and has been based at the Andover office in the Southern division since late February.

The former Tesco activist worked at the Extra store in Chichester for ten years before taking up her new role.

"I've been involved in the trade union movement for over 25 years," said Joan, 62.

"I've been an Usdaw rep for five years and branch secretary for two years. I did six months with the union's Academy last year. I also won the divisional nomination for the individual recruitment award last year and went to the national awards night in January, which was a wonderful occasion.

"Prior to that I worked for BT in a call centre and was branch chair with the Communication Workers Union. After BT I worked for the local authority where I was also an activist with Unison as a branch secretary, chair and welfare officer.

"I'll be bringing all of my experience and enthusiasm for the trade union movement with me to my new role.

"My time with the Academy provided excellent training, combine that with my love for the work and my passion to build our membership and I'm hoping it's a recipe for success."



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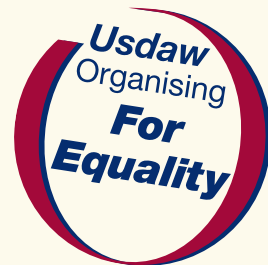


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Mag

Are you **Lesbian,** **Gay,** **Bisexual** **Transgender?**



or



Usdaw is organising a national get-together for its LGBT members in Manchester on 14 & 15 June 2014

This is a chance to find out more about the issues LGBT members face and what support you'd like from Usdaw to tackle harassment, get more involved and organise your workplace.

To put your name forward, you can:

- Email lgbt@usdaw.org.uk
- Phone your local Usdaw office 0845 60 60 640
- Visit www.usdaw.org.uk and download a nomination form.

Places are limited so don't delay – put your name forward by **Friday 11 April**.





Fork Lift Trucks – Your Questions

In the second of our series of health and safety question and answer guides we're looking at frequently asked questions on Fork Lift Trucks (FLT's).

Q. Do I need a licence to drive a fork lift truck?

There is no such thing as a 'fork-lift licence'. However you do have to be trained before using a FLT. Your employer must keep a record of the training and HSE advises that they should also provide a certificate of basic training which details what types of truck you are trained on. You can show your certificate as proof of training to a new employer if you change jobs, but they may still want to test you themselves to ensure your competence.

Q. Do I need to be retested every year?

No. There is no set period for retesting or retraining, but HSE states that refresher training is a good idea and employers may wish to set an automatic retesting period between three and five years. Even if they do, they should always monitor drivers and provide refresher training at an earlier stage if a driver's performance suggests it is needed.

Q. What training should I receive?

There are three stages:

1. Basic training in the skills and knowledge required to operate a lift truck
2. Specific job training on the types of truck and the work at that workplace
3. Familiarisation training applying what has been learned in the workplace.

Stages 1 and 2 can be combined and should be provided off the job. Stage 3 must be on-the-job training but under close supervision.

Q. Can I drive my FLT on the public highway?

Yes but you'll need at least a car licence. Drivers should have also passed a FLT operating course. The FLT must be insured and registered and should be type-approved for use on the highway, unless it is used within the 'immediate vicinity' of the workplace, i.e. no more than 1,000 yards away from the site.

Q. Do I need a medical to drive a FLT?

There is no legal requirement for a medical. However, employers do have to make sure that workers are fit to drive FLT's. HSE recommends that the medical standards developed by the DVLA for road users can be used. Although the basic

standards for car drivers (class 1 drivers) should be enough for many workplaces, they suggest employers may choose to apply the rules for class 2 (lorry) drivers which require an initial screening and re-assessment at 5-year intervals after age 45, annually after age 65.

Q. Why are the rules on FLT's so strict?

FLT's are involved in a quarter of all workplace transport accidents. The commonest causes of death or serious injury are being hit by a vehicle or things falling from the forks. That is why there are usually strict rules on segregation of pedestrians (where possible), use of audible or visible warning devices, wearing of hi-vis jackets, etc. Drivers can also be injured, so the handling techniques are designed to reduce the chances of goods falling from the forks onto the driver or of trucks over-turning.

Q. Who is responsible for checking the FLT every day?

At the beginning of each shift the operator should use the checklist provided and report to the supervisor any defects which might affect safe operation of the truck. Checks normally include such things as tyre pressures, parking brake,

service brakes, and steering gear, systems for lifting, audible warning signal, flashing beacons, lights and mirrors, if fitted. Your employer has duties to maintain FLT's and to have the lifting system regularly examined.

Q. Can we use a FLT to lift another worker up for work at height?

You should never pick up another worker on the forks of your truck or use a pallet as a working platform. An integrated work platform (an attachment which secures on the forks with built-in controls so that the person on the platform has control over the truck) may be used. For unforeseen, unplanned events where there is no alternative, use of a non-integrated work platform (a cage which is securely attached to the forks but does not have controls for the person on the platform) may be permitted on an occasional basis.

Visit the HSE website for the Approved Code of Practice – Rider Operated Lift Trucks, L117.



www.hse.gov.uk/pubs/priced/l117.pdf



Q&A with...

Donna Traill, 26, who works for Tesco in Dereham, Norfolk. She has been an activist since 2009 and is a health & safety rep, and a member of the Eastern divisional youth committee.

Q. Why did you get involved in the health and safety side of things?

I wanted to be more involved and help my members, also we only had one safety rep at the time so I offered to help. We now have four reps and hardly any issues in our store. We hold regular meetings and also touch base with each other around the store and deal with any issues as and when they crop up.

Q. What advice would you give to someone who's interested in being a safety rep?

Do it. You learn so much from the courses. There's loads of training and the other reps are there if you need help. And you also make loads of new friends on training courses!

Q. Has the world gone health and safety mad?

No, health and safety is there to keep us safe. If we didn't have health and safety rules, workers would not be safe in the workplace. My members think health and safety is essential and are grateful for the job the reps do.

Q. What type of issues have you dealt with?

We have everything pretty much sorted out. Regular meetings, good communication with managers and a proactive approach means we keep on top of everything. Staff on the counters in-store and in the staff restaurant were not being given replacement oven gloves. The health and safety team looked into and resolved the issue and now they are replaced every two weeks. Also the team worked with management to provide safety boots and hi-vis jackets for the warehouse staff.

Q. Do you have any tips for other safety reps?

Yes. Get a good team together covering all your departments. Speak to staff daily and encourage them to flag up any issues as and when they arise. Hold regular meetings with your team and management with a view to resolving issues as quickly as possible. Make sure you have had all your training and keep up-to-date with health and safety issues via the Usdaw website and publications. It's a job well worth doing.

28.4.14 Workers' Memorial Day

April 28 is International Workers' Memorial Day (WMD), when the international trade union and labour movement commemorates all those who are killed by workplace accidents and disease with the slogan 'Remember the Dead: Fight for the Living'.

Details of local events are available on the TUC website – www.tuc.org.uk.

An Usdaw leaflet and poster for use in workplaces are available.

A range of materials including purple knotted ribbons, car stickers, t-shirts and posters can be ordered from the Hazards Campaign - www.hazardscampaign.org.uk/wmd/index.htm.

If any reps are getting involved in street stalls or displays at local events and want more Usdaw materials please contact the health and safety section at central office.



Email healthandsafety@usdaw.org.uk

TUC condemns plan to exempt self-employed

The TUC has branded plans to exempt most self-employed workers from health and safety laws as 'unjustified and dangerous'. The proposal in the Deregulation Bill says that health and safety duties to protect themselves and others would only apply to self-employed people who work in a defined list of specified occupations. The list does not

cover people such as lorry drivers, vehicle repairers, window cleaners, electricians, plumbers, etc, working in care homes.

The TUC says it is frightening that so many people 'will have no responsibilities for the health and safety of others and will not be able to be prosecuted, regardless of how dangerous their actions are.'

Your Letters

tweet deck

Some of our favourite tweets to @UsdawUnion

@cara_hilton I just supported Usdaw-Mental Health Awareness on @ThunderclapIt // @UsdawUnion <http://thndr.it/1dYEqR0>

@MULRBrian @Tesco spread the word that usdaw setting up courses maths English etc

@RuthSmeeth I think the final nomination is in for @StokeNLabour. Thanks to @UsdawUnion for nominating me as their candidate.

@button1001 @didavies_star @ExpressandStar @UsdawUnion No one should work in Fear, esp low paid roles. Support USDAW's 'Freedom from Fear' campaign.

@RichardAngell Arena, members magazine for @UsdawUnion, has just arrived. Interesting stuff on zero hour contracts & #benefitsstreet

@cllrtrisosborne Very pleased that @simonwady and @UsdawUnion Regional political organiser Alan Higgins selected in PP. A winning combination

Craigie Watson @UsdawUnion @UK_Together Good to see unions in favour of The Union

@martinwhelton Have 2 really admire the work of @UsdawUnion grounded in reality #LabS14

Education about EU benefit needed

At Usdaw's political conference I was interested to hear Glennis Wilmott Leader of the European Parliamentary Labour Party talk about how the present government turned down funding from the EU to help get our young people into work, the only member state out of 28 to do so.

Can we have a section in each edition of *arena* to inform our members about the process and policies of the EU and how it affects us all. I feel sure when reading items such as this it will promote more votes for Labour in 2015.

The only things our members tend to read in the media are generally negative and we have the means here to change people's perceptions.

Julie Keenan, NW Tesco Retail No.4 K120, via email

Pledge to end exploitation

I welcome Ed Miliband's pledge to close/amend the loophole known as the Swedish Derogation should he win power at the next election.

But please let us not forget that Labour were in power when the agency workers directive was first discussed in 2008, they then allowed another three years of exploitation to continue until 2011 when the directive became law and in full knowledge of the Swedish Derogation loophole.

So it was no surprise to those among us following these events to learn that the agency gangmasters would switch their agency workers to employees on reduced hour contracts to stay within the law.

Please let us also not forget that these agency gangmasters are just puppets themselves

with big companies pulling their strings and allowing this disgraceful exploitation of our fellow workers to continue under their roof.

So while I pray that the outcome of the next election will return a Labour government to power, I fear that we cannot wait for that event to happen.

We as the biggest campaigning union must put wheels into motion now and negotiate with these companies with whom we have bargaining rights to end this inhumane exploitation of workers.

Jon Harris
Waltham Point Sainsbury's Distribution C28

Warehousemen prove to be dogs' best friend!



At the Eastern divisional conference I had the pleasure of attending a presentation by Marie Carden about the fantastic work that Dogs for the Disabled do for disabled children and adults.

With this in mind I approached Andy Dear, Garry Firmstone and Lorraine Roud and asked if the depot would consider donating some of its charity funds to Dogs for the Disabled. I gave them an overview of what a trained dog can do to help disabled people and asked if the depot would donate £1,000 to their training programme.

The answer was yes. So Marie and her dog Blue visited the site to accept the donation.

Dogs for the Disabled, Usdaw and the site reps would like to say a big thank you to all the members and colleagues at DHL/Nisa Harlow for their donation, it will go a long way in helping train a dog.

Pictured left to right Garry Firmstone, Marie Carden and Blue, Eamonn Abbott and Dave Hammond.

Eamonn Abbott
Chelmsford and Harlow No.1 C35

Informing members



The reps at Tesco Tetbury in Gloucestershire decided to run a campaign on Usdaw awareness for our members.

The store is already at 70 per cent membership, but with a little more effort we managed to gain more members along with a number of surveys and will writing forms filled out.

There were many benefits that our members were unaware of, but were happy to have us explain to them. The reps that took part were Jason Stevens, Penny Smith and Sam Wilkins.

Jason Stevens
Stroud, Cotswold and District A184

Kay's learning drive is a success

In January I ran a Lifelong Learning campaign at Tesco, Stroud. Alongside the vocational courses, I was happy to be able to offer some craft classes. These classes were donated free by a local business, Abigail's Crafts, and teach the art of patchwork and the many uses it has. Owner Gail Smith kindly lent



A dedicated space to share your news, views and achievements. Let us know what you have been up to and you could win £50! Keep it brief. We reserve the right to edit all letters published.

Reps and members in the picture

some beautiful samples for me to display on the day.

This was very well received and I already have some interest from those wishing to attend.

Online level two courses were also very popular that day, so all in all a very successful campaign.



Pictured left to right. Kay Timbrell, Rachel Stanley, Val Prout and store manager Martin Rose.

Kay Timbrell
Mobile union learning rep

Bank sees added interest



Here are the reps from Tesco Bank Glasgow during the divisional Membership week. They held an Usdaw stall on each floor of the bank and have recruited 18 new members so far. The reps are left to right, Frank Wilson, Paul Watson and Christine Mitchell.

Craig Smith,
area organiser, Glasgow office

Single people matter too!

I received the e-newsletter. The first story starts 'Know your rights, families are under increasing financial pressure'.

Again it seems that your emphasis is always on families.

Looking down the email, families and parents are both mentioned. Do I have to point out that single people are also under the same pressures. If you did realise that, then the message you are sending out is that Usdaw doesn't care about its single members.

Members are members regardless of their marital status, can we please have a more balanced output so that there is something for all members.

Via email, name and address supplied

Trio's ninety years



It was my pleasure to present three of our members at the Tesco Metro store in Market Harborough with their 30 year awards.

Congratulations to the loyal trio (pictured left to right) Mark Hurn, Andrew Pepper and the in-store rep Shaun Horton. Clare Youngman personnel manager was also there to mark quite an achievement for a small store.

Alex Fraser, area organiser,
Kegworth office

and finally...

My wife and I live in a very small hamlet in rural Southern Burgundy, France. Last night our neighbour came around with one of your red Vote Labour balloons that he had retrieved from his TV satellite dish!

Kay Bradley, via email



Deputy general secretary Paddy Lillis called in on members at Asda Antrim and Tesco Extra Dudley to support January's Membership Week.



Delegates from the divisional equalities weekend seminar held in Torquay. The theme was 'Supporting Migrant Workers in the workplace'.



Reps at the February branch officers' course held in Warrington



Thank you



Retirement



Fundraising



30 years membership

Pictured clockwise from top left - Olwen Middling, Co-op Leek; Sue Ellis, Kegworth office; Desmond Craven, Tesco Extra Northcott; and former area organiser and fundraiser Sheila Thomas, Plaistow E13.

The New

Usdaw

PUBLICATIONS E-CATALOGUE



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go online at

www.usdaw.org.uk/eCat

to view all the
essential *Usdaw*
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