

NETWORK

THE BIMONTHLY MAGAZINE FOR USDAW ACTIVISTS | JULY/AUGUST 2022



WE DEMAND BETTER

UNIONS MARCH ON COST OF LIVING CRISIS

Usdaw Organising Awards 2022 Nominate Now

Usdaw is looking for its best activists to nominate themselves or a colleague for this year's prestigious Organising Awards.

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

Any Usdaw member can make a nomination in each category.

Nominations must be received at your regional office by Friday 23 September.

There are nine award categories:

- Individual organising
- Individual recruitment
- Campaigns
- Health and safety
- Union learning
- Equalities
- Most promising new activist
- Outstanding achievement
- Team recruitment and organising

For more information about the different categories and to download the nomination form visit the Usdaw website.

www.usdaw.org.uk/nominate





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GOVERNMENT IS FAILING PEOPLE

At the time of writing, there was speculation that energy bills could rise to £500 per month in January, there are labour shortages in almost every industry, chaos at our airports and mile long queues at Dover. The war in Ukraine rages on affecting markets across the globe and we recently experienced extreme heat with temperatures topping 40 degrees, which meteorologists agree was caused by climate change.

You would think the Government would be focused on dealing with these issues, instead it lurches from one scandal to another and is now embroiled in another leadership election. Millions of people have seen the televised debates where the candidates trash one another's records on Covid, the economy and trade. Sadly, for workers, it doesn't matter which Tory candidate gets in power, the result will be the same. Millions of hard-working people will be left to face winter with spiralling food, fuel and energy costs.

After all, this is the Government that has kicked the Employment Rights Bill into the long grass. A bill that would have helped some of the lowest paid workers by making flexible working the default, introducing new safeguards for gig economy and zero-hours contracts, enhanced redundancy protection during



pregnancy and maternity and creating a new single enforcement body.

Usdaw will continue to call for a temporary package of measures to help people through the worst of the crisis. Long-term, we need a new deal for workers: a minimum wage of at least £12 per hour, an end to insecure employment, a contract that reflects your hours and flexibility that works both ways, not just in favour of the employers, sick pay from day one, along with fundamental reform of Universal Credit to provide proper social security.

Usdaw General Secretary

Paddy Lewis

When you have finished with this magazine, give it to a workmate.



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www.stepchange.org/contact-us

Citizens Advice

- If you can't pay your bills.
- If you're struggling to pay your rent, want to end your tenancy or are worried about being evicted.
- If you have no money for food.
- Check what benefits you can get.

Citizens advice can advise you on benefits, money, housing, family, health and more. Contact via phone/email/live chat at:

www.citizensadvice.org.uk/contactus

- Free, confidential and expert debt advice and money guidance.
- Find the best solution or service for your individual circumstances.
- Support while you deal with your money worries, for as long as you need their help.

 **USDAW**

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SHOPLIFTING SOARS IN 2021

The latest recorded crime statistics show that in the 12 months to March 2022 there was a 21 per cent increase in shoplifting compared with the previous year. This is a reversal of a decade-long downward trend.

While some of this increase can be explained by the lifting of Covid restrictions causing an increase in customer footfall, it is still a cause for worry. Usdaw's latest Freedom From Fear survey found that shoplifting was the trigger for almost a quarter of incidents of abuse, threats and violence.

Usdaw general Secretary Paddy Lillis expressed his concern at the new statistics. "We need to see action to ensure this reversal of a downward trend does not continue," said Paddy. "Shoplifting is not a victimless crime, theft from shops has long been a major flashpoint for violence and abuse against shopworkers. Having to deal with repeated and persistent shoplifters can cause issues beyond the theft itself like anxiety, fear and in some cases physical harm to retail workers.



"The return to 'normal' following the lifting of Covid restrictions may well have had an impact on the increase, and we are aware that the cost of living crisis may also lead to more shoplifting. However, the answer to the squeeze on household budgets is not to turn a blind eye to theft from shops, which in itself contributes to rising prices as retailers try to recover losses. The Government must take immediate steps to help people who are struggling to make ends meet, with a new deal for workers on pay and employment rights, a reduction in VAT and an uprating of in-


work benefits in line with inflation.


"Two-thirds of respondents to our annual Freedom From Fear survey said they were not confident that reporting any issues would make a difference, so these figures are likely to significantly underestimate the scale of the problem.

"Faced with such appallingly high levels of violence and abuse, and with retail workers' almost complete lack of confidence in the ability of the system to give them the protection they need, much more needs to be done. The Government must provide the coordination needed

to ensure that retail employers, police and the courts work together to make stores safe places, both for our members to work and for customers to shop."

Encourage your members to share their stories of violence and abuse by asking them to complete our survey: www.usdaw.org.uk/FFFsurvey

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INDUSTRIAL RELATIONS

UPDATED PARTNERSHIP FOR USDAW & TESCO



Usdaw general secretary Paddy Lillis and Tesco chief people officer Emma Taylor have signed a renewed and improved partnership agreement. The new agreement further enhances what is the largest private sector collective bargaining agreement in the UK and one of the largest in Europe, covering around 150,000 workers.

The agreement deepens the long-standing relationship between Usdaw and Tesco. Under the new terms, reps working in Tesco retail will have additional facilities to

carry out their union duties. The agreement also provides for wider levels of consultation on all aspects of the employment relationship.

Daniel Adams, Usdaw national officer for Tesco retail, welcomed the news. "The new agreement is the result of months of discussions and the hard work of all of the Usdaw reps that were involved," said Daniel. "This agreement demonstrates the value of employers working positively with trade unions and ensures that the working relationship between Tesco and

Usdaw remains fit for the future.

"This agreement recognises all the tireless work of our reps up and down the country supporting members and the work they do to help make Tesco a better place to work for employees. It also continues the company's commitment in recognising their contribution and the invaluable role that they play. This is a model of progressive and constructive industrial relations within the private sector, and it deserves to be recognised as such."

MEMBERSHIP

FOR WEEK ENDED
30 JULY 2022

South Wales & Western	42,633
Eastern	51,849
Midlands	48,405
North Eastern	49,589
Scottish	36,982
Southern	51,200
North West	77,922
Total	358,580

COST OF LIVING

ENERGY PRICES SKYROCKETING

The latest forecasts predict the annual energy price cap will exceed £3,800 by January 2023. Prices are set to remain high throughout 2023 and into 2024.

Usdaw general secretary Paddy Lillis said: "It is terrifying that the energy price cap is set to reach levels that are going to cause misery for millions of working people. The limited support announced so far is not enough to help workers battle raging inflation. The latest predictions mean that

average energy bills will have more than tripled in a year.

"We need an emergency budget to tackle the cost of living crisis. We need a reduction in VAT to 17.5 per cent, social security payments to be increased by at least the rate of inflation and a fundamental overhaul of Universal Credit. Low-paid workers are facing huge pressure on their household budgets, there is no time for more dither and delay."

YOU CAN MAKE A REAL DIFFERENCE

TESCO HEALTH AND SAFETY REP ELECTIONS

Health and Safety Rep elections will be taking place across Tesco in September/October of this year.

- In retail across all store formats and CFCs, elections will take place for both USDAW and SATA H&S Reps.
- In distribution, Head Office, and the Customer Engagement Centre, elections will take place for SATA H&S Reps only.

We want to take this opportunity to thank all of our hard working H&S Reps in Tesco. The Union doesn't underestimate the really valuable role our H&S Reps have played, and continue to play during Covid. We know Reps are vital in helping members understand what their rights are, what their workplace should be doing to help protect them – whether that was in line with legislation and/or Tesco's own policies – as well as sometimes just lending an ear to worried colleagues.

Reps had to assume responsibility that none of us could have foreseen a couple of years ago and we know that all of our Reps did a great job and made a significantly positive difference at work during a very difficult time.

H&S Reps play a vital role in the Union and in Tesco. We really



do hope that you will choose to continue in your role, or if you are not currently a H&S Rep, consider taking up the role. Full training will be provided, and Tesco fully supports our members taking on this important role.

If you are the only H&S Rep in your workplace, why not speak to other members who you think may be a good addition to the team. Often, members may not have considered taking on the role until someone approaches them to discuss it, so please take some time to speak to the members in your workplace about the role, and why you enjoy it!

This is the first time that we have held elections for SATA H&S Reps, following successful Shop Steward elections last year. It's so important that we have H&S Reps at all levels, to ensure the ongoing safety of our members.

Look out for the election materials in September, but if you have any questions in the meantime, contact your local Usdaw office on 0800 030 80 30.

Remember, you can make a real difference, and we encourage you to stand for election.

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WHEN SOMEONE DIES

Often reps can be left not knowing how to support members going through a bereavement. Here's a short guide on where to signpost members

When someone dies it can be a very difficult time for those left behind. This article aims to provide reps with practical information to help members who may be unclear on what they need to do following a death.

Register the death

One of the first steps they will need to take is to register the death with the registrar of births, marriages and deaths, within five days. The local office can be found on the government website at www.gov.uk/register-offices. The registrar can also help inform other organisations and agencies who need to know about the death.

The funeral

The Natural Death Centre provides information on all types of funeral choices.

www.naturaldeath.org.uk

Notifying the death

When someone dies there are a number of government departments who need to be notified. In England and Wales there is a 'Tell us once' service available.

When a death is registered the registrar will explain this service and will help the individual to use it or will give them a unique reference number so that they can use the service themselves online or by phone.

Check if there is a will

If there is a will the person who died will normally have appointed executors to deal with the estate. If there is no will or executors, the

court will appoint an administrator.

If there is no will the person will have died 'intestate' and different rules will apply. Generally the spouse or civil partner automatically inherits all their personal possessions and the first £250,000 of the estate-but these rules are complex and they should take advice if they are dealing with the estate.

Remind them that Usdaw members are eligible for the Legal Plus service which can provide them with access to a solicitor about these issues and they are also eligible for the free will writing service. They can contact the legal department on 0161 249 2477.

Bereavement Support Payment

They may be entitled to a lump sum bereavement payment of up to £3,500 and 18 monthly payments of up to £350. There are certain eligibility requirements but to find out more contact the DWP Bereavement Service by phone on 0800 731 0469 (Wales 0800 731 0453, NI 0800 085 2463).

Funeral Costs

If they are responsible for arranging the funeral and they are on a low income, they might qualify for a Funeral Expenses Payment to cover the various costs. The rules are strict about who can get help and how much they can receive so we would recommend they go to www.gov.uk/funeral-payments to understand if they qualify and what the rules are regarding this.

If they are a Free Life or Superannuated member of Usdaw they will be entitled to a union

funeral grant. Full details are on the Usdaw website or they can speak to their local office.

www.usdaw.org.uk/Join-Us/Cash-Benefits

Means tested benefits

If they are struggling financially following someone's death they should check if they are eligible to receive additional help from the State. Age UK has an excellent guide *More money in your pocket* with lots of information and contact details regarding benefits (including versions for NI and Wales). There is also a benefits calculator to help.

www.ageuk.org.uk

State pensions

They might be entitled to inherit a State Pension from their partner but the rules around this are complex. Check Usdaw's *State Pension Guide* and *Pension Credit* leaflets for more information.

Age UK

There are many organisations who can offer support after someone has died. Full details and contact information can be found in Age UK's information guide *Bereavement*.

In order to access a copy of Age UK's *When someone dies – a step by step guide* go to www.ageuk.org.uk and search **death and dying**.

If they would prefer to speak to someone they can call the Age UK Advice Line on 0800 678 1602 to have the guides sent to their home for free.

Usdaw's pension section can also signpost members, our email is pensions@usdaw.org.uk



PADDY LILLIS INTERVIEW

Usdaw general secretary Paddy Lillis talks about Usdaw's achievements, membership, the cost of living crisis and the challenges facing the union

Usdaw general secretary Paddy Lillis spoke to Network midway through the year to give us a frank overview of where the union was and where it was going.

The last couple of years have been challenging for most organisations, how do you think Usdaw fared during the pandemic? And what do you think you have achieved?

In normal times people go through one seismic event in their lives but we've gone through three. Brexit is still causing problems for business, the pandemic saw over 183,000 of our citizens lose their lives and now the war in Ukraine is causing suffering to the people of Ukraine and affecting the world economy.

The resilience of the trade union movement has come to the fore during this period. I'm proud that this union came up with the blueprint for safety in the workplace during Covid, which became a blueprint across the economy. It was endorsed by the British Retail Consortium (BRC) and the Association of Convenience Stores (ACS) and was backed by all the retailers.

In 2021, we moved our head office. We were in our last head office for over a hundred years. The move was a huge event in our history and logistically very difficult as it happened during lockdown but we rose to the challenge. Hopefully, we will now be able to stay here, thrive and grow for the next 100 years.

Thanks to the support of our branches, we also managed to

introduce a single contribution rate. The union has to be financially stable to deliver for members.

Membership took a hit during the pandemic. Do you feel we have turned a corner?

We lost 70,000 members largely due to the restrictions imposed during Covid. At the time, our concern was about keeping people safe and doing what was right for the country. I'm now trying to refocus the organisation back onto membership. Rebuilding our membership density is key to giving our members a stronger voice at work and ensuring a financially stable future for our union.

There have been some green shoots of recovery and it has been encouraging to see membership grow for the sixth consecutive week. As a result, we have now returned to almost 360,000 members. These figures are a reflection of the hard work and commitment of reps, officials and staff. I want to thank them for their efforts and their contributions to ensuring that the union returns to growth.

The cost of living crisis is having a devastating impact on Usdaw members, what is Usdaw doing about this?

Inflation is at historically high levels, there's speculation that energy bills will rise to £500 a month in January, fuel has reached an all-time high and the price of basic food items has soared over the last year.

I've got members telling me that they are getting hungry, turning off

their heating, not using their ovens and having to sell their cars in a desperate attempt to make ends meet. These might sound like small things to a Tory government made of millionaires, but these are big issues for working class people trying to keep a roof over their heads.

The furlough scheme showed us that government intervention could protect jobs and keep the economy going. In the short-term we need a similar package of measures to help people through the worst of the crisis.

Long-term, we need a new deal for workers. The new deal was launched by us and is now part of the TUC's campaign. We're asking for a minimum of £12 as a stepping stone to £15 per hour. Money is only one part of the equation. You need money to keep a roof over your head and feed your family but you also need security of employment. You need a contract that reflects your hours and you need flexibility that works both ways, not just in favour of the employer. We also need sick pay from day one. Those who earn less than £120 don't get sick pay at all. That can't be right in one of the richest countries in the world.

Rail workers, Royal Mail, barristers, and BT workers are taking part in strikes this summer. Do you support the strikes?

The right-wing media will demonise the trade union movement and make out that all we do is go on strike. Ask any worker, the decision to go on strike isn't taken lightly.

People don't want to be in conflict with their employers but workers have been pushed into taking action because wages haven't kept pace with inflation. I fully support the strikes and members of the National Executive Council have been on the picket line supporting RMT members. I've told all the regional secretaries that if there's a picket line go and show solidarity with our fellow trade unionists.

Study after study shows that Black and Asian workers suffer from an ethnic pay gap as well as being overlooked for promotion and training opportunities. How is Usdaw addressing this disparity?

I'm on the TUC's Anti-Racism Taskforce which works with employers and trade unions to tackle structural racism in workplaces as well as in unions themselves. I'm an active member of the taskforce and after listening to our Black activists, I decided to launch a new pilot Black activists programme to encourage, develop and support BME members who want to become more involved in the union. Training will include a mix of classroom and non-classroom based activities to support each member. We are still working out the finer details, but I will be overseeing this personally and I'm determined to launch it next year.

Automation is an issue in the sectors we organise in, how can automation be implemented without displacing workers?

Over the past 30 years, technology has played an ever-increasing role in our personal lives, as well as our workplaces. Technology in the workplace is not a new thing, but the pace at which it is now being introduced and the impact it is having on our members means we need certain protections in place such as the right to collective consultation on the introduction of technology in the workplace. We need a right to retraining, with

paid time off the job, to ensure that workers can take advantage of these developments, we need significant improvements to redundancy rights, so that making redundancies is no longer the cheap and easy option and we need a right to equality impact assessments, so that all workers are given the opportunity to adapt to the changing world of work. These rights will not only benefit the workforce, they will also benefit employers and society more generally.

Have Boris Johnson's lies and law breaking destroyed public trust in politics? And do you think Labour could do better?

Everyone knew what Boris Johnson was like when they voted for him. It comes as no surprise that his term was mired in lies and scandal and it ended in lies and scandal. The weekly revelations of wrong doings seep into the public's consciousness and we end up tarring all politicians with the same brush. But they're not the same. Lots of councillors and MPs go into public service because they want to help people and many of them dedicate their lives to making their communities better.

The current government is no friend of working people. Instead of focusing on helping people cope with the cost of living crisis it has decided to bring in agency workers to break lawful strikes. It's fantasy politics that plays to the hard right of the Tory party. Do you really want to get agency workers to work in air traffic control or to drive trains?

If they really wanted to help people, they would pass the Employment Bill, which was promised back in 2019 and would have given protections to some of the lowest paid workers in the country. Instead, they have kicked it into the long grass.

That's why we need a Labour government to put right the wrongs of this Conservative Government. Labour has promised that they would enact a new deal for working

people within 100 days of coming into power. This would include an end to in-work poverty, a social security system that provides a safety net for all, gives workers day one rights, bans zero-hour contracts, ends fire and rehire and it will update trade union legislation, so it is fit for a modern economy.

What are the challenges facing the union?

Being a trade union under a Conservative Government is always challenging. You are always working hard to maintain the rights you have. Our next big challenge is the political fund review ballot. Many years ago, the Conservatives brought in this unnecessary piece of legislation designed to tie the hands of trade unions. The political fund review means we have to ballot every member, every 10 years, to see whether they want to retain a political fund.

Employers spend millions lobbying government to protect their interests. The trade union political fund tries to redress that balance. Usdaw's political fund supports the union's campaigns and helps to fund the lobbying of politicians on issues that matter to our members such as protecting shopworkers from violence and abuse, preventing the extension of Sunday working and lobbying for £12 per hour minimum wage. This review is coming up and we are working hard to ensure that our members understand why it is so important to retain the political fund.

Do you have a message for the reps?

I want to thank all our fantastic reps, who find the time and the strength to not just do their own job, but support their colleagues too, keeping their workplaces safe, standing up for what's right, guiding workers through difficult times and striving to build a society that is just and equal for all. Without you, we wouldn't have a union. Thank you.



TUC Cost of Living march



Labour Party Conference fringe meeting with Rosena Allin Khan MP



Black Members' Weekend

MEMBERSHIP WEEK BOOST

Usdaw reps took part in hundreds of events to showcase the benefits of Usdaw membership

The second membership week of 2022 was held in June. Usdaw reps took to workplaces across the country, pulling out all the stops to give the union a massive membership boost.

Reps and activists ran a full week of events, with the support of members and officials, showcasing the wins Usdaw has had for its members and encouraging non-members to join. The events also served to remind existing members of the many benefits of Usdaw membership.

Usdaw general secretary Paddy Lillis paid tribute to the reps who made the week a success. "I want to say a huge thank you to all the reps who took part in Membership

Week," said Paddy. "Our strength is in numbers and we know there are still lots of non-members in every workplace.

"It's still true that the main reason workers aren't in a union is because they have never been asked to join. That's why Membership Week is so important; it's a great opportunity to reach out to non-members and encourage them to join and get the union on their side.

"The bigger our membership, the stronger and more powerful our voice will be. I'm confident that with our brilliant team of reps, activists and officials, we can continue to grow and campaign for real change to improve the lives of our members."



Martin Brower, Coventry

Morrisons Manufacturing, Bradford



Nisbets, B



Bristol



Primark, Leicester



CAMPAIGNS

Keeping you up-to-date on Usdaw's priorities

REVEALING THE TRUE COST OF INFLATION FOR WORKING PEOPLE

Inflation hit yet another historic high in June with the Retail Prices Index (RPI) reaching 11.8 per cent - the highest rate since February 1982. The Consumer Prices Index (CPI) also increased to 9.4 per cent. Usdaw's view is that RPI is a more accurate measure of inflation, particularly as it includes housing costs.

The relentless march of inflation continues to devalue wages and worsen the cost of living crisis. Low-paid workers are forced to spend an ever-greater proportion of their wages on everyday essentials - annual fuel bills are predicted to exceed £3,800 by January 2023, petrol and diesel have reached all-time highs and the price of basic food items has soared over the last year:

- A pint of milk has increased by over 30 per cent
- Butter has shot up by 20 per cent
- Instant coffee costs almost 18 per cent more while tea is up by 11.5 per cent
- Bread is now almost 10 per cent more expensive than 12 months ago.

Usdaw's recent survey of over 5,500 members, many of whom were recognised as key workers during the coronavirus pandemic, laid bare the effects of the cost of living crisis. The survey found that:

- One in four respondents are missing meals every month to be able to pay their bills, this has increased from one in 20 last year

- Almost half of respondents report that the cost of fuel and travel is impacting their ability to get to work
- 70 per cent have relied on insecure borrowing and 60 per cent of these are struggling with repayments
- Nearly three quarters report their mental health is suffering as a result of financial worries.

Usdaw general secretary Paddy Lillis called for urgent action to address the crisis. "This Government does not understand the scale of the challenge faced by millions of low-paid key workers," said Paddy. "So far they have only offered sticking plasters that are nowhere near covering the cost of rising prices and bills. The people working hard to keep food on Britain's tables, who were clapped during the pandemic, are struggling to put food on their own table.

"There needs to be a significant increase in minimum wage rates and fundamental reforms to end insecure work. People claiming in-work welfare payments need an immediate increase by at least the level of inflation. This should be followed by an urgent and fundamental overhaul of Universal Credit, to ensure a social security benefit that properly supports claimants. We also need a reduction in VAT, which is generally accepted to be a regressive tax that adversely impacts low-income households."

VOICES FROM THE FRONTLINE

Some of the comments we received from members struggling with inflation during the survey:

"I have to depend on charity or loans from family and friends just to get me through the month."

"I'm cutting food for myself so I can at least feed my child and pay the bills."

"Money worries are piling up and I'm now having anxiety attacks. I'm dreading the winter and the cost of heating my home."

"My first hour's wage now only just pays for my petrol for that day."

"I work seven days a week at the moment, I've got a stretch of 84 days before my next day off. It's heart breaking."

www.usdaw.org.uk/COLresults

NEW DEAL FOR WORKERS

USDAW CONTINUES TO CAMPAIGN FOR WORKERS

In 2017, the Taylor Review of Modern Working Practices made recommendations to the Government on tackling insecure work and one-sided flexibility. The Low Pay Commission also looked at the issue in 2018 and recommended that workers be given the right to switch to a contract that reflects their normal working hours. Five years on from the Taylor Review, the Government has failed to act on either set of recommendations – despite promising at the 2019 general election to improve workers' rights with an employment bill.

Usdaw general secretary Paddy Lillis condemned the lack of action. "The Government needs to finally act to tackle insecure employment caused by one-sided flexibility and deliver the protections working people need," said Paddy. "We know that flexible working is already essential for many people, particularly those with caring responsibilities, so we need to make sure it is available for to all and is implemented to benefit workers.

"We also know that the issue of working hours is huge concern for many workers. Routinely working extra hours that aren't guaranteed leads to huge financial insecurity and instability, it can't continue. With the cost of living crisis raging we need the Government to act. We need a New Deal for Workers."



EMAIL YOUR MP

Usdaw is encouraging all members to email their MP asking them to pressure the Government to make good on their manifesto promises and introduce an employment bill. Ask your members to visit www.usdaw.org.uk/FlexemailMP where they can send our template email. They just need to enter their name, address and a contact email address.

THE NEW DEAL FOR WORKERS CAMPAIGN CALLS FOR...

- Minimum wage of at least £12 per hour as a step towards £15 for all workers, ending rip-off youth rates.
- Minimum contract of 16 hours per week, for everyone who wants it, that reflects normal hours worked and a ban on zero-hour contracts.
- Better sick pay for all workers, from day one, at average earnings.
- Protection at work, respect for shopworkers, abuse is not a part of the job.
- Proper social security system, Universal Credit does not provide an effective safety net.
- Job security, with day one employment rights for unfair dismissal and significant improvements to redundancy protections.
- Fair treatment and equality for all workers, including equal pay.
- Voice at work, stop rogue employers refusing to engage with trade unions and end 'fire and rehire'.



INDUSTRIAL STRENGTH

Usdaw's first industrial conference brought together reps from different sectors to network, discuss challenges and share best practice

Delegates from distribution, road transport, warehousing, food manufacturing, pharmaceuticals and banking gathered at Cranage Hall in Cheshire for Usdaw's very first Industrial Conference.

The event, held in June, was hosted by Usdaw deputy secretary Dave McCrossen and president Jane Jones. National Executive Council members Karl Lockley, Simon Vincent and Sue Donaldson also attended the event. The focus of the conference was organising challenges and opportunities, and health and safety.

JANE JONES

Jane Jones opened the conference by welcoming delegates and outlined why membership impacts our industrial strength and what we can deliver for Usdaw members. "I think it's great that we are all able to come together, learn from each other, across our industrial sectors, and create plans for the future," said Jane. "When this union organises, and speaks with one voice, we can secure significant improvements on behalf of our members. It is therefore essential that we target 100 per cent membership in every site. The organising challenge is

something that is facing every Usdaw sector and I am looking forward to hearing this weekend, how reps from across the industrial sectors believe that we can deliver the growth we were once famous for. I hope that you all have the opportunity to learn something from each other as well."

DAVE MCCROSSEN

Deputy general secretary Dave McCrossen welcomed delegates to the event and gave an update on the union's recruitment and organising challenges. He outlined that membership had taken a hit over



the last two years which had also led to a decline in the number of reps and activists.

“The pandemic meant that we couldn’t do inductions which are crucial to our recruitment strategy,” said Dave. “In order to stand still we have to recruit 70,000 members a year, that has now gone up to 100,000 members a year. That’s bigger than some entire unions. The reduced density in workplaces means that the union cannot negotiate with employers from a position of strength. It is crucial we have a strong union so that we can deliver for our members.”

WORKSHOPS

Delegates worked in groups to talk about the challenges and opportunities of organising.

Feedback from reps on challenges to organising

- *Management* - Lack of education amongst management on the role of trade unions and agreements, draconian views of trade unions, and recruitment and retention issues.
- *Reps* – poor visibility of reps in the workplace, not enough reps, need access to training in a timely manner.

- *Members* – language barriers, lack of knowledge about trade union in young workers, agency workers don’t see union membership as important and cost of living crisis putting people off joining.

Feedback from reps on organising opportunities

- *Management* – work with employers to ensure there is more education around the role of trade unions and the facilities that reps are entitled to as part of the agreement.
- *Reps* – recruit a diverse range of reps that are representative of

the workforce, cover different parts of the site/different shifts, always cover inductions, to ensure visibility reps to do walk arounds on the site, regularly update noticeboards and partner younger reps with more experienced reps in a mentor/buddy scheme.

- **Members** – take practical steps to engage young workers and target offers to specific demographics.

HEALTH AND SAFETY

Usdaw health and safety officer Doug Russell ran two sessions on Sunday morning, on Organising in the Workplace and Lessons from the Pandemic.

Organising in the workplace

The first session involved reviewing worker/union engagement in the workplace and asked reps to complete a checklist that asked questions including:

- Do your work colleagues take everyone's safety seriously?
- Are reported hazards acted on promptly and feedback supplied?
- Are regular meetings held where health and safety issues are discussed openly?
- Is there sufficient time allocated for all training within the working day?
- Would the manager/supervisor then investigate the concerns raised?

Lessons from the pandemic

"The pandemic illustrated the importance of work-related safety and health," said Doug. "However, it also revealed some cracks in the health and safety system such as HSE and Local Authorities were missing as regulators on workplace issues. A lot of this can be traced back to the deregulation and cuts agenda that was started by David Cameron's government in 2010.

"The latest HSE policy statement *Protecting People and Places* is a 10-year strategy. However, there has been no consultation on its contents, no mention of trade

unions and has a light touch regulatory approach. It relies heavily on the knowledge and skills of businesses to manage safety risk for themselves.

"That's why we need to rely on our own organising strengths more than ever, we need to ensure we use the legal functions of trade union safety reps to build that union strength and we need to maintain the working relationship with management."

Doug reiterated that coming out of the pandemic we would still need to protect workers against all airborne infection risks by ensuring:

- They are entitled to decent sick pay from day one of absence and a clear policy that workers should not attend if they are unwell.
- We need good hygiene practices that focus on a cleaning regime and hygiene stations.
- We need good ventilation that ensures an adequate supply of fresh air.

COMMENTS FROM THE DELEGATES

Alvaro Pereira

Morrisons RDC Bridgwater

This is my first conference and it's been a really good experience. It's great to talk to reps from different sectors and learn from them. We talked a lot about recruitment and how to utilise inductions effectively. Even though we have pretty good density in our site it was helpful to hear how we can maximise the facilities given in our agreements.

Mark Guffick

Poundland DC Bilston

I've been a rep for four years and this is my first conference. So far, it's been very enjoyable. After two years of lockdown, it was good to get out and meet reps from different sectors and hear about what works well in their workplaces.

Martin Peale

Tesco Doncaster

I transferred to Tesco Doncaster a couple of years ago. Unfortunately,

it's not an Usdaw site. It's been eye-opening going from an Usdaw organised site to a site organised by another trade union. I realised how much Usdaw does in terms of recruitment and organising, training, learning, newsletters and conferences. Coming here has been great as it's given me a chance to reconnect with Usdaw and learn about our union's priorities.

Rowan Salisbury

Tesco Lincoln Extra

I've been a rep for four years and have been to some Usdaw events. It's been good to see everyone, and we've spent a lot of time in workshops. The workshops are an effective way of brainstorming and coming up with solutions to the challenges that are being thrown at the trade union movement such as recruitment, high turnover, safety post-pandemic and how to engage young workers.

Nicola McAra

Expert Logistics AO.com Crewe

I work in a call centre, so we ended up working from home during the pandemic. This meant that we had to conduct inductions via Teams, which wasn't ideal. Now that we have returned to face-to-face inductions it's been good to come to a conference where I can speak to reps about the challenges of organising in a call centre such as getting time off the phones to attend inductions.

RESOURCES FOR SAFETY REPS

- Usdaw reps emails and *Network* magazine
- TUC Hazards at Work book (also available online on TUC website)
- TUC Risks weekly free e-newsletter. To sign up, enter your email address and tick the box for 'health and safety newsletter' at: www.tuc.org.uk/emails
- Hazards magazine www.hazards.org/subscribe



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TUC COST OF LIVING RALLY

The worst cost of living crisis in decades prompted thousands of protesters from all walks of life to take to the streets and demand urgent Government action

A delegation of Usdaw reps and members as well as the president Jane Jones, general secretary Paddy Lillis and deputy general secretary Dave McCrossen took to the streets of London with thousands of people to protest the worst cost of living crisis in 40 years.

Usdaw surveyed over 5,500 members who are mainly essential workers in the food retail industry and found that a quarter of them are skipping meals every month to pay bills, which is up from one in twenty in February 2021, and one in seven in February 2022.

Speaking in Parliament Square at Saturday's TUC rally, Usdaw president Jane Jones said: "We're demonstrating today so that the voices of working people are heard loud and clear in the corridors of power, because enough is enough, working people deserve so much better than this.

"We work hard, we show up every day and do the jobs that keep the country running. We deserve respect, but this Government laughed at us when they partied through the pandemic and now they are now telling us that we are the ones who will have to pay for the pandemic.

"Make no mistake this is a crisis of their making, a Tory cost of living crisis. Ripping away at the social security safety net and ripping apart the fabric of our society. They are failing at every turn to take the action we need, urgent action to stop people falling into poverty. Last year, one in twenty of our members told us they skipped meals to pay the bills every month. This week, we found out that's gone up to one in four.

"One in four of the people working hard to keep food on Britain's tables are struggling to put food on their

own table. Instead of tackling this, the Government is hamstrung by infighting, sullied by scandal, doing nothing other than trying to save themselves. While they play politics rather than governing, our communities pay the price.

"We need a pay rise and a new deal that gives every worker decent pay and secure hours. A new deal that transforms our social security system into a proper safety net. A new deal where working people can thrive, rather than struggling to survive.

"We cannot accept that workers are condemned to live on poverty pay; that they are not even guaranteed the working hours they need to get by from one week to the next. Shopworkers, distribution workers, manufacturing workers, in constituency after constituency are watching. We need action and we need action now."

"ONE IN FOUR OF THE PEOPLE WORKING HARD TO KEEP FOOD ON BRITAIN'S TABLES ARE STRUGGLING TO PUT FOOD ON THEIR OWN TABLE."







CAN'T AFFORD TO LIVE

Usdaw rep Norma, who works for a well-known retailer in Scotland, talks candidly about how the cost of living crisis is affecting her and expresses her anger at the Government for letting working people bear the brunt of the crisis.

"I have to commute sixteen miles to work and back. I used to be able to fill my car for £30, now it's costing me £50, and it lasts less than a month. I have a bus pass and would get the bus, if I could, but there isn't anything that early in the morning.

"I used to work 30 hours a week but had to reduce my hours to 20 because I had a stroke. There's no doubt the cost of living is having an adverse impact on my life.

"My gas and electric have doubled and once I've paid my bills, I barely have anything left. I've not been able to pay my council tax. They say I can pay it later, but I'm not suddenly going to start earning loads more money so I'm just going to end up owing them more and more.

"I'm like a lot of retail workers who can't afford to shop where they work. Even with my discount, it's just too expensive. Instead, I have to shop at Aldi or Lidl.

"I very rarely cook these days because I don't want to use my cooker and risk my energy bills going up even more. Some days, I have cereal or a toastie for my dinner. I'm so used to going without food that it doesn't even bother me anymore.

I'M 64 AND I'VE BEEN WORKING SINCE I WAS 16, NEVER DID I IMAGINE THAT I WOULD END UP IN A SITUATION WHERE I COULDN'T AFFORD A COOKED MEAL

"I've not had to use a food bank yet, largely because you have to be referred and I don't think I would qualify as I don't claim any kind of benefits. In my area they have opened a community larder. For £3 you can get 8 items such as a large box of cereal. For £1 you can get as much fruit and veg you like. It won't be long before I start using the community larder. Thankfully, it's open to everyone and you don't need a referral.

MAKING ENDS MEET

"The prices in my store have gone up, not by a penny or two but by 20 or 30 pence. We have customers complaining all the time. The area where I work isn't poor, in fact, it's where you live when you have money. People turn up in their expensive cars and then kick off because something's gone up by 30p.

"It's really unfair that people on the shopfloor, who are barely making ends meet, have to put up with this. I think the people earning hundreds and thousands of pounds a year, should be the ones explaining

to customers why they've put the prices up.

"I'm 64 and I've been working since I was 16, never did I imagine that I would end up in a situation where I couldn't afford a cooked meal. Things are bleak for me. I can retire in a couple of years but I don't know how I'm going to survive. The only thing I'll be entitled to is the state pension and £7 of my husband's pension.

"I hate what the Government is doing to working people. I'm sick of them saying we need to show restraint when it comes to our pay rises but nothing to CEOs who are getting million-pound bonuses. Why are energy companies and food retailers, who are raking in millions, hiking up prices and passing the costs onto working people?

"They're getting away with it because this Government doesn't care or understand people like me. They never have to worry about money. They earn over £84k as MPs and make more on the side with their second jobs, and they even have their food and drinks subsidised in the House of Commons by taxpayers like me.

"We were lauded as heroes for working through the pandemic but it's obvious the clapping was a cheap way of placating us. It's become apparent the Government doesn't give a stuff about us otherwise they wouldn't be letting us bear the brunt of this crisis."

HELP AND ADVICE IF YOU ARE STRUGGLING WITH MONEY OR DEBT

The current cost of living crisis has left millions of people struggling to make ends meet as well as pushing many into crippling debt. Money worries can leave people feeling overwhelmed and not knowing

where to turn for help. If you are struggling with your finances, there are a number of organisations that provide specialist advice and support on what benefits you can claim, grants and debt advice.



CHECK WHAT YOU ARE ENTITLED TO

Turn2us is a national poverty charity that offers practical information and support to people facing financial insecurity.

The Turn2us website includes a benefits calculator to find out what welfare benefits and tax credits people could be entitled to; a grants search tool which people can use to learn if they might be eligible for additional financial support from over 1,500 charitable funds, and a range of information and resources to help people who are struggling to get by.

www.turn2us.org.uk

HELPING YOU DEAL WITH YOUR DEBT

StepChange can help get your finances back on track.

StepChange offer free, flexible debt advice that is based on a comprehensive assessment of your situation. We'll then provide practical help and support for however long it's needed.

www.stepchange.org



OFFERING CONFIDENTIAL ADVICE

We can all face problems that seem complicated or intimidating. We believe no one should have to face these problems without good quality, independent advice.

That's why we're here: to give people the knowledge and the confidence they need to find their way forward - whoever they are, and whatever their problem.

- If you can't pay your bills
- If you're struggling to pay your rent, want to end your tenancy or are worried about being evicted
- If you have no money for food
- Advice on benefits, money, housing, family, health and more.

Contact via phone/email/live chat at:

citizensadvice.org.uk/contactus

SUPPORTING THE CHILDREN OF UK FASHION AND TEXTILE FAMILIES

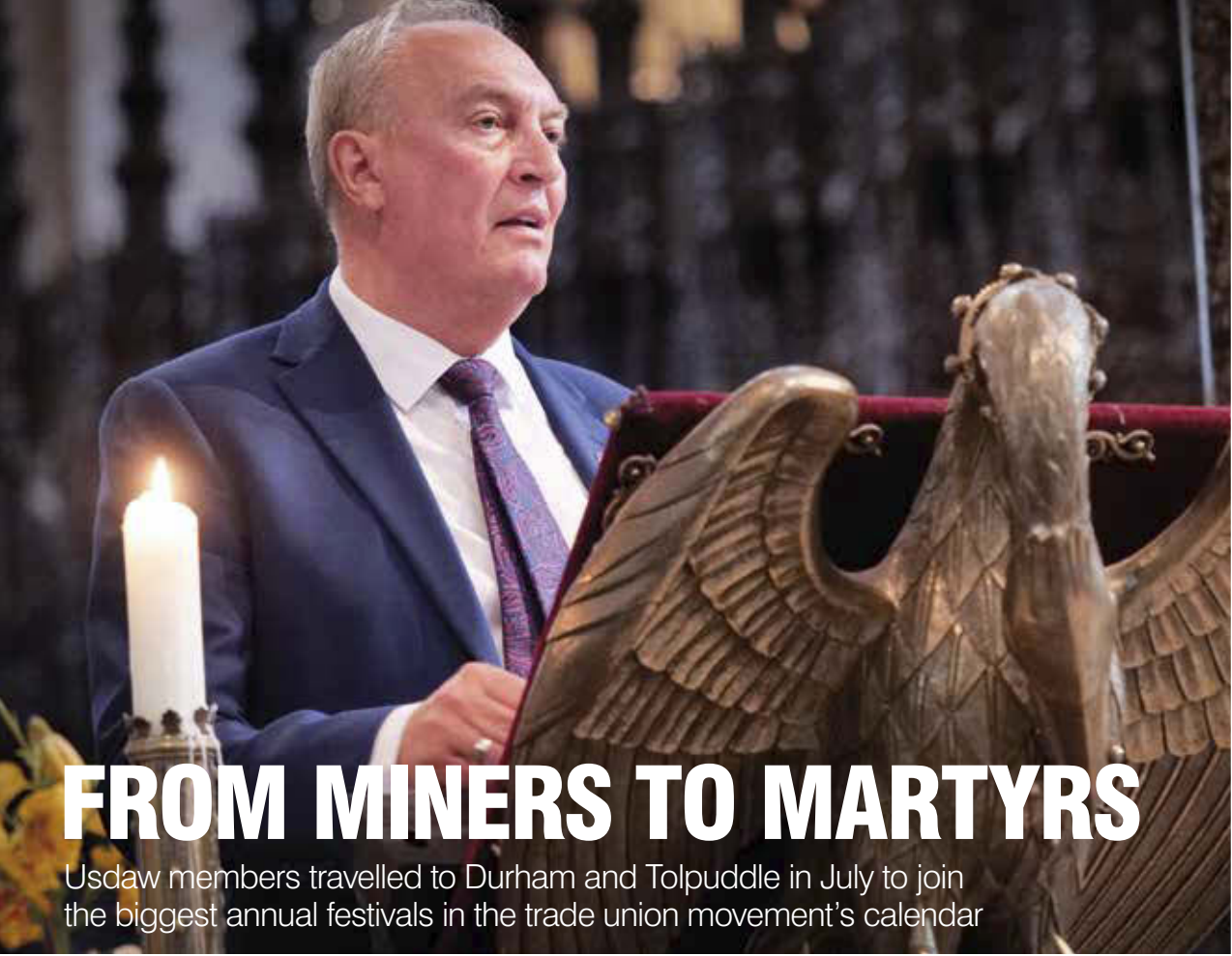
The Fashion & Textile Children's Trust offers grants to help parents and carers working in the UK fashion and textile industry.

The FTCT can fund items for children in the family, including school uniform, general clothing, bedroom furniture and appliances.

To apply for an FTCT grant, one parent/carer must work OR have recently worked for a UK fashion or textile company. This includes employees of clothes shops, supermarkets with clothing lines, textile companies, logistics for clothing brands, laundries and more.

Find out more at: ftct.org.uk





FROM MINERS TO MARTYRS

Usdaw members travelled to Durham and Tolpuddle in July to join the biggest annual festivals in the trade union movement's calendar

The Durham Miners' Gala and the Tolpuddle Martyrs Festival returned after being cancelled during the pandemic. Both events were attended by thousands of activists from across the country, including Usdaw reps, members and officials.

DURHAM MINERS' GALA

Speaking at the Durham Cathedral Miners' Service, Usdaw general secretary Paddy Lillis praised the contribution of key workers.

"We have been through truly dark times, as the pandemic tore through our communities, we lost loved ones, friends and colleagues, millions of people were filled with fear for their health, for their families' health, for their livelihoods," said Paddy.

"During the pandemic, our members were finally recognised

for the vital contribution they make. Sadly, like other public facing workers, they faced an increase in violence and abuse at work, but we must not forget how the pandemic brought out the good in people too.

"Rainbows in windows, claps on doorsteps, a smile and a kind word from behind a perspex screen, a neighbour dropping off a meal after a long shift. All of this meant so much, to so many and we must not let that solidarity fade away.

"Pandemic or no pandemic, we must always value the contribution that key workers make and the sense of unity that we felt during lockdown. Looking at a sea of banners and under those banners, workers from every sector gathered together, just as generations of miners gathered here before. Celebrating working class communities, sharing their stories and gaining strength from

one another.

"Each and every key worker deserves our gratitude, but I also want to pay a special tribute to those key workers who are union reps. They find the time and the strength to not just do their own job, but support their colleagues too, keeping their workplaces safe, standing up for what's right, and guiding workers through the toughest times of their lives. They help the people who help us all and I thank every one of them for all that they do.

"Sisters and brothers, I am humbled to stand before you and thank our key workers. No words can ever express our gratitude, but we can show our gratitude through our actions. Through striving, every single day, to build a society that is just, equal and fair for all."

www.durhamminers.org/gala



TOLPUDDLE MARTYRS FESTIVAL

Every year, thousands of people flock to the small village of Tolpuddle in West Dorset to honour the six farm workers who created one of the first trade unions in response to the increasingly harsh working conditions they had to endure.

At the time unions were lawful and growing, but in 1834, the men were arrested and sentenced to seven years' deportation to Australia for taking an oath of secrecy. A massive protest swept

across the country and thousands of people marched through London. Others organised petitions and protest meetings to demand the men's freedom. The farmworkers became heroes and 800,000 signatures were collected petitioning for their release before they were formally pardoned and returned to the UK in 1836. They became known as the Tolpuddle Martyrs.

www.tolpuddlemartyrs.org.uk

VIEWS FROM THE RECRUITMENT FRONTLINE

Three experienced reps share their views on how to make the most of new starter inductions

Everyone has their own style of recruitment but there's always something to learn from other reps. *Network* spoke to some of the 2022 Academy2 reps to hear their approach to inductions.

MANDY FLEMING

"I've worked to build good relationships with management in the workplaces I visit. The first time I meet them I'll introduce myself, sit down and have a coffee and a chat with them, to make sure they know why I'm there and why it's important for me to be there. It's important they understand what you need to do when you visit their workplace.

"I usually know how many people are going to be at each induction so I make my packs up in advance. Legal Plus is one of the most important things we offer as a union so I'll make sure to include information on that, as well as membership forms, other leaflets, pens and goodies. Everyone gets a pen even if they don't join – they'll still be promoting the union when they use it.

"A lot of people want to know if they'll be protected by the union while on probation. I make it clear that their membership starts from the day they sign their form and from that point on, if anything happens, we'll be there for them. They see how important it is to be a member once they understand that the union isn't just something that flits in and out, we're there in the workplace looking after them. I also make it clear they don't need to ask anyone's permission to join – it's their job, their money and their decision.

"I'd advise new reps to always look around the room and think about what will appeal to your audience. It could be Legal Plus, it could be the discounts and offers or it could be something like the advice leaflets for working parents and carers. Keep a relaxed posture, but make sure you look people in the eye when you speak to them. And don't sit down; walk around, talk to everyone individually and listen to what they've got to say."

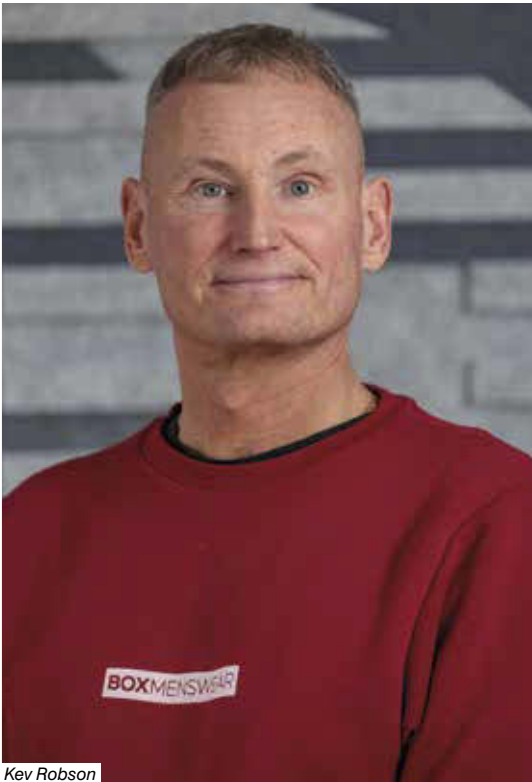


Mandy Fleming

KEV ROBSON

"The only things I give out at the start of an induction are a membership form and a pen. I tell the new starters why I'm giving them out and what they're for, then go on to talk about myself and the union. I often find myself starting with the basics – a lot of people, particularly the younger workers, don't know a lot about the trade union movement or what a trade union does.

"The new starters like to know what Usdaw has achieved in other workplaces so I make sure I keep up to date with our campaigning work. The young workers are impressed that we've got rid of youth rates in the companies where we've had agreements, and people also like to hear about the discounts and offers that are available to our members. Sometimes people think they won't need our support if they get in trouble at work – that tends to change later on once they've been



Kev Robson



Donna Barton

called into the manager's office for the first time.

"It really helps if you can get one person in front of you who's onside, engaging with you and asking questions. When that happens, I tend to focus more on them as they'll have asked a lot of questions that the others were thinking, they'll sign their membership form, and that gives the others confidence that joining Usdaw is the right decision.

"It's important that you know your stuff before you go in. Do your homework on the union and the services we offer. The more confident you are in your own knowledge, the better. The 10 Good Reasons leaflet is a fantastic tool to promote the union – make sure you understand all the points on there so you can answer everyone's questions."

DONNA BARTON

"Ahead of inductions I find out how many people I'll be speaking to and

if I can, get an idea of their ages. This helps me tailor my approach; I wouldn't spend time talking about, for example, the free will writing service to a room of young people but it's something that really interests older workers.

"If I visit a workplace and there's a shop steward available at that time, I'll bring them into the induction with me. Once the new starters have seen the face of the person who will be representing them, and they've heard some success stories of how we've helped people who already work there, they're more likely to join. We get more customer complaints now than we used to so I make sure they know the union will look after them if they have a complaint made about them. I also talk about the work the union did to help protect retail workers during the height of the coronavirus pandemic.

"The one question that comes up constantly is 'do I have to join now?'.

I explain that the agreement with the company allows me to come in and talk to new starters at their induction so the company would prefer them to join now, so I don't have to go back later and take them away from their job. Most of the time people do sign up at the induction but for the few that decide to leave it, I make a note to go back and speak to them again.

"Before going into an induction make sure you prepare properly and think about what you're going to say. If you're not careful you could accidentally say something that might put people off joining. Do your preparation and listen to your audience."

SHARE YOUR STORY

If you would like to share how you recruit and organise, get in touch via email: network@usdaw.org.uk.

A woman with her hair in a bun, wearing a black sleeveless top, is seen from behind, addressing a group of people in a meeting. The background is blurred, showing other attendees.

MAKE THE MOST OF INDUCTIONS

The induction is a critical part of Usdaw's organising strategy. Workers are most likely to join the union when they first start their job, and inductions provide reps with the opportunity to recruit all new starters in one session, rather than spending time chasing around after one-to-one conversations.

Usdaw has agreed the right to a presence at inductions in many companies where we have recognition agreements and we are constantly working to improve our access to new starters. The recently-updated Tesco partnership agreement provides additional facilities for retail reps to carry out their duties, including inductions.

Here are some pointers to help you make the most of your inductions.

BE PREPARED

Ask your manager if there are any new starters and staff inductions planned. Make sure you know all the details including date, time, venue and numbers attending. Arrange time off with your manager so you can attend and check your company/Usdaw agreement to confirm how long you have to talk to new starters.

Make sure you've got everything you need – union leaflets, recent communications, membership forms and pens. If you're running low on supplies, contact your local Usdaw office to order more.

If you're a new rep or inexperienced at inductions, ask to shadow a more experienced rep or area organiser so you can see what goes on. Don't be afraid to ask – everyone was new once.

AT THE INDUCTION

Be friendly, introduce yourself and give the names and departments of other reps in your workplace. Be clear that there are very good reasons for joining; better terms and conditions, help and support at work, a voice in the workplace, legal advice. Stress that the more Usdaw members we have in a workplace, the more influence the union has over working conditions. Use Usdaw's leaflets and magazines to help you, and share success stories of members who you have assisted in the past (but keep them anonymous). State clearly that the company recommends new starters to join Usdaw – you will find reference to this in your company/Usdaw agreement if this is the case.

THE SIGN UP

Provide everyone with a membership form and a pen. Talk them through the form and explain the cost of joining. Talk about the importance of ticking the 'opt-in' notice box for the Political Fund. It isn't just about the Labour Party – the political fund is used to help us raise issues with politicians and

government, whichever party is in power, and ensuring the concerns of Usdaw members are heard.

After the induction, return the completed membership forms to your local Usdaw office as soon as possible. Take note of any starters who did not complete a form and make arrangements to see them at a later date. Let your area organiser know if you had any problems or anything else you think they can help with.

RECRUITING ONE-TO-ONE

Sometimes workers do not join the union at their induction, so you will need to return later and speak to them individually. Here are some tips for successful one-to-one recruitment:

- Introduce yourself. Be friendly and listen to what they have to say. People don't respond well to being lectured.

- Ask questions. People respond better to being asked their own views. Ask if they have any issues that the union should raise.
- Be prepared. If you are familiar with the reasons why people do or do not join unions, then very few reasons will surprise you and you'll be able to address their objections.
- Use success stories. People will be more convinced by examples of what the union has done for others in real life.
- Use your own experiences. Tell people that you are a worker and what affects them affects you.
- Be honest. If you can't explain what the union can do about issues at the time, say so. Make some enquiries and come back to them.
- Be available. Make sure people know where, when and how they can contact you.

ANSWERING THE DOUBTERS

Here are some of the common issues that workers may raise about joining, with suggested responses.

I can't afford to join

No one underestimates money worries but it's a question of priorities – you wouldn't be without house or car insurance, so think of union contributions as your workplace insurance. If you lost your job because you didn't have representation at work, the consequences would be far worse than a burglary or bump in the car.

I'm part-time, I don't need to join

Part-time workers are generally affected by the same issues as full-time workers, and the terms and conditions for most part-time workers have been won by unions

negotiating for them.

Why should I join? I get all the same benefits anyway

No you don't! You get the same terms and conditions that the union negotiates for its members. However, you wouldn't get union advice or representation and you would have to meet your own legal costs if you had a serious problem or accident at work.

I'm too young to join a union

Young workers are more likely than anyone to have problems at work. Over recent years, Usdaw has helped young workers enforce their rights and secured equal rates of pay. Tesco, Co-op, Morrisons and Sainsbury's retail employees are paid the full adult rates irrespective of age, which are considerably higher than the National Minimum Wage.

BE PROACTIVE ABOUT YOUR HEALTH & PREVENT ILLNESS

Studies show men remain undiagnosed of serious conditions because they avoid going to the doctors

Men are notorious for not going to the doctor. They tend to ignore symptoms which can lead to certain preventable conditions becoming untreatable. It is estimated that over half a million men are walking around with undiagnosed diabetes, which can cause serious illness later in life and even lead to an early death. This complacency means that men tend to have higher death rates than women for almost all the leading causes of death.

A couple of studies in the UK and US shed light on some of the reasons men avoid going to the doctor.

The London Medical Laboratory, a clinical testing specialist, found that 65 per cent of men avoid seeing a doctor for as long as possible, with some suffering from iatrophobia – a fear of visiting the doctor or getting medical tests; 72 per cent of men would rather do household tasks like clean the bathroom than visit a doctor; and 42 per cent of men don't want to visit the doctor even when they observe the first signs of prostate cancer, such as having to urinate more frequently in the night.

The Orlando Health Survey (US) found that a third of men do not believe they need annual exams and two-thirds thought they were naturally healthier than others. Instead of speaking with their

doctor, a third of men got health advice from social media.

Since it is statistically impossible for the majority of men to be healthier than other men, it is important to raise awareness about this issue and encourage men to go and get checked out by their doctor.

GIVING YOUR BODY THE ONCE OVER AT HOME

Checking your pulse

To find your pulse in your wrist hold out one of your hands, with your palm facing upwards. Press the first (index) finger and middle finger of your other hand on the inside of your wrist, at the base of your thumb – don't use your thumb as it has its own pulse.

Press your skin lightly until you can feel your pulse, count the beats for 30 seconds and then multiply by two. This will give you your beats per minute (bpm) rate.

Most adults have a rate between 60bpm to 100bpm. If yours is consistently below 60 (and you're not an athlete) or over 100bpm, then it might be a cause for concern, and you should try and see your doctor.

Other things you should look out for:

- Moles changing shape.
- Unexplained lumps.
- Unexplained shortness of breath/



breathing difficulties.

- Unexplained pain (especially in the chest).
- Swelling or itching.
- A cough that won't go away.
- Blood in spit or stools.
- Changes in bowel habits.
- Urinating more often, especially at night, could be a sign of prostate enlargement or diabetes.

The pandemic and GP appointments

Following the pandemic, the papers have been full of stories about patients struggling to get an appointment with their GP, with many giving up. The press responded by blaming doctors which has led to staff in surgeries and GPs being on the receiving end of verbal and physical abuse.

But doctors aren't to blame. In



2015, the Government recognised that there was a shortage of doctors and promised to recruit 5,000 extra GPs by 2020. In 2019, after failing to meet its target, the Government pledged to recruit 6,000 by 2025. This means there simply aren't enough GPs and the ones that are left are looking after more and more patients. The increased workload is having a detrimental impact on the physical and mental health of GPs, with one in 10 looking to leave the profession.

I don't want to bother my doctor

With everything that's going on, lots of people might feel that they don't want to bother their GP. However, most GPs and health professionals will tell you, that if you have symptoms that you are worried about then you must make an

appointment with your doctor to get yourself checked out.

What to do if you can't get a GP appointment?

- **Keep trying** – this might be extremely frustrating, but it is worth trying to see if you can get an appointment.
- **Walk-in Clinic** - if you are struggling to get an appointment then you could go to your local walk-in clinic also known as an urgent treatment centre or minor injury unit. Walk-in clinics deal with urgent but not life-threatening situations such as sprains, broken limbs, burns, infections, stomach pain etc.
- **NHS 111** – if you need urgent medical help or you're not sure what to do, you can contact 111. 111.nhs.uk

NHS HEALTH CHECK

Is a free overall health check-up for those over 40. It can tell you whether you're at higher risk of getting certain health problems, such as heart disease, diabetes, kidney disease, stroke and if you're over 65, you will also be told the signs and symptoms of dementia to look out for.

NHS health checks were paused during Covid but have now restarted. If you're registered with a GP that offers NHS Health Check, you should get an automatic invitation. Alternatively, your local authority will send you an appointment letter explaining where you have to go for your NHS Health Check.



WHY POLITICS MATTERS

The National Executive Council's statement *Politics Matters* outlines what Labour has done for working people and how we can help deliver a Labour Government

At this year's ADM, conference adopted the National Executive Council Statement *Politics Matters*.

What is a National Executive Council Statement?

A National Executive Council (NEC) Statement is a policy document put forward by the NEC and outlines the priorities they want the union to focus on during the coming year. Delegates have the opportunity to debate the document and then vote to adopt the policy.

This year delegates voted to adopt the NEC Statement *Politics Matters*.

Why an NEC statement on politics?

There is a very real chance that the next general election could be just a little over 12 months away and the trade union and labour movement must be ready to fight and win an election.

This document outlines what we can all do to deliver a Labour Government.

Why should I be interested in politics?

Politics affects almost everything that happens. All laws, the working environment and pay, and the

services communities rely on, from pensions to potholes, it is all politics.

Why does Usdaw support Labour?

It is not just that Usdaw supports Labour, it is that Usdaw, other affiliated trade unions and the Labour Party are all part of one common movement, working together to improve the lives of working people and the whole of society.

The Labour Party itself was formed by trade unionists and allies in 1900 and is the only political party to consistently implement policy that

benefits working people and their families.

What Labour delivered for working people when in Government

The Conservatives have been in power since 2010, which means that it can sometimes be difficult to remember all the progress made for working people under the last Labour Government.

It is worth taking the time to remember just some of what was achieved.

The Labour Government strengthened workers' rights – including introducing the very first National Minimum Wage (which the Conservatives opposed), a minimum of four weeks' paid holiday, a right to parental leave, extended maternity leave, a new right to request flexible working and the same protection for part-time workers as full-time workers.

In the 13 years that Labour was in Government, they also delivered the shortest waiting times since NHS records began; took measures to support pensioners by increasing Winter fuel payments and giving over 75s free TV licenses; established 3,000 Sure Start children centres and lifted two million children out of poverty; invested in education with over 42,400 more teachers and 123,000 more teaching assistants; increased the quality and supply of housing and made communities safer with thousands more police officers and community support officers, which led to overall crime dropping by 36 per cent and violent crime reducing by a staggering 41 per cent.

What we want to see from a future Labour Government

A lot of those achievements have been undone or eroded by the Conservatives. We have seen that the Conservatives' approach does not put working people first.

Usdaw wants to see a Labour Government elected so that it can deliver on the aims of Usdaw's campaigns and deliver for Usdaw members, which would include the following: Legal protections for shopworkers who experience violence and abuse at work; an industrial strategy for retail that provides meaningful support for the sector; free childcare to support working and a Universal Credit system that works for working people and provides enough support for people who need it.

HOW CAN USDAW MEMBERS GET INVOLVED IN POLITICS?

Engaging with politics

The easiest thing members can do is simply to take an interest in politics, what is happening in their communities and the wider country, and how politicians' decisions are affecting them, their families and friends.

Campaigning with Usdaw

Whilst going out campaigning for the first time can be daunting, it normally turns out to be a positive experience, especially when done alongside other Usdaw members. Whether it is a campaign day organised in support of one of Usdaw's campaigns or one in support of the Labour Party during an election, its success will depend on the active engagement of members.

Joining the Labour Party and getting involved

Usdaw members can join the Labour Party as individual members. They can get involved directly alongside other trade unionists and people from across society who believe that the Labour Party and Labour Councils and Governments, are the best way to secure the change that working people need in our country.

Usdaw's Political Activists Programme

In order to provide Usdaw members with the support they need to become confident and experienced political activists and candidates, Usdaw has launched a Political Activists Programme.

The Political Activists Programme will work to deliver support and training tailored to Usdaw members that will enable members to be confident participants in campaigns, play a full role in political activities, and become election candidates themselves if they want to.

www.usdaw.org.uk/politics

Standing for election

It is in everybody's interests to have a diverse range of politicians, with a range of experience, making decisions that affect our lives. There should be politicians serving as councillors, members of the devolved parliaments and as MPs who understand the real life experiences of Usdaw members, ideally having been Usdaw members themselves.

Usdaw members, especially those who have experience of organising and representing members as shop stewards or branch officials, quite often already possess the skills needed by elected politicians.

If you are interested in politics or would like more information on anything covered in this article, please contact Usdaw's politics section: politics@usdaw.org.uk



BLACK MEMBERS WEEKEND

Usdaw's ever-popular Black Members Weekend Workshop took place in July, in Manchester, and was attended by over 40 reps.

The conference was hosted by Usdaw president Jane Jones; chaired by Usdaw rep Maureen Loxley MBE, and guest speakers included Usdaw general secretary Paddy Lillis; Usdaw deputy general secretary Dave McCrossen; Nigel Carter and Cheryl McLeod from Greenwich University; and TUC race equality policy officer Wilf Sullivan.

The theme of the conference was Black, Asian and Minority Ethnic members in the union's structures.

Dave McCrossen Usdaw deputy general secretary

"It's important to make sure the union reflects our membership so that when our BME members look at Usdaw they see themselves reflected there. 'An injury to one is an injury to all' and the union will continue to send a strong message to all reps to be actively anti-racist in

their workplaces and communities.

"Organising the workplace is key as we need to continue building a strong and representative union. We need to reach out to non-members in workplaces, and encourage natural leaders in workplaces to become reps. It is crucial we have a strong union so that we can deliver for all our members."

TUC Black Workers Health, Safety and Racism in the Workplace

Cheryl McLeod and Nigel Carter gave a presentation on the results of new research commissioned by the TUC which looked at the experiences of BME workers during the pandemic. The research, yet to be published, found:

■ **The Racialisation of Health & Safety** - the pandemic produced specific experiences of racial discrimination because frontline workers, disproportionately BME, were subject to greater exposure and risk.

■ **Contractual differentiation**

Exposure was a particular issue for those on non-standard contracts such as zero-hour contracts or those who were agency workers and hence had limited employment rights, in particular access to occupational sick pay during the pandemic.

■ **Health & Safety Representation**

Twenty-eight per cent of survey respondents disagreed that union health and safety reps are representative of the racial and ethnic composition of their workforce. And 16 per cent of survey respondents indicated that they would consider taking on the union health and safety role.

Their presentation resonated with many members in the audience because they too had experienced these types of racial disparities during the pandemic.

Paddy Lillis Usdaw general secretary

"The TUC Anti-Racism Task Force is developing an action plan for change across UK workplaces and



within unions themselves," said Paddy. "I am an active member of that taskforce and I am determined that the anti-racism task force will not only mark another important chapter in the history of our trade union movement's fight against racism, but that it will also be a powerful force for change within our union and that is why I have committed Usdaw to rolling out a new programme that will support the development of BME activists and address their under-representation."

**Wilf Sullivan
TUC race equality policy officer**

"The TUC anti-racism taskforce came about because it was recognised that trade unions need to take more action against the increasing rhetoric of divide and rule," said Wilf.

"Labour market insecurity, in-work poverty, exploitation, strategic racism including from the heart of government are significant problems for Black communities.

DEVELOPMENT PROGRAMME

Presented by Usdaw equalities officer Ruth Cross

"Usdaw is to launch a significant new pilot programme to encourage, develop and support BME members who want to become more involved in the union," said Ruth.

"Our research shows that over 90 per cent of shop stewards, health and safety reps, union learning reps, branch secretaries and branch chairs are white. To be representative of our membership, around 17 per cent of our reps should be Black.

"The programme is intended to be a steppingstone to greater involvement in the union.

"The aim is to offer training and support to a small number of BME members each year who want to become more active and involved in the union and the wider union movement.

"The programme is not about replacing one group of activists with another. It's about trying to increase the number of activists the union has across the board. The programme is still in the early planning stage but we will keep reps and members fully informed of its progress."

equalitymatters@usdaw.org.uk

"But unions have to change too. They need to look at internal racism in their own structures.

"The movement needs to build power. The collective is so important, and organising is crucial,

as change doesn't exist without it. Activism, discussion, creating ambition and unification of struggle are also vital components. Through organising and coming together, we have the power to change things."



HEALTH AND SAFETY REPS: STAYING CONNECTED

In the third of our series of articles on health and safety rep functions, we focus on reps staying connected to ensure they are effective.

Why should reps stay connected?

Evolving workplace practices bring new health and safety challenges - for example, the introduction of new technology to speed up a factory production line can bring with it new safety and health issues from working with the equipment and wider health concerns for members trying to keep up with the additional product being produced. Answering these types of questions can be difficult and connected reps will have additional support and knowledge to help.

What reps can do to stay connected?

Ensuring they maximise the union's support is a good place to start:

- Members at work are a great source of information and ideas as they are doing the tasks. They will understand what the issues are and may have possible solutions. You can talk to them as you are doing your inspections and build up that relationship and trust with them. Make sure they all know who you are and how they contact you by using posters on noticeboards and any other ways you can.
- Put health and safety issues as an agenda item to be discussed at rep team meetings and branch meetings. You can then share the issues with other reps and figure out how to handle the more difficult issues you can't deal with on your own.
- To deal with an urgent situation, keep in touch with your area organiser.
- And for technical advice and assistance contact the health

and safety section in the legal department at head office:
healthandsafety@usdaw.org.uk

What sources of information and guidance can help?

- Usdaw's website has health and safety advice including an A-Z guide of some of the more common issues.
www.usdaw.org.uk/healthandsafety
- Usdaw produces a range of leaflets and guidance for health and safety reps. Search for the *health and safety publications order form* on the Usdaw website.
- All Usdaw reps should get Network magazine and reps email alerts which regularly carry news about health and safety issues. If you don't receive them, contact your local Usdaw office to check that your contact details are correct.
- The *TUC Hazards at Work* book

is a comprehensive source of advice. Copies can be purchased through your branch from Usdaw head office. Order forms can be downloaded from the Usdaw website.

- There is also advice for reps on a range of health and safety topics on the TUC website.
www.tuc.org.uk/guides-and-reports-health-and-safety-reps
- You can also subscribe to Risks, the TUC's free weekly email newsletter. To sign up, go to www.tuc.org.uk/emails, enter your email address and tick the box for 'health and safety newsletter'.
- The Health and Safety Executive website has guidance and advice about health and safety laws.
www.hse.gov.uk
- *Hazards* magazine is an independent quarterly journal for trade union safety reps. Individual subscriptions are £15 a year but larger union branches can order five or more copies at much lower cost.
www.hazards.org/subscribe
- The *Hazards* magazine website also has excellent free resources and information for trade union health and safety reps.
www.hazards.org

Staying connected provides the support and guidance to a rep so they do not have to tackle issues alone.



CONTACT

- **Health & safety officer**
Doug Russell
0161 249 2441
- **Health & safety assistant**
Tony Whelan
0161 249 2474
- **General enquiries**
healthandsafety
@usdaw.org.uk

HSE LAUNCHES NEW TEN YEAR STRATEGY

UNIONS RAISE CONCERNS

The HSE has launched its new strategy for the next ten years. The document 'Protecting People and Places' reflects the fact that the HSE has been given responsibility as the regulator for building safety on top of its existing responsibilities for regulating work-related health and safety.

It states key strategic objectives to:

- Reduce work-related ill health, with a specific focus on mental health and stress.
 - Increase and maintain trust to ensure people feel safe where they live, where they work and in their environment.
 - Enable industry to innovate safely to prevent major incidents, supporting the move towards net zero.
 - Maintain Great Britain's record as one of the safest countries to work in.
 - Ensure HSE is a great place to work, and that it attracts and retains exceptional people.
- However, trade unions have raised concerns about the lack of consultation on the development of the strategy and the failure to mention trade unions as key stakeholders in the implementation of the strategy.

The Chartered Institute of Environmental Health (CIEH), the professional body for environmental health officers who are the health and safety regulators for most workplaces where Usdaw members work has voiced similar concerns. Policy and campaigns manager at CIEH Tamara Sandoul said: "We are disappointed that some of HSE's key regulatory partners have not even been mentioned in its new ten-year strategy. Local authorities are key strategic partners for HSE - on both the regulation of health and safety in workplaces and in their new role as the Building Safety Regulator, through multi-disciplinary teams. We would therefore have expected to see a bit more engagement with local authorities and other key stakeholders during the development of this important strategy. We hope that HSE increases its collaboration and joint working as more detailed plans are developed on the back of this strategy."

To see the HSE strategy document go to:

www.hse.gov.uk/aboutus/assets/docs/the-hse-strategy.pdf

HSE HINTS AND TIPS FOR SHIFT WORKERS AND FATIGUE

HSE has updated its guidance for employers on managing the risks from fatigue for shift work. They have also produced some simple advice for shift workers on how to combat fatigue and reduce the health risks involved.

The hints and tips for shift worker advice draws on best practice from a range of sources and covers topics such as driving to

work, ensuring better sleep, diet and exercise.

The hints and tips for shift workers are on the HSE website:

www.hse.gov.uk/humanfactors/topics/fatigue.htm

Extract from HSE Inspectors Human Factors Toolkit, Managing Fatigue:

www.hse.gov.uk/humanfactors/topics/specific2.pdf

NEW FOCUS ON INDOOR AIR QUALITY

COVID HIGHLIGHTS NEED FOR CLEAN AIR

One of the consequences of the pandemic has been a greater focus on the importance of ventilation to make sure that the air is safe to breath in indoor workplaces.

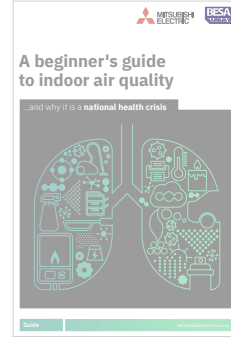
There has been a duty under the Workplace (Health Safety and Welfare) Regulations for employers to ensure an adequate supply of fresh air for many years, but the experience of the pandemic has raised questions about the adequacy of ventilation in many workplaces. It quickly became clear that Covid-19 was an airborne virus. In addition to any risk of exposure from close contact with someone who was infectious, workers could be infected if they breathed in small aerosol particles carrying the virus. These aerosols stay airborne for hours and can spread throughout the workplace. This airborne route was implicated in many workplace outbreaks in food manufacturing and in offices during the pandemic.

Dilution of the viral load by the introduction of fresh air or, where that is not possible, by using filters to remove aerosol particles have become an important part of the precautions needed to control the risk of Covid-19 infection in indoor workplaces.

Most Usdaw members work in modern stores, warehouses or offices with mechanical ventilation systems which do provide adequate supplies of fresh air. But, even in large workplaces, there may be enclosed spaces such as small offices or changing rooms where more ventilation is needed and in smaller stores or in areas in manufacturing there may be more serious issues with ventilation and air quality.

The issue of indoor air quality and the need to monitor it to make sure that air is fit to breathe has therefore become an important question.

New guidance for the Building



Engineers Services Association explains what the risks are from poor indoor air quality – not only from airborne viruses but also from toxic substances that may build up in poorly ventilated workplaces. It explains the importance of controlling common air pollutants that can damage workers' health.

To see 'A Beginners Guide to Indoor Air Quality' go to: www.thebesa.com search **beginners guide to indoor air quality**

ILO RECOGNISE NEW FUNDAMENTAL RIGHT

HEALTH AND SAFETY AT WORK VICTORY

After a long campaign by trade unions and occupational health and safety professionals the United Nations International Labour Organisation (ILO) has finally agreed to recognise health and safety as a fundamental workplace right.

At the International Labour Conference in June, they agreed to add the right to health and safety at work to the four existing fundamental rights - freedom from child labour, freedom from slavery, freedom from discrimination and the right to collective bargaining.

The campaign for recognition of health and safety as a fundamental right has been the global focus of International Workers' Memorial Day for the last two years.

According to the ITUC it is a significant victory. It gives a new impetus to trade union campaigns in all member states of the UN. This includes the UK where, despite the long history of legislation on health and safety, Governments have refused to ratify the basic ILO Convention 155 on occupational health and safety. The Convention

matters because it requires Governments to guarantee basic health and safety standards such as the right of workers to be consulted and the right to refuse dangerous work.

For more information about the importance of this success for the international trade union movement and what happens next, see the article by deputy general secretary of the ITUC Owen Tudor, in *Hazards* magazine.

www.hazards.org/deadlybusiness/fifthelement.htm

HSE PUBLISH ANNUAL WORK FATALITY FIGURES

HAZARDS CRITICAL OF HSE REPORTING

According to figures published by the HSE, 123 workers were killed in work-related accidents in Great Britain in the period from April 2021 to March 2022.

The industries with the highest deaths were:

- construction (30)
- agriculture, forestry, and fishing (22)
- manufacturing (22)

The three most common causes of fatal injuries continue to be:

- falling from height (29)
- being struck by a moving vehicle (23)
- being struck by a moving object (18)

The figures relate to work-related accidents and do not include deaths arising from occupational diseases or diseases arising from certain occupational exposures (including Covid-19). They also do not include all deaths from work-related accidents – for example they do not include deaths in work-related road traffic accidents.

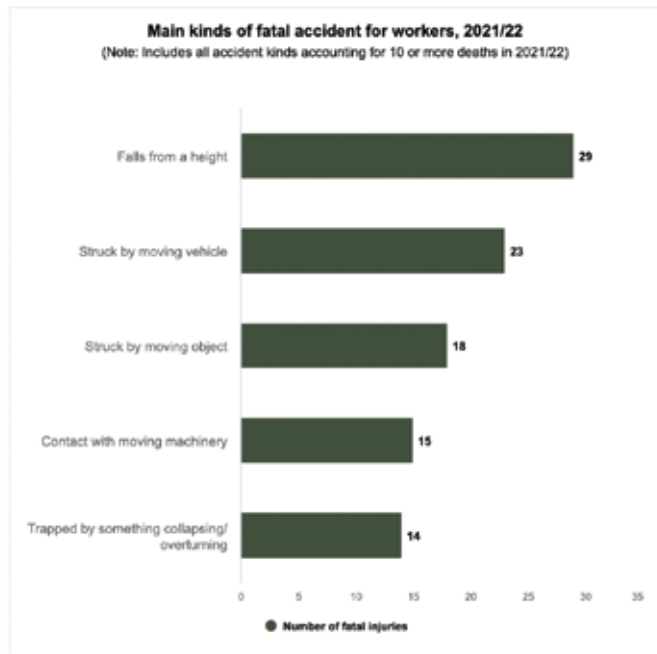
The Hazards Campaign argues that HSE figures seriously underestimate the numbers. See

their report 'The Whole Story' [gmhazards.org.uk/wp-content/uploads/2022/04/The-Whole-story-2022.pdf](https://www.gmhazards.org.uk/wp-content/uploads/2022/04/The-Whole-story-2022.pdf)

The HSE has also published the annual figures for mesothelioma,

which is a cancer that can be caused by past exposure to asbestos. The figures show that 2,544 people died from the disease in 2020.

www.hse.gov.uk



Graphic courtesy of hse.gov.uk

INSPECTORS' UNION CAMPAIGNS FOR HSE RESOURCES

Since 2010, the budget of the HSE has been cut by over 50 per cent. Prospect, the trade union for HSE inspectors, has launched a campaign calling on the Government to rebuild a properly resourced HSE by calling for:

- Commitment to ensure the HSE gets whatever resources it needs in the short term to keep people safe in this pandemic and to build civic confidence in the transition.
- Government-funded public

information campaign encouraging workers and the public to report breaches of workplace health and safety guidance to the HSE.

- Commitment from government in this parliament to reverse the cuts to the HSE made since 2010 and substantially increase the number of inspectors.

For more details, please see their campaign at: prospect.org.uk/health-and-safety-executive/

USDAW UPDATE H&S A-Z GUIDES

Diesel engine exhaust emissions and low toxicity dust have recently been added to the Usdaw website A to Z guides.

The guides are a valuable reference to assist officials, reps and members and cover a variety of H&S issues including: personal protective equipment (eg safety shoes/hats), hot and cold temperatures, shift working, machinery, driving regulations, toilet facilities, industrial disease, fire regulations and much more.

www.usdaw.org.uk/healthandsafety

MemberOffers

CARS & TRANSPORT

Car Maintenance
Car Parking: Q-Park
Fiat
Griffin Motoring
Startrescue
Vauxhall Cars

HEALTH & BEAUTY

Comfort Insoles
Gym Membership
My Active Discounts
Usdaw Health Plan
Usdaw Dental Plan
Vision Express

SHOPPING

Apple
Charles Tyrwhitt
Dell
Discount Card
Domestic Appliances
Gift Card Savings
Magazine Subscriptions
Usdaw Prepaid Cashback Card
UsdawRewards Cashback
Virgin Wines

INSURANCE

Accident Protection Cover
Home/Motor/Travel Insurance
Gadget Insurance
Life Insurance
Pet Insurance
50+ Personal Accident Cover
Free £5,000 Accidental
Death Cover

LEISURE & ENTERTAINMENT

Beer52
Cinema at home: Chili.com
Cinema Tickets
Discount Card
English Heritage
Go Ape
Golf Membership
Magazine App: Readly
Magazine Subscriptions
National Trust Gift Cards
SAA Art Membership
Theme Parks & Attractions
Virgin Experience Days

MONEY & FINANCE

Debt Advice
Financial Advice
Mortgage Advice
Pensions Advice
Pensions Annuity Service
Shepherds Friendly Savings
The Co-op Credit Union

HOLIDAYS

Airport Parking, Lounges
& Hotels
Away Resorts
Cottage Breaks
Eurocamp
James Villa Holidays
Lost Luggage Protection
Parkdean Resorts
Pontins
Wightlink Ferries

MISCELLANEOUS

Child-safe SIM cards
Gas and Electric
Mobile Phones
TOTUM Pro Card
International Student ID



Don't forget about the Union's free legal services such as free will writing and Legal Plus.

www.usdaw.org.uk/legal

www.usdaw.org.uk/offers*

*Terms and Conditions for individual offers on the website.

Find out more www.usdaw.org.uk/offers*

HOLIDAY EXTRAS



Discounts on airport parking, hotels, lounges and transfers.

Holiday Extras, the UK market leader for holiday add-ons, are offering Usdaw members an exclusive discount. They specialise in the essential extras that every traveller needs, working with Usdaw to make sure that you have less hassle and more holiday. With savings of up to 13%¹ on airport parking, 10% off airport hotels, 10%² off UK airport lounges, and 10% off airport transfers, Holiday Extras are dedicated to getting you into the holiday mood before you fly.

*To find out more go to: www.usdaw.org.uk/offers

CINEMA SOCIETY

Catch the latest blockbusters and save money on tickets.

Get up to 40% off next time you visit the cinema with fantastic discounts available at over 300 nationwide venues. Whether you are seeking action, romance, comedy or thriller, enjoy great savings every time at local and nationwide chains such as ODEON and Vue.*

*To find out more go to: www.usdaw.org.uk/offers



TOTUM PRO

The discount card and app.

TOTUM Pro offers discounts and deals on 350 brands including: 15% off a Disney + subscription, up to 15% with Samsung, 10% off at the

Co-op, ASOS and Halfords.

Plus, Usdaw members can buy a one-year membership (RRP £14.99) and receive 3 months free.*

*To find out more go to: www.usdaw.org.uk/offers

HOTPOINT

Privilege Purchase Club

Take advantage of the Privilege Purchase Club and its exclusive members-only pricing. Choose from over 850 different products which include great brands including KitchenAid, Whirlpool, Hotpoint and Indesit.

All appliances have already been pre-discounted, from washing machines, fridge freezers and dishwashers etc.

All prices include FREE UK delivery.*

*To find out more go to: www.usdaw.org.uk/offers



*Terms and conditions apply to all benefits. See website for details. Offers subject to change without notice and correct at time of print. The Cinema Society - discounts vary between cinema venues. Please check when purchasing vouchers, registration to The Cinema Society required to access discount. Holiday Extras - ¹airport parking offer: save 13% on all airport parking products excluding APH special offer products, NCP Edinburgh and airport owned products at Aberdeen, Belfast International, Birmingham, Exeter, Gatwick, Glasgow International, Glasgow Prestwick, Heathrow, Leeds Bradford, Luton, Norwich and Southampton (other discounted products are available). Discounts are subject to change and availability. Discounts will be unavailable at Airparks products during selected stay dates. ²Airport lounge offer: 10% discount available on selected UK lounges. Discounts are not obtainable on international lounges, discounts will be unavailable at 1903 lounge at Manchester and all lounges at Leeds Bradford Airport. Usdaw Discounts & Offers is managed and run on behalf of Usdaw by Parliament Hill Ltd. Further benefits are organised directly by Usdaw Membership Services. See website for details. Neither Usdaw nor Parliament Hill are part of the same group as the providers.

STAFF ANNOUNCEMENTS

Michelle Hargreaves starts her new role as area organiser based at the Leeds office, she talks about building a rapport with her reps and developing her patch

MICHELLE HARGREAVES

Former Next convenor and Usdaw activist Michelle Hargreaves has started her new role as area organiser at the Leeds office.

Michelle, 49, was a rep for 22 years at Next Distribution in Bradford and was site convenor for six years before starting work as an area organiser in May.

"I kept membership density at around 92 per cent during my time as the convenor at Next," said Michelle. "I was also active in the wider union. I completed both Academies and I sat on both my regional council and regional equalities forum.

"I was delighted to be appointed as an area organiser and so far I'm

really enjoying it. I learned a lot during my time as a rep and activist but it sometimes felt like different pieces of a jigsaw. Since becoming a full-time official I've been able to put those pieces together and see the full picture.

"My patch extends across Yorkshire, including Bradford, Skipton, Keighley with a small section of Sheffield. I've got a mix of retail and distribution, as well as some manufacturing sites so there's quite a range of workplaces there.

"My priorities are to really get to know my patch and my reps. I want to build a good rapport with the existing reps so we can develop the patch further and extend the reach of the union. I'll also be looking to



recruit new reps and find candidates for Summer Schools and the Organising Academy."

Access to **Labour Research** online resources for Usdaw Reps

A first rate service that publishes very useful news and information, designed specifically for reps, on a whole range of workplace topics, such as the monthly Labour Research magazine, Workplace Report, Fact Service and Safety Rep publications.

To access the resources, please log in using the following details at:
www.lrdpublications.org.uk

Username: **usdaw**

Password: **Urdaw1891**

NEW IN!**Leaflets & Booklets****LGBT Rights at Work** (Leaflet 337)**Rights for LGBT Parents**
(Leaflet 372)**Member Offers** (Leaflet 398)**Changing Gender - Understanding the Issues** (Leaflet 424)**Pensions and Redundancy Guide**
(Leaflet 440)**Together Against Hate Crime**
(Leaflet 445)**Puzzled by Pensions? How much has been lost to pension scammers?** (Leaflet 452)**Drivers' Handbook****Lone Working in the Convenience Sector Booklet****Puzzled By Pensions - Guide to Auto-Enrolment****Puzzled By Pensions? - Pension Credit****Puzzled By Pensions - Pensions Jargon Buster Guide****What's happening on your journey to work? A5 Leaflet for members - SJ001****Posters & Flyers****10 reasons not to opt out of a workplace Pension Scheme****A New Deal for Workers** (Poster)**Maternity Leave and Pensions Factsheet****Supporting LGBT Workers and Tackling LGBT Harassment** (Poster R57)**What's happening on your journey to work? A4 Poster for members - SJ002****Online Bitesize courses**www.usdaw.org.uk/learninggateway**LGBT+ RIGHTS AT WORK: ALL YOU NEED TO KNOW**

Usdaw has updated its leaflets on rights at work, rights for LGBT+ parents and changing gender

Years of campaigning by LGBT+ organisations and trade unions have resulted in LGBT+ workers enjoying the same rights at work as their heterosexual colleagues, including legal protection from discrimination.

Societal attitudes to LGBT+ people have also dramatically changed in recent years but there is still a long way to go. Usdaw is committed to building workplaces where LGBT+ workers feel safe to be open about their sexual orientation or gender identity.

Our series of leaflets will help you support LGBT+ members in your workplace.

The three leaflets cover legal protection from discrimination, rights for LGBT+ parents and a guide to the issues affecting transgender people. They've been newly updated and revised for 2022, so they're an important part of any rep's union library.

Check out the leaflets online at:
www.usdaw.org.uk/337
www.usdaw.org.uk/372
www.usdaw.org.uk/424

For a complete list of Usdaw publications and to order visit:
dtp.usdaw.co.uk/PublicationsCatalogue

Email your thoughts and pictures to us at: network@usdaw.org.uk

OVER TO YOU



Top: Women Chainmakers' Festival, Cradley Heath

Middle left: Usdaw joins the TUC march in London

Middle Right: Campaign Day at Sainsbury's Rugby

Bottom left: Mental Health week at Tesco Ashby

Bottom right: Membership Week at Tesco Mablethorpe





TERRY'S UKRAINE AID MISSION



Usdaw activist Terry Adair led his local Labour party in collecting a staggering haul of donations to help refugees fleeing the war in Ukraine.

Terry is the chair of Rother Valley Constituency Labour Party who amassed donations including 30,000 nappies, thousands of sanitary items, toiletries and clothing. Fellow Labour member Jamie Turner then drove the supplies across Europe to drop them off with the Polish Red Cross for distribution at refugee camps.

"We knew we had to do something to offer help and support to those affected by the war in Ukraine," said Terry. "We put out the word that we were looking for donations and within a week we had a lot of items together.

"We sorted through it at the local community centre before transporting the most urgent items to the Poland/Ukraine border where it was received by the Polish Red Cross.

"Everything went to help the Ukrainians – we raised £1,500 by recycling some of the clothes, which was doubled to £3,000 by the Disaster Emergency Committee. We couldn't fit everything in the first van but we found couriers who kindly provided free transport for the remainder of the donations.

"I was blown away by the level of support we received. I want to thank everyone who helped us get this organised."

*Top:
Recruitment day at the Boots
Logistics DC in Burton-on-Trent.*

*Middle:
Cost of Living protest at Stormont,
Northern Ireland.*

*Bottom:
Membership Week at Morrisons
Ross-on-Wye*



It's good
to talk

Small things can make a big difference when it comes to mental health

Get involved in helping us mark World Mental Health Day on Monday 10 October, by taking part in our first ever co-ordinated Day of Action on Mental Health.

- Usdaw's mental health campaign, It's Good to Talk, runs all year round, but the Day of Action is another opportunity to raise awareness of mental health and what the Union can do to help. Being in a Union can be good for your mental health.
- Help us get the message out that mental health is a workplace issue, let members know we can help with mental health at work, and pay credit to Usdaw reps for the support they give to members.
- Do as much or as little as you like. To find out more about how to get involved and to order campaign materials, visit: www.usdaw.org.uk/DayofActionMH

To find out more speak to your Usdaw rep,
visit the website or call our helpline.

helpline: 0800 030 80 30
website: www.usdaw.org.uk/DayofActionMH
email: equalitymatters@usdaw.org.uk

