

NETWORK

The bimonthly magazine for Usdaw activists | www.usdaw.org.uk | July/August 2011



BUILDING A STRONG UNION

Despite widespread economic gloom reps are standing up for members in all Usdaw sectors

■ Activist-in-depth puts Yvette in focus

Yvette Philbert is a busy woman in her division but found time to talk to *Network* page 9



■ Pride marches bring equality agenda to the fore

Reps from across the UK took part in Pride marches in the summer and there's more to follow page 14



■ Companies crash as economic woes hit home

The high street was battered in June as more companies went bust pages 4-7



Retail carnage

General secretary John Hannett's comment



There's no escaping the fact that the retail sector has had its worst six months in modern times with company after company closing, going into administration or shedding jobs.

While we haven't seen a 'Woolworths-size' collapse, we could easily be looking at thousands of jobs being lost. Most retail-watchers do not expect the cull to have finished yet so it's clear the economic downturn will claim other victims, particularly in the non-food sector, before the year is out.

Behind every closure and every statistic it is ordinary working people who are bearing the brunt of this economic meltdown made worse by the Tory-led Coalition's programme of cuts, tax rises and benefit reductions.

More scandalous yet is the ease with which companies can go bust and expect the state to pay redundancy to those who have lost their jobs. The UK remains one of the worst countries in the EU for protecting workers in these circumstances with staff having to wait months to receive their entitlements while they struggle to find alternative employment. We will continue to argue for better rights for workers and for a change in the law which currently allows companies to walk away from their responsibilities in such a cavalier manner.

Distribution

We also have to remember when retail jobs go this has a knock-on effect in distribution and transport. This sector has had its fair share of upheaval as well in the last few years with all of the major companies restructuring, moving depots, and opening and closing sites. We have just had our national warehouse and distribution conference where delegates told me about the continuing impact of agency workers. This is an issue which Usdaw has been facing for some years now and it's one which we will continue to pursue with employers. We have to find a way to protect both the permanent staff and stop the exploitation of agency workers, because if we allow this to happen we know it will impact adversely on our members. I believe we can only do this by negotiation with the hiring firms, recruiting agency workers and making sure the forthcoming Agency Workers' Regulations give us and them the chance to put all workers on a more equal basis. We can only do this with the support of our network of reps across the sector and urge all of you to get involved in our agency workers campaign.

Usdaw
Union of Shop, Distributive
and Allied Workers

“The UK remains one of the worst countries in the EU for protecting workers faced with redundancy when their company goes into administration”

USDAW

www.usdaw.org.uk

© Usdaw 2011

Reproduction in whole or part by any means without written permission of the publisher is strictly forbidden. The publisher accepts no responsibility for errors, omissions or the consequences thereof.

**Network is published
bimonthly and distributed to
Usdaw activists.**

Published by:

Usdaw

188 Wilmslow Road
Manchester M14 6LJ

T 0161 224 2804

F 0161 257 2566

E network@usdaw.org.uk

W www.usdaw.org.uk

HEAD OF MEDIA & COMMUNICATIONS

Mike Glover

EDITOR

Peter Rees-Farrell

REPORTER

Mairead Bradley

EDITORIAL ASSISTANTS

Sarah Bailey & Paula Barke

OTHER CONTRIBUTORS

Jo Bird, Ruth Cross, Tony Dale, Ruth George, Peter Hartt, Tony Larkin, Doug Russell and Nick Walker.

PHOTOGRAPHERS

Della Batchellor, Steve Bootle, Mark Button, Don Clements, Rod Leon, George Mahood, Dave Mills, Martin O'Neill, Lisa Payne, Picturepress, Kevin Shaw, John Snowdon and Richard Wood

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

ADVERTISING

Century One Publishing Ltd

T 01727 893 894 F 01727 893 895

E enquiries@centuryonepublishing.ltd.uk

W www.centuryonepublishing.ltd.uk

ADVERTISING MANAGER

Jonathan Knight

T 01727 739 193

E jonathan@centuryonepublishing.ltd.uk

PRINTED BY: Buxton Press



Contents

MEMBERSHIP WEEK GETS REPS ACTIVE

The second Membership Week of the year in June saw reps and officials pull out all of the stops to raise the union's profile and sign up new recruits. It certainly paid off with membership figures now nudging towards the 405,000 mark. **22-23.**



04 In the news

Usdaw is battling to represent members in the retail sector after they took a hammering in June with thousands of jobs put at risk and well-known high street names set to disappear.

08 Lifelong Learning

Firmly established as a core union activity, lifelong learning is adding value to workers' lives up and down the country.

09 Activist-in-depth

Eastern division's Yvette Philbert, who is a keen promoter of equality in the workplace, on her work as a union rep and what makes her tick.

10 Warehouse & Distribution Conference

With thousands of members in the sector, activists gathered in Warrington to discuss the impact of agency workers and what impact the forthcoming regulations will have on the union's ability to recruit and organise these workers.

14 Pride Marches

Activists turned out in force to participate in Pride marches in Glasgow, Blackpool and Birmingham and there are more planned for later in the year.

16 Equality Forums Nominations

Interested in the equality agenda? Now's your chance to get involved with the union's divisional equality forums and make your voice heard.

18 Pensions Conference

Expert speakers and delegates from across the UK met in Warrington to debate one of the biggest topics of modern times.

24 Working Tax Credit

Workers can claim in-work tax credits even if they don't have children – make sure you are in-the-know about these benefits with Usdaw's latest leaflet.

27 Survey

Network wants to know what you think of this publication and by giving us your views you could be in line to win one of five DVDs.

Regulars

12 Member services Find out if Usdaw can save you money

26 Staff news Retirements and appointments

28 Health and safety All the latest issues in focus

30 Letters What's happening in your division

IN BRIEF

■ Young workers to get Co-operative lift

The Co-operative Group, the UK's biggest co-op, is set to create 2,000 apprenticeships over the next three years as it aims to provide young people with jobs and training. The places will form part of a new £9m academy investment which will help the trainees gain qualifications and transferable skills across the Group's different divisions.

■ Pay settlement at Tesco distribution

Members at the new Tesco distribution sites, eight in all, have voted to accept a 2.5 per cent pay increase. Improvements to the first aiders payment, trainers allowance and the staff discount limit were also agreed. The deal became effective from June 26 and will run until next year's July pay review. Meanwhile, members covered by the Tesco Distribution Blue Book have voted in favour of a 2.5 per cent pay increase, payable in a lump sum. Improvements in the driver's meal allowance, first aid payments, trainer's allowance and the staff discount scheme were also agreed.

■ Retail chain goes out of fashion

Women's fashion retailer Jane Norman went into administration in late June putting 1,600 jobs at risk. The company closed its 90 UK stores after it failed to find a buyer for the business. Edinburgh Woollen Mill has since stepped in to rescue the brand and took 33 stores saving 400 jobs.

Speaking up for disabled workers

COALITION CONDEMNED

Disabled Usdaw activists came together at the TUC Disability Conference in May to debate the devastating impact the Government's cuts to welfare and social care spending are having on disabled people and their carers.

Jenny Bishop, the North Eastern's divisional delegate, spoke from the heart when she expressed concerns about the Coalition's proposals for welfare reform. "This Government is planning major changes to social security support in an attempt to get disabled people back into work," she said.

"There's no question that most disabled people who are able to work want to work but employers must also play their part. Too many of our workplaces are inaccessible and employers' fears of the

possible costs of employing disabled people present enormous obstacles to disabled people finding and keeping jobs. These issues have so far been overlooked by the Government in its rush to cut the benefit bill."

Conference also debated the recent rise in disability hate crime and concluded that elements of the media and their sole focus on fraud and benefit claimants as 'scroungers' has contributed to this.

Yvette Philbert, a new delegate to Conference explained she found the conference 'inspiring' and urged disabled activists in Usdaw to put their name forward for the event next year.

To find out more about how to express an interest in attending conference contact the equalities section on 0161 224 2804 or by emailing: equalitymatters@usdaw.org.uk



Activists ... Jenny Bishop and ...



... Yvette Philbert

Retailers buckling under pressure

Department store chain TJ Hughes, which employs around 4,000 staff, looked set to enter administration in late June as *Network* went to press.

The announcement was one of a string of high street names to admit they are in difficulties thanks to the recession, high rents and sluggish sales.

TJ Hughes, which was bought by private equity firm Endless in March, was founded in Liverpool in 1912, the firm has 57 stores across the UK.

In the year to January 31, the retailer lost more than £10m and was on the brink of collapse when Endless acquired it for a 'nominal amount'.

National officer John Gorle



said: "This will be devastating news for our members, but sadly it won't have come as a complete shock to most of them as they have been at the sharp end of the company's recent and urgent attempts to reduce costs.

"We have requested an urgent meeting with the administrators and have urged them to keep all stores open

and trading for as long as possible to allow time for a buyer or buyers to be found.

"TJ Hughes has a loyal and committed workforce. Usdaw will be doing everything we can to safeguard jobs and to advise and support our members through this very difficult and worrying time."

More at:

www.usdaw.org.uk/news

IN BRIEF

■ National pay deal at Tesco stores

Members covered by the Tesco Retail Agreement will receive at least a 2.5 per cent pay increase following agreement between the company and the union. In Metro, Superstore and Extra stores the new established C Grade will be £7 an hour. In Express stores this will be £6.632 an hour.

■ Pay deal agreed at Co-operative sector

Usdaw has negotiated a three per cent increase for members at the Co-op covered by the warehouse and transport agreement. The deal was effective from 1 May.

■ More closures as furniture chain folds

All UK Habitat stores outside London are to cease trading as part of a deal to sell the indebted furniture chain. Home Retail Group (HRG), owner of Argos and Homebase, is reported to be in talks to buy the Habitat brand. HRG will also buy three central London stores, with the other 30 outlets either to be sold or put into administration. HRG will offer jobs to many of the 900 Habitat staff affected, say reports.

■ Administration to cost thousands of jobs

Home fittings company Homeform, the owner of brands such as Moben, Kitchens Direct and Dolphin, went into administration in June. It employs more than 1,300 people in its showrooms and an additional 1,500 fitters and designers.

Hundreds of jobs go at store chain

ANOTHER RETAIL CASUALTY

Supermarket chain Haldanes Stores went into administration in June, with more than 500 workers facing redundancy and the closure of up to 27 stores across the country.

Haldanes Stores Limited was formed less than two years ago, initially to buy a group of stores the Co-operative Group had been instructed to sell by competition authorities, after its takeover of Somerfield.

National officer Joanne McGuinness said: "This is devastating news for our members.

"Our immediate priority is to support and represent our members through this very difficult and worrying time and we will be doing everything possible to help them secure alternative employment and to ensure they receive all monies and severance payments that they are entitled to.

"As there has been absolutely no consultation on the store closures and redundancies, as required by law, we will be making a claim on behalf of our members for a protective award. If successful this could lead to an additional payment to them of up to 12

weeks pay."

"Once again however, this situation highlights the fundamental weaknesses and injustice of the existing laws covering company closures and administration.

"Workers' legal protections and contractual terms can simply be ignored and it is the taxpayer who ultimately picks up the bill for outstanding payments and compensation owed to them.

"It is wrong and we shall continue to campaign for a fundamental change in the law so that workers are better protected."

Union mourns loss of Jane Hunter

RESPECTED COLLEAGUE

Former Recruitment and Development Officer (RDO) Jane Hunter died in May, she was 46.

Jane first joined Usdaw as a TUC Academy trainee in 1998 and was then taken on as a RDO in January 2000 and was based in the North West division. She retired on ill-health grounds in November 2008.

General secretary John

Hannett paid this tribute:

"Jane Hunter always enthusiastically supported the North West division and was well respected and held in affection by all her colleagues.

"As an RDO Jane supported many reps and members across the division. She engaged with members, while promoting Usdaw and the benefits of membership.

"Jane played an integral role within Usdaw not just as an RDO but was instrumental in

the establishment of the divisional equalities forum. As co-ordinator of the committee Jane not only raised the profile of Usdaw but did so with a great sense of humour and charm.

"Jane was a passionate trade unionist, always willing to go the extra mile on behalf of both members and colleagues alike. She will be greatly missed. Our thoughts are with her family and friends at this very sad time."

Click Connect Win



WEB MKK 0711

Sign up to our regular email updates and you could win a Digital Camera courtesy of





Win this!

www.usdaw.org.uk/emailupdates

Sponsored by UIA Tel: 0800 376 0300 www.usdawinsurance.co.uk Closing date 31 Aug 2011. Open to Usdaw members only. Terms apply.

MEMBERS' FURY AFTER COLLAPSE

COMPANY BOSS UNDER FIRE

Usdaw is writing to the Department of Business, Innovation and Skills (BIS) to detail its concerns about the running of failed fashion and home-ware chain Life & Style and its predecessor Ethel Austin.

Life & Style Retail Ltd went into administration in June amid press reports suggesting that owner Elaine McPherson may be involved in a deal to take the company out of administration for an unprecedented third time in as many years.

The union is extremely concerned at the prospect of Ms McPherson being

permitted to run the company again and has also written to Life & Style's administrators to request they ensure any prospective purchaser demonstrates an ability to run the business effectively and can provide a long term sustainable future for its staff.

National officer John Gorle said: "Our immediate concern is to safeguard the jobs of as many staff as possible and we have urged the administrators to keep stores open and allow as much time as possible for a buyer to be found.

"However, we are particularly alarmed by reports that the previous owner may be involved in taking the business out of administration for a third time.

"During the past three years staff have done everything to help make the business a success, yet in return they have been treated in a truly appalling and cavalier fashion.

"Reports that Ms McPherson may continue to be involved with the business really are the last straw and we can no longer remain silent on the way this company has been operating.

"Our members tell me Ethel Austin used to be a fantastic company to work for and that's why they have remained loyal and continued to back the business despite the shocking way they have been treated in the past three years." More at: www.usdaw.org.uk/news

Officer class on the right course

Fifteen activists took advantage of the union's tailor-made course especially for newly elected branch officers in June.

Held at the national training centre in Warrington, the five-day residential school covers all aspects of running a branch and looking after the members. It also explains how it fits in with divisional activities and when it links in with national conferences and procedures.

The group also meet up with senior officials and departmental heads who explain the work of their sections.

More at: www.usdaw.org.uk/training



The national training centre at Warrington hosts the popular branch officer's course

IN BRIEF

2011 Forthcoming events for your diary

July

15 – 17 July
Tolpuddle Martyrs Festival

31 July
Belfast Pride

August

26 – 29 August
Manchester Pride Festival

September

03 – 10 September
First series summer school

17 – 24 September
Second series summer school

24 – 25 September
South Wales & Western divisional conference

25 – 29 September
Labour Party conference

October

01 – 02 October
Scottish divisional conference

01 – 02 October
North Eastern divisional conference

08 October
Black Members' Weekend

More information at:
www.usdaw.org.uk/events

Usdawdrive... for promotional leaflets and further information call Sandra to see how we can help with your next recruitment drive or workplace meeting.



Find out how your members could save ££££s on their next vehicle purchase.



CALL: 0845 122 6916 OR VISIT: WWW.USDAWDRIIVE.CO.UK

Usdawdrive
Registered Office: Trax Park, Decoy Bank South, Doncaster, DN4 5PD

Staff try something new

Learning at work is proving to be popular with members keen to improve their career prospects

Sainsbury reps joined forces with officials and Academy organisers from the Southern division to persuade staff from the Whitstable and Sittingbourne stores in Kent to try something new and sign up to Check Out Learning.

Divisional mobile union learning rep Peter Chalklin helped co-ordinate and organise the learning roadshows which were run during membership week in June.

"The promotion days were very well received by staff in both stores. They highlighted the learning opportunities such as sign language and basic skills available for them and their colleagues. So when they do decide to take the plunge they know what to expect," said Peter.

"We had learning providers on hand from local colleges to talk staff through the details of each course, what it involved and how much time they would need to commit to their learning and Usdaw negotiated stand-down facilities for the reps from each store to attend."

"It was a great experience," said brand new rep Steve Manser from the Whitstable store. "I've been a rep for three months and been supported all the way by fellow rep Tony Sansum. This was the first time I've been stood down for a



Sainsbury's Sittingbourne push the Checkout Learning message

union event and it was great for my development.

"I personally benefitted from having the Academy reps and officials on board, I learned a lot from them. I know I'll feel more confident next time I'm out on my

recruitment duties."

Meanwhile, Academy reps and officials turned out again at the Sittingbourne store thirty miles away to support reps Sharon Hollands, Sue Dempsey and Lorraine Bean during their learning event.

"The day really captured people's interest," said Sharon who has been a rep for eight months. "Most members can relate to the campaign and the benefits of learning new skills so as a union event it

promoted Usdaw in a very good way. Not only did we encourage staff to sign up to learn on the day we also encouraged some to sign up to the union."



Sainsbury's Whitstable give the thumbs up to learning

For more Lifelong Learning information visit:



www.usdaw.org.uk/lifelong_learning



ACTIVIST IN-DEPTH

Eastern division's **Yvette Philbert** answers our questions on her experiences as a rep

“ I'm even more confident and organised, the sky is the limit! ”

FACT FILE & TRIVIA

FAST FACTS

- **Employer** Sainsbury's
- **Age** 48
- **Lives** Westbourne Park, London
- **Engaged** with one child
- **Union positions** Health and safety rep and branch chair
- **Branch** Capital Retail C012
- **Usdaw Activist** Since March 2010

MY FAVOURITE...

- **TV programme...**
CSI Miami



- **I spend my spare time...**
Organising charity events for the Caribbean High Commission's charity balls
- **The best moment of my life so far...**
is being able to return to work after being house-bound for three years

Why did you become an Usdaw rep?

To have the opportunity of taking my health and safety duties at Sainsbury's to the next level.

What's the best thing about being a rep?

Having access to a wealth of further education and training and other advanced roles within the union.

...and the worst?

Providing relevant information outside of rep's working hours.

Have you been on any union training courses?

I've been on the health and safety one and two – fantastic, and the branch officers course was absolutely five star.

How is it recruiting at your workplace?

Fairly easy as we have active reps across all shifts.

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

Election and de-selection process of reps.

What have been your highs and lows?

The best moment was doing my first safety inspection, there have been no 'lows' as yet.

Have you changed at all since becoming a rep?

I'm even more confident and organised.

And what's surprised you?

The lack of promotion of certain types of benefits such as sickness and convalescence.

How would you improve Usdaw?

To be more visible on TV, print media and radio, ie adverts and reporting success stories.

What's your advice to a member thinking about becoming a rep?

Give serious thoughts on the vast learning opportunities they would have access to.

If you were PM, what law would you introduce?

To have a night-time ban on lorries using roads in built-up areas, such as housing estates.

Looking back on your life, would you change anything?

After all that I have been through I do wish I'd had the opportunity to join the union when I was younger.

What's next for you?

The sky is the limit. Getting more involved and building up on my knowledge.

watch this space...

Do you want to volunteer to be *Network's* next **ACTIVIST IN-DEPTH** and share your experiences as a rep with other Usdaw activists?



network@usdaw.org.uk

TIME TO STAND UP AND BE C

Reps in the warehouse and distribution sector have seen massive changes and restructuring, one of the widespread use of agency workers. Delegates considered how best to meet the challenge with t



To challenge the exploitation and misuse of agency workers Usdaw believes that they need to be organised and have the protection of our union, deputy general secretary Paddy Lillis said in a keynote speech to delegates at the warehouse and distribution conference.

“Unorganised workers are a threat to all of us,” he said. “That’s why we have to use the forthcoming regulations to help us recruit these workers and ensure they get the equal treatment the regulations promise. Equal and fair treatment – because that’s what agency workers should be

entitled to. Equal and fair treatment because only that will stop rogue employers using lower paid agency workers to undercut the terms and conditions of the core workforce.

“As trade unionists we have to stop the exploitation of agency workers who endure lower pay, job insecurity and lose out on holiday/sick pay and access to pension schemes. We have to convince employers that they can no longer defend the extensive use of agency workers either on business or on moral grounds.”

Delegates discussed the issue at length during workshops and a question and answer session with general secretary John Hannett

“The UK uses more agency workers than any other country in Europe”

and Paddy Lillis. “Years ago agency workers were only used during certain times of the year but that’s long gone now,” said John. “And while initially permanent staff were unaffected as time has passed we have seen an erosion in their working conditions where employers have tried to level down rather than level up.

“In fact the UK uses more agency workers than any other country in Europe. We have to get a grip on this situation because we cannot afford to ignore the use, and abuse, of agency workers and the impact it is having.”

Paddy went on to outline the union’s intention to use the



Dennis Roe



Peter Chalklin



Karen Singleton



(l-r) Paddy Lillis, Jeff Broome and John Hannett

OUNTED

of the biggest issues has been the help of new regulations

regulations to promote Usdaw's profile and influence in depots across the UK. "We have many thousands of warehouse and distribution workers in membership – most of those in well-organised sites," he said.

"We have just launched our vulnerable workers campaign which looks specifically at how we can tackle the use of agency workers. In the past members and reps have been understandably fearful of being labelled racist if they raise the issue of migrant workers but we have to address this in an open and honest way.

"When workers are being exploited we have to stand up and say 'we're not going to allow that to happen in our workplaces'. We owe it to ourselves and our fellow workers.

"The next 12-18 months are unlikely to offer any respite to workers in terms of the economy, job security, and pressure on terms and conditions. But we will continue to invest in our reps – in their training and in the support they get from officials. We have produced a wealth of resources on the agency workers regulations and these will prove vital in helping our reps defend existing jobs and hopefully to recruit and organise among agency workers."



Agency Workers' Regulations in brief

The Agency Workers' Regulations will be implemented on 1 October 2011.

The Regulations state that an agency worker qualifies for equal treatment after they have been on an assignment for longer than 12 weeks. Equal treatment means that they should be treated as if they had been recruited directly by the hirer.

The comparison would be between an agency worker and the terms and conditions that a permanent worker employed for the same period of time would receive. The regulations also allow for a comparison to be made with someone doing 'broadly similar work' in another establishment of the same business.

Pay

The right to equal treatment will cover basic pay plus other contractual entitlements directly linked to the work undertaken by the agency worker.

These include: Overtime rates, shift allowances, unsocial hours premiums, and bonus schemes that are directly attributable to the quantity or quality of work done by the agency worker.

But the right to equal pay for agency staff excludes profit sharing schemes, occupational pension schemes or occupational sick pay schemes.

Holidays

Agency workers qualifying for equal treatment will be entitled to paid holiday entitlement equal to that of a comparable direct recruit, even if this entitlement is above the statutory minimum.

However, due to practical issues, hirers are able to make a payment in lieu of any entitlement above the statutory requirements.

Repeated assignments

As a result of the 12-week qualifying period, there was a concern that unscrupulous employers may try to end an assignment after 12 weeks and start a new assignment the next working day.

To avoid this, the Regulations state that a new qualifying period may only begin if the new assignment with the same employer is substantially different, or if there is a break in assignment of more than six weeks in the same role.

The final regulations also contain a measure whereby Agency Workers will have grounds for a claim to a tribunal if a structure of assignments develop, the most likely explanation of which is an intention to deprive them of rights to equal treatment rights – for instance, rotation between a series of 11 week assignments in 'substantively different' roles with a hirer.

Access to employment vacancies

Under the Regulations, agency workers are entitled to receive the same information about employment vacancies as comparable employees.

Access to on-site facilities

The Regulations state that agency workers should have equal access to on-site facilities such as: Canteen or other similar facilities, access to child care facilities, and the provision of transport services. This list is not exhaustive.

Agency Workers – Join Usdaw

The new regulations will deliver important new rights to equal treatment for agency workers, but equal treatment will only become a reality if agency workers get representation by joining Usdaw.

 agencyregs@usdaw.org.uk

 www.fair-ground.org.uk



MEMBER SERVICES

Usdaw works with all of its affinity partners to get you and your family the best deals available. Find out now if your union membership can save you money. For more information visit:


 www.usdaw.org.uk/memberservices



£25,000 WOMEN'S CANCER COVER

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

For an information pack, call 0800 072 6178

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

HOME, MOTOR & TRAVEL INSURANCE

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



Call UIA free on 0800 376 0300 quoting reference USDG or visit www.usdawinsurance.co.uk to buy and receive up to 15% online discount on home and travel insurance.

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

UK TOP ATTRACTIONS

Usdaw members can make great savings on the following UK attractions and theme parks: Alton Towers Resort, Chessington World of Adventures, LEGOLAND Discovery Centre Manchester, LEGOLAND Windsor, Madame Tussauds London, SEA LIFE centres & Sanctuaries, the Dungeons, THORPE PARK and Warwick Castle. To find out more or to book call 0871 222 4001 and quote REWARDS for your special discount or visit www.usdaw.org.uk/merlin



SAVE ON GAS AND ELECTRIC

Uchange4better can help you save on your gas and electricity bills. Try our free and unique 100% impartial energy search engine which allows you to compare the prices of all gas and electricity suppliers and find the very best deal for your home. You can compare by savings alone, CO₂ savings, customer service standards or a combination of all three. Simply key in your postcode, your current supplier and charges and the site will do the rest for you. It couldn't be easier.

To see how much money you can save visit usdaw.uchange4better.co.uk or call 0845 652 1683



USDAW HEALTH & DENTAL PLAN

Usdaw Health Plan

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

Usdaw Dental Plan

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

Designed and administered by Protego Group Ltd. Registered Office: 260-268 Chapel Street, Manchester, M3 5JZ. Authorised and regulated by the Financial Services Authority (registration number 304363)

*Money back may differ on NHS dental plans in Scotland and Northern Ireland

THE CO-OPERATIVE FUNERALCARE

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

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

Terms and conditions: 10% discount applies to Funeral Director professional services fees only (as detailed on the price list and estimate form provided at the time of arranging a funeral) and excludes discounts on supplementary services, coffin/casket selection, additional services and payments made on your behalf (e.g. clergy, doctors fees, crematorium/burial charges). 10% discount is not applicable on funeral plans. Both offers cannot be used in conjunction with any other offer. Offers valid to Usdaw members and their families until 31 December 2011. All offers are not retrospective. Our business terms and conditions apply. This does not affect your statutory rights.

BRITANNIA

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

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

To find out more call free on 0808 156 2838*

Visit your local branch or britannia.co.uk/usdaw

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



TAX REFUND SERVICE

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



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

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

NEW AND USED CARS

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

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

Part exchange welcome Finance available



To enquire online visit: www.usdawdrive.co.uk or call 0845 122 6916

FREE DEBT ADVICE

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

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

If you are an individual struggling to repay your debts use the CCCS Debt Remedy online assessment of your financial circumstances: <http://www.cccs.co.uk/usdaw>

Telephone debt counselling

Freephone 0800 980 8271

Mon to Fri 8:00am-8:00pm



BRITANNIA RESCUE



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

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

Call free on 08000 22 39 52 Apply online: www.britanniarescue.com/usdaw

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

GYMTASTIC OFFERS

Discounted rates on Gym Membership exclusive to Usdaw Members

Visit the following Usdaw websites for more information:

Fitness First: www.usdaw.org.uk/fitnessfirst
LA Fitness: www.usdaw.org.uk/lafitness
Nuffield Health: www.usdaw.org.uk/nuffield



Will you get time off for the Jubilee?

BY ROYAL APPOINTMENT

Bank holidays have been back in the news recently with the announcement that there will be a special bank holiday for the Queen's Diamond Jubilee next year.

The Government has also started a debate as to whether the May Day bank holiday should be moved permanently to another part of the year.

Public holidays, especially the rights to time off, can be a confusing issue. Even the term 'bank' holiday is confusing as, strictly speaking, it merely refers to the right of banks not to open their doors on a public holiday.

While we often see a lively public debate over when bank holidays are, little mention is made that workers' statutory rights to time off on public holidays are very weak. For example, there is no automatic right to paid time off on a public holiday or to receive premium payments if you work such a holiday.

Your rights to time off and premium pay depend on the contract of employment, staff handbooks and any trade union/company agreement.

Next year there will be an additional special bank holiday to celebrate the Queen's Diamond Jubilee. The 2012



More at: www.usdaw.org.uk

late May bank holiday will be moved to Monday 4 June 2012 and an additional Jubilee bank holiday will be on Tuesday 5 June 2012. The extra bank holiday and extended bank holiday weekend will also apply to Scotland.

Many workers will assume that they will get an additional day's paid leave for this public holiday. Despite declaring the day as a public holiday, the Coalition Government have not increased the statutory holiday entitlement which would have given many workers a right to an extra day's holiday.

Usdaw is urging employers to give all workers an extra day's paid leave. The union is also making the case that staff scheduled to work on 5 June should be given the option of taking paid time off and anyone choosing to work should get premium pay.

The Government is also proposing moving the May Day bank holiday to another date. The trade union movement is among many groups who want to keep the May Day public holiday. The case has also been made for St George's Day in April in England, St David's Day in March in Wales, or a Trafalgar Day in October to be bank holidays.

The UK has fewer public holidays than many countries across Europe. Instead of moving the May Day holiday there is a strong case for the UK to have an additional public holiday every year.

So let's save May Day as a public holiday and have an additional public holiday either on the national saint's days or a national day in October and give workers more rights to paid leave and premium pay for public holidays.

New Bill to help adoptive parents

Usdaw has warmly welcomed a new Parliamentary Bill that aims to secure equal rights to parental leave, pay and allowances for parents who adopt.

The Adoption (Leave, Pay and Allowance Arrangements) Bill, which was introduced by Valerie Vaz, Labour Member of Parliament for Walsall South,

received its first reading in early July and is now set to return for its second reading early next year.

At the moment women have a legal right of up to 52 weeks' maternity leave, regardless of length of service, while to be eligible for adoption leave, an employee must have at least 26 weeks' continuous service

with their employer. Mothers who give birth qualify for maternity pay at 90 per cent of average weekly earnings for the first six weeks, followed by standard maternity pay of just over £128 per week or 90 per cent of your earnings, whichever is lower. Adoptive parents are only entitled to statutory adoption pay of just over £128 per week.

IN BRIEF

Iceland being circled by big players

Speculation continues about the future ownership of the Iceland supermarket chain with founder and shareholder Malcolm Walker keen to fight off interest from Asda and the other big multiples.

Fatalities at work increase in last year

Statistics released by the HSE have confirmed that 171 people were killed while at work in the 12 months from April 2010 to March 2011, which is an increase of 24 on the figure for 2009/2010 (147). Agriculture, waste handling and construction continue to be the most hazardous sectors by occupation.

Labour win with reduced majority

Labour won the Inverclyde by-election for the UK parliament but its majority was more than halved. Iain McKenzie took the Westminster seat with 15,118 votes over the SNP's Anne McLaughlin on 9,280. Labour's majority fell from 14,416 at the 2010 general election to 5,838. The by-election was held after the death of David Cairns in May, aged 44. The turnout for the by-election was 45.53 per cent, down more than 17 per cent compared with the 2010 General Election.

Second biggest conference reminder

Members are reminded the Retail Trades Conference, the second biggest in the union's calendar, will take place on October 15 & 16. Anyone interested in going to the Manchester event should contact their local branch officer.

PRIDE OF BRITAIN

Activists turned out in force to support Pride marches in Blackpool, Birmingham and Edinburgh to promote the union's equality message and there's more to come

Usdaw activists across the UK did the union proud by taking to the streets to support regional Pride events. Usdaw made its presence felt in Birmingham, Blackpool and Edinburgh in May and June and more is planned for the rest of the summer in London, York, Leeds, Cardiff and Norwich.

"This was the first time I'd actually taken part in a Pride parade," said Josh Halliwell from Tesco Market Rasen.

"I hadn't realised before that Usdaw did this kind of thing. It felt good to be marching under the Usdaw banner together with other lesbian, gay, bisexual and straight activists. Over the weekend I learnt a lot about the union's equalities work and want to get more involved if I can. I'm already making plans for next year!"

"For the last four years, Usdaw's Scottish divisional equalities forum has made a big splash at Pride events," said Graham Newport, Usdaw activist from Tesco, Irvine. "This year we were in Edinburgh and we were the only union to have a stall. I think that says a lot about Usdaw's commitment to supporting LGBT members. One of the best things was to hear people saying – 'That's my union'.

"There is still a lot of ignorance and prejudice out there and many thousands of LGBT members don't feel safe to be out about their sexual orientation or gender identity at work. By being upfront and visible at Pride events, Usdaw is sending out a strong signal that they support their LGBT members and take tackling the harassment of them seriously."

As well as taking part in Pride events and talking to the LGBT community about the protection being in a trade union offers, two divisions brought members together the day before to find out more about current concerns and what help the union can give to better support LGBT members.

Activists came together in Blackpool the day before Pride to discuss LGBT issues. Tracey Mangan, from Tesco Newton-le-Willows, said: "This was the second time I'd been to an Usdaw LGBT get-together. It gets bigger and better each year. I found out a lot about the issues we share as lesbian, gay, bisexual and transgender members and also the differences between us. It's great that the union puts space aside for LGBT members to come together to talk openly and honestly about our experience. We don't always agree with one another, but I think I can say we do agree it's important we take action to address the fact that LGBT members are under involved."





Speaking out on equalities

The North Eastern divisional equalities forum organised a weekend school last month for activists interested in finding out more about how equality issues make their way onto the union's agenda.

The weekend was a great success with more than 30 members attending, many of whom were new to union activity and keen to learn more. The divisional equality forum members helped area organiser Lisa Hesse, the forum co-ordinator, and divisional training officer Mark Bibby run the School.

"The turn out was fantastic," said Lisa Hesse. "Equality and winning a fair deal at work for members isn't a minority issue but something that touches the lives of the majority of Usdaw's members."

Learning

"Activists came together to discuss the big equality issues of the day – rights for disabled members, the Pensions Bill and supporting women members going through the menopause emerged as three main areas of concern. Members learnt more about how the Annual Delegate Meeting (ADM) works, including how to draft propositions and amendments. On the Sunday morning we ran a 'mini' ADM where members practised speaking up in public."

General secretary John Hannett said: "The divisional equalities forums are an important part of the union's structures. They do a great job reaching out to members who are under involved in the union by putting on events like the weekend school in the North East and organising workplace visits where there are large numbers of women, black, LGBT and disabled members."

For more information about the work of the divisional equalities forums and how to get involved see pages 16&17.



CONTACT EQUALITIES ■ 0161 224 2804
■ equalities@usdaw.org.uk ■ www.usdaw.org.uk/equalities

Usdaw Divisional Equalities Forums

Would you like to be involved in the union's equalities work?
Are you interested in issues like disability, women's health, racism and lesbian and gay rights?

Usdaw is looking for members to take part in a divisional equalities forum. There are seats on the forum for the following groups of members – women, black and ethnic minority members disabled members and lesbian, gay, bisexual and transgender members (LGBT).

The reason why these members sit on the forum is because they are under involved in the union's structures. Usdaw believes this is wrong and wants to find ways to reach out to these groups of members.

Here are some of the practical things the forum does:

- Run weekend schools on issues like disability discrimination, women's health, tackling racism at work
- Organise local get-togethers and workplace visits to support and encourage new members
- Work with other union reps and officials to recruit more members and reps

If you would like to be involved in your divisional equalities forum please fill out the form opposite.

There are usually around four forum meetings a year and Usdaw will pay your travel, out of pocket expenses and any loss of wages for any forum meetings/events you take part in.

Nominations for the forums will be considered by your divisional council at their meeting in October. You will be contacted after this to be advised if you have been selected to sit on your forum.



Nomination Form for Usdaw Divisional Equalities Forums

Name: _____

Address: _____

Postcode: _____

Udaw branch *(if you know it)*: _____

Contact phone number: _____

email: _____

mobile: _____

Name of employer *(this is to help get the right balance of members on each forum – Usdaw will not make contact with your employer about your nomination)*: _____

Finally please tick one or more of the following boxes to tell us which apply to you. We need this information to make sure that the forum is fully representative of the groups of members (women, black and ethnic minority, disabled and LGBT) who are under involved in the union. The information provided will be used for no other purpose.

Male

Female

Black and ethnic minority

White

Do you have a disability?

Yes

No

Are you lesbian, gay, bisexual or transgender?

Yes

No

Please say why you would like to be involved in the forum.

This form is available in alternative formats ie Braille, large print on request. It can also be downloaded from the Union's website at www.usdaw.org.uk

Please return your completed form to either of the following:

- Your nearest Usdaw office (you can find the address by calling Usdaw on 0845 60 60 640*).
- Equalities Section, Usdaw, FREEPOST NAT19525, Manchester M14 7DJ.

*calls charged at local rates



PENSIONS CON

It's an important event in the union's conference calendar and provides active reps with every

The seventh annual pensions conference attracted expert speakers and the shadow pensions minister for a day of informative workshops, professional analysis and keynote speeches from industry insiders.

Usdaw activists from across the UK gathered at the national training centre in Warrington in June to learn more about the complex subject and to promote the union's pensions awareness campaign.

President **Jeff Broome** chaired the event. "There was plenty for us to catch up on at this year's conference," he said. "Last year's change of government saw the Tory-led

Coalition waste no time in turning the world of pensions upside down. Between the department for work and pensions and the treasury there have been dozens of consultations on proposed changes to the UK's pensions regime."

Workshops run by **Rob Hammond** and **Andy Thompson** from First Actuarial covered ways that trustees and companies can work together to reduce risk in their pension schemes.

Andrew Ashley-Taylor and **Tim Green**, pensions specialists from Hill Dickinson solicitors, provided expert legal advice on what a trustee's duties are, making discretionary decisions and what protection there is for trustees.

Usdaw pensions assistant **Peter Hartt's** workshop gave an overview of the UK pension system: the ins and outs of the state system, how company pensions schemes work and their funding.

Pensions officer **Nick Walker's** session covered some of the 'hot topics' in the world of pensions today, focussing on the planned increase in the state pension age and the Government's proposals to reform the state pension into a simpler, easy to understand, flat rate payment.

Senior policy adviser on workplace pensions for the National Association of Pension Funds (NAPF) **James Walsh**, discussed its vision for the future and the challenges facing the UK pensions system. These were:

- 20 million people not saving enough
- Too little confidence in pensions after scandals like Maxwell and Equitable Life
- Employers replacing generous final salary schemes with inferior money purchase schemes
- Too many small pension schemes covering small numbers of workers which don't provide value for money
- Increased regulation of pension schemes by government

The future of pensions could see:

- A reformed state pension – easier to understand, providing a foundation of retirement income
- More large pension funds covering a greater number



GENERAL SECRETARY JOHN HANNETT

“Women face a double whammy with some losing £10,000 in state pension”

We had no idea just how quickly and aggressively the new Tory-led Coalition would set about their programme of cuts and pensions were not immune, general secretary **John Hannett** told conference.

"Thousands of Usdaw members have been angered at plans to increase the state pension age.

"In particular, these changes represent a double whammy for women born in 1953 and 1954. Half a million women will wait more than a year longer to get their state pension, 300,000 women will wait an extra 18 months, 33,000 women – born in March/April 1954 – will have a delay of

two full years – this will cost them up to £10,000 or more in state pension payments they would otherwise have received. These changes are grossly unfair.

"We were also very disappointed to see the Government accept recommendations to increase the amount of money that workers have to earn before they become eligible to be automatically enrolled in a workplace pension scheme. The Tory-led Coalition recommended increasing the amount that workers must earn to qualify for auto-enrolment from £5,000 to £7,500 a year.

"This unfairly targets those workers who are least likely to have any pension provision – low paid part-time workers, many of them women working in retail.

"Automatic enrolment was legislated for by the previous Labour Government and – from October 2012 onwards – will require all employers to automatically enter qualifying workers into a workplace pension scheme with compulsory employer contributions.

"We will continue to raise awareness of these issues so members know how they will be affected and to ensure the Coalition is held to account for its actions."



CONFERENCE 2011

Everything they need to know about the complex subject of pensions – *Network* was there too

of workers providing better value for money

- Pension risks shared between scheme members and with the employer
- Better policy making by government

James Walsh also spoke about the work of the Workplace Retirement Income Commission (WRIC), set up by the NAPF and chaired by Labour peer Lord McFall. General secretary John Hannett is a commissioner. The WRIC will report back to government later this year on how the Coalition can fulfil its promise to 'reinvigorate occupational pensions'.



Want to know more about Pensions?

Improve your knowledge and confidence on pensions with Usdaw's Understanding Pensions Home Study Course.



www.usdaw.org.uk/homestudy4



To read a fuller version of John

Hannett and Rachel Reeves' speeches, visit:

www.usdaw.org.uk/speech



I will fight the Coalition every step of the way on the state pension age timetable



SHADOW PENSIONS MINISTER

Shadow pensions minister **Rachel Reeves** MP pledged to ensure that the Coalition builds upon the achievements of the Labour Government for pensioners and pensions and that the momentum for reform is not lost.

"Between 1997 and 2010 Labour made huge achievements of which I am incredibly proud," she said.

"Average gross pensioner incomes increased by more than 40 per cent in real terms. More than a million pensioners were lifted out of poverty, and now, pensioner poverty is at its lowest since 1979. The winter fuel allowance, free off-peak travel on local buses for 11 million over 60s, free TV licenses for over 75s and

increased tax thresholds to ensure that 60 per cent of pensioners do not pay any tax - have all made a difference. However, that is now being threatened by the Government as they raise VAT, cut the winter fuel allowance and change the system for the uprating of pensions.

One of the other major big changes that has been introduced is the switch from the use of Retail Price Index (RPI) to the Consumer Price Index (CPI) as the measure of inflation for uprating pensions. It makes no sense that pensioners, those on the lowest incomes who are least able to bear the burden, are being punished even when our economy is back on track. Experts estimate that this change could cost pensioners 15 per cent of their retirement income.

"I think the biggest challenge is the problem of under-saving with the proportion of people saving for a pension falling from 53 to 44 per cent.

"The Coalition is making big mistakes on the Pensions Bill, so I will fight every step of the way – on the state pension age timetable, on uprating, and on watering down auto-enrolment – to make them think again. I will fight for your members for fairness, justice and for the support from Government that they deserve."

THE ONLY WAY IS UP

Network caught up with this year's Academy1 intake in the Southern and Eastern divisions

Opportunity for Bryan



The Academy is the perfect opportunity for active reps to put their training and skills to the test in a variety of challenging environments, said 44 year-old Bryan Watt who works for Sainsbury's in Middlesex.

"Through the union I've been learning continuously since becoming a rep five years ago both looking after my members and while out on stand-down. I've attended lots of in-depth courses run

by Usdaw.

"But after spending time with other activists and speaking and listening to union officials at summer school and a recent branch officer's training course I thought the time was right for me to further my development even more and apply for the Academy.

"I really felt privileged to have won a place and I'm enjoying every minute.

"Staff welcome and appreciate the opportunity to speak to someone from the union face to face and learn more about the range of benefits and help they are entitled to when they join the union.

"Even though I'm only half way through I know applying for the Academy is one of the best decisions I've ever made."

Challenge for Carla



It was third time lucky for 44 year-old Tesco store assistant Carla Woodley who joined the class of 2011 in May after missing out twice previously.

"Because I'd already had the experience of preparing myself for the Academy before, when I found out I'd been successful this time, I was really up and ready for the challenge," said Carla from Chelmsford in Essex.

"I want to learn as much as I can about Usdaw and how

everything works. My previous experience with stand-down was good preparation for the Academy. And I know these six months will be a great training ground for me.

"There is so much variety with the Academy and you have to be prepared to use different methods. For instance you have to be more patient in small stores like the Co-op's because there may only be two members of staff in at a time when you visit and they haven't always got the time to spend with you.

"I've been received very well in every store I've visited, staff want to listen and talk to me and are keen to find out more.

"And when you see they are interested it gives your confidence a big boost and you can feel yourself grow."



Eastern division Academy1



You can keep up-to-date with all recruitment and organising info at

www.usdaw.org.uk/myunion



Southern division Academy1

Mike's moving in the fast lane on Academy1

It's a brilliant opportunity for me and I'm learning all the time, said 39 year-old Tesco.com driver Michael Smith from Croydon in Greater London.

"The first twelve weeks have gone so quick, its been non-stop. I've visited workplaces in and around Surrey including Ikea, Tesco Express and lots of Co-ops and I've been involved with inductions at the DHL depot

in Dartford.

"I've found that the issues are all very similar in the larger stores regardless of the company but in smaller stores it's a different story. Staff are mainly concerned about lone working and their safety as well as travelling home late at night at the end of a shift.

"This is where the union's campaigns come into their own and I tell them about the work we are doing with the

Freedom From Fear campaign and the work being done around safe journeys to and from work.

"All in all I think I've done pretty well so far. I'm pleased with the progress I've made raising awareness and promoting the union. There's no better feeling than signing up new members and reps and getting the union established in workplaces where we had little or no influence before."



Carrie's part of the team

With the union's help and support Morrison's Carrie Fineran is sailing through her secondment with the Academy.

"When I received the letter saying I'd been successful I couldn't wait to take up the opportunity to do a job I love on a full-time basis," said the 35 year-old mother-of-two from the Isle of



Wight.

"My patch covers the whole of the Isle of Wight and Portsmouth.

"The backup and support from everyone in the division is crucial. Paul Noakes my area organiser and coach is always on hand if I need any advice. We have regular training sessions over on the mainland, these are a great opportunity for me to meet with and learn from other Academy organisers in my division.

"This has given me the opportunity to reach out to workers who know very little about the union and also to see reps that I recruited on stand-down last year and see how they have progressed.

"Over the last three months I've witnessed first-hand why the union's Academy has been so successful."

IN NUMBERS

MEMBERSHIP FOR WEEK ENDED: 2 JULY 2011

South Wales & Westen.....	46,366
Eastern.....	58,545
Midlands.....	55,328
North Eastern.....	55,515
Scottish.....	43,874
Southern.....	54,213
North West.....	90,609
TOTAL.....	404,450

MEMBERSHIP WEEK

The second Membership Week of the year paid quick dividends as membership edged closer to the 405,000 mark proving once again that hard-working reps are the union's lifeblood

Thousands of reps, officials and organisers from the union's elite academies stepped up the pace to organise hundreds of events in workplaces and shopping centres across the country during Membership Week in June.

"Once again we have to commend our highly motivated and well trained teams of dedicated activists for helping to raise the union's profile and explain the benefits of union membership to workers currently out of reach," said deputy general secretary **Paddy Lillis**.

"With the continued economic uncertainty and thousands of retail jobs disappearing from the high street we need to get the message across more than ever that there has never been a better time to join Usdaw."

Academy organiser **Gavin Miller** is campaigning hard to establish a team of reps at the Sainsbury's Blackpole store in Worcester. "We haven't had a rep in this store for ten years and we now have three members interested. I'm visiting the store regularly using a little and often approach so as to build membership slowly but surely."

Over at the Tesco Metro store in Northampton town centre academy organiser **Dave Warwick** recruited four new reps and 12 new members. He said: "I'm pleased with the progress. The store opened in April and has 90 staff and we now have more than 50 per cent membership."

Sainsbury's rep **Janine Barlow** signed up eight of her colleagues during an 18-hour period of stand-down at her store. "It gives you such a buzz when you sign up a new member," she said. "Having the stand-down time was vital as it gave me quality time to talk with staff face-to-face. Membership is so important for support, and advice and with the union's backing members don't have to face things on their own."



LOCATION, LOCATION, LOCATION...

- 1 Tesco Stafford
- 2 Morrisons, Wellington
- 3 Tesco Northampton
- 4 Sainsbury's White Rose, Leeds
- 5 Morrisons, Handsworth
- 6 Sainsbury's Darley
- 7 Sainsbury's Blackpole, Worcester





You don't need children to claim in-work tax credits

With high inflation and economic slowdown, workers need all the financial help they can get



Lots of Usdaw members don't know that they may be able to claim Working Tax Credit (WTC), even if they don't have children, *writes political officer Ruth George.*

If you don't have children, you can make a claim if you are:

- Over 25 years old
- Work 30 hours a week or more on average (16 hours if you are over 60)
- Have an income of less than £240 a week if you are single or £335 a week (joint income) if you are in a couple.

Usdaw's updated *Working Tax Credit* leaflet (334) gives more information and a table of how much is due to individuals or couples depending on their household income.

Some people could be over £70 a week better off – so it's worth claiming. Even if it's just a couple of pounds a week, it soon adds up.

Usdaw's leaflet gives lots of information and a new online benefits calculator lets members find out about a whole range of

benefits they may be eligible for, and how much they would receive. The calculator is at www.direct.gov.uk (Look under the 'Money Tax and Benefits' section for the Benefits Adviser).

Help with reduced hours

Many members who are being asked to reduce their hours find that they could claim WTC to help make up the difference.

Example

Janet is 30. She is single and works in a supermarket for 36 hours a week on £6.67 an hour, receiving £240 a week in wages. Janet can claim £4.10 a week in tax credit (£213 a year). And if she only worked 30 hours a week, her wages would be £200 a week but her tax credits would increase to over £20 a week (over £1,000 a year).

NEW – Over-60s now only have to work 16 hours to claim

From April this year, over 60s only have to work 16 hours a week to be able to claim.

This includes many people who have taken retirement and top up their company pension with a part-time job.

Example

Andrew is 62 and his partner Liz is 58. Andrew retired from his main job with a pension of £150 a week. He now works for 16 hours a week for £112 a week. Andrew's total weekly income is £272 a week. He and Liz can claim £17.60 a week in tax credit (£916 a year).

John Hannett is keen that Usdaw members check if they can claim: "Everyone is feeling the squeeze from rising prices and Government cuts," he said.



"The Labour Government introduced Working Tax Credit to help working people and make sure they were always better off than they would be on benefits.

"Many Usdaw members are eligible for tax credits and need to know how to claim them. I'd urge every rep to order the leaflets and make sure members know if they can claim."

You can download the Usdaw leaflet from the union's website or order copies from the stationery department at central office on 0161 224 2804.

Download the updated Working Tax Credit leaflet at:



www.usdaw.org.uk/334

IAN AIMS TO PROGRESS ON ACADEMY THIS YEAR

Usdaw needs young members to take on the responsibility of being a rep, Ian Frazer fits the bill

Why did you join the union and why are you involved?

I joined at my induction because my rep convinced me of the great benefits. My colleagues recognised that I was a strong willed person and keen to help others and nominated me to become a rep. Being a shop steward is one of the best things that's happened to me with no regrets.

What's good about the union?

Everything. Workers rights are protected in lots of different ways because of the union: wages, discrimination, bullying, flexible working, study leave, sickness, the list goes on and on. And for reps there are endless opportunities to develop their organising skills, I've done a lot of stand-down and I'm learning very quickly with the Academy.

Do young workers join?

In my store, yes. Our two other reps, like me, are under 25 and this certainly helps. Membership is around 85 per cent and nearly all our young staff join the union. We're a well organised workplace and because of the union any issues tend to get sorted out very quickly and everyone is happy.

How would you increase membership?

I think a lower subs rate for people working less than 16 hours would help and if workers, regardless of their age, were paid the same rate of pay for doing the same job, I think it would encourage more young workers to join. Also introduce new methods of communicating such as texts or social networking.

FACT FILE & TRIVIA

FAST FACTS

- Age 23
- Lives Weston Rhyn, Oswestry
- Job Bakery Assistant, Morrisons
- Union positions Shop steward, H&S rep, branch secretary and currently on Academy1
- Branch NW Morrison K214

MY FAVOURITE...

- Book... Jeremy Clarkson: the world according to Clarkson
- Film... Hotel Rwanda
- Holiday destination... California, USA
- Night out... Is with the whole family in Wrexham
- Activity... Weekly family badminton

What's the best and worst thing to happen to you as a rep?

The best was the opportunity to join the Academy.

The worst is being spoken down to by older colleagues just because of my age.

Is it important that young people join the union?

Yes it is very important. We need to get rid of the image that unions are old fashioned and the more young people that join and get involved the more chance there is of loosing that image.

What's next for Ian Frazer?

Well I am looking forward to finishing Academy1 and progressing on to Academy2 next year if possible and developing more and more with Usdaw. My long term aim is to become an area organiser.



“ We need to get rid of the image that unions are old fashioned ”

NEWS IN BRIEF

■ Survey proves extent of retail abuse

More than three in every four businesses surveyed in Cardiff said they have been subjected to violence or aggression in the workplace.

Betting shops, newsagents, off-licences, pubs and clubs were high risk with many convenience stores saying the incidents happened every week.

Verbal abuse was the most common form of mistreatment reported at 94 per cent, followed by theft at 70 per cent.

Binge-drinking and drug abuse were considered the greatest causes of tension in the workplace by more than half of the shops surveyed.

Almost two in three businesses used advice and training to try to prevent further attacks, while 53 per cent ensured employees did not work alone and 48 per cent installed CCTV.

■ Cost of job losses laid bare by report

Employers have paid out £13.4bn in redundancy payments over the past three years as they have slashed jobs as a result of the recession and continuing slow economic growth, says a new report. It said last year the average redundancy payout was just over £9,000 per worker. There were 470,000 redundancies in the year to March 2011, down from 480,000 over the previous 12 months.

While the report suggested job losses in the private sector were slowing it expected more cuts in the public sector would continue and it warned that redundancy levels were likely to remain high this year.

LOOKING AHEAD

One of Usdaw's longest serving members of staff retired in July

Work study officer Hamish Coubrough called time on his 37 year association with Usdaw when he retired in July.

The 63 year-old has spent 28 years on the union's staff having joined as a research assistant in 1983. Four years later he was promoted to work study officer – a job that saw him travel extensively in the UK sorting out members' problems on working systems, from slaughter houses to mail order and from distribution to food manufacturing.

Hamish initially worked at his local Co-op store in his native Glasgow when he left school in 1964 before moving to the Spillars factory in 1971 where he became active in Usdaw. His education began here and having exhausted the union's in-house training he went to Ruskin College Oxford in 1977 on a union scholarship to study social studies. He then graduated

with a degree in economics from Kent University in 1982 and went on to complete an MSc, again in economics, at Birbeck College London.

"Usdaw has been a massive part of my life," said Hamish. "As soon as I started work I was interested in industrial relations and wanted to be on the right side – the workers' side. So getting a job with Usdaw was the ideal way to fulfil my ambition.

"My background allowed me to relate to our members and I've always tried to do my best for them. There's been massive changes during my time in the world of work so there's been a lot of variety in what I've done over the years."

In the short-term Hamish has a trip to China to look forward to with his partner Judith in September. Beyond that he also intends to play more golf, keep fit and do the jobs he has been meaning to do for some time. "I'm looking forward to it. I'll be keeping in touch



Hamish Coubrough

with my colleagues at central office and keeping an eye on what the union does."

General secretary John Hannett was keen to register his appreciation of Hamish's contribution to Usdaw. "Many thanks to Hamish for his near-lifetime commitment to Usdaw. He has given loyal and conscientious service to the union and I know his work has been widely appreciated by our members and officials in the field.

"Everyone at central office wishes him a long and healthy retirement."

Use Legal Plus to aid recruitment

Reps at the Sainsbury's store in Swansea took advantage of Membership Week to organise a Legal Plus Awareness Day and saw membership at the store break through the 70 per cent barrier.

"The feedback from staff was very positive," said Tania Davies who is one of a team of four reps at the store (pictured). "Although I've done lots of stand-down before this was the first campaign I've been involved in at my store and I was delighted at how well it went, it was a huge success.

"We have a good team of reps who were on hand



throughout the day and we also had the support and advice of experienced rep Pam Stanton from Academy2.

"We invited a local solicitor from Usdaw's panel at Leo Abse and Cohen to speak to union members who were delighted that they had the chance to speak to a legal

professional about all kinds of issues concerning themselves or family members.

"When other staff realised that they too would be entitled to free legal advice if they joined the union they either signed up on the day or have come to see us since to ask about the benefits of joining."

Tell us what you think of your magazine

We want to know what you think of Network, what you like, what you find useful and what you would like to see included in future issues. Simply fill out the survey and remember to complete the personal details section at the end if you want to be in with a chance of winning one of five *Made in Dagenham* DVDs about the campaign by women workers for equal pay at the Ford Dagenham car plant in the '60s – a pivotal moment in trade union history.

Tell us your views and you could win one of five copies of the film *Made in Dagenham*

1. Which of the following statements best describes the way in which you read Network?

- Cover to cover Glance at just a few pages
- Read bits and keep for reference
- Read pages of interest over a period of time
- Go straight to the sections I'm interested in - the same ones each issue
- Don't read it

2. Which pages in Network do you read regularly?

(tick as many as apply)

- News pages Your Letters
- Activist-in-Depth Health and safety
- Equalities in focus Education and training
- Lifelong learning Young and active
- Membership services Recruitment and organising

3. Do you find Network magazine? (please tick your top three)

- Interesting to read? Is relevant to you?
- Has an attractive design and layout?
- Provides you with useful information?
- Is a good way to find out what fellow members are doing?
- Keeps you up-to-date on union issues?
- Makes you feel a valued member of the union?
- Makes you aware of issues you would not otherwise be aware of?

4. Does Network help you to carry out your job as a rep?

- Yes No

5. Does Network regularly cover topics relevant to your job/workplace/sector?

- Yes No

6. If there was a dedicated page would you email/write to Network to share advice and information with other reps?

- Yes No

7. Should a cash prize be offered to encourage reps to recruit a friend/colleague?

- Yes No

8. Has Network encouraged you to visit the Usdaw website?

- Yes No
- Already visit Usdaw website Don't use the internet

9. How would you prefer to receive Network?

- View it on the Usdaw website
- As regular paper copies
- Download from the Usdaw website and view later

10. How do you rate Network? Please circle choice (1=poor and 10=excellent)

1 2 3 4 5 6 7 8 9 10

11. If you think there is anything currently not covered by Network that you would like to see in the magazine or if you have any comment please let us know:



If you would like to be entered into the draw to win one of five copies of *Made in Dagenham*, please complete your details below and return by 5 August 2011.

Name _____

Address _____

Post Code _____

Please send the completed survey to:
Network Survey, Usdaw
FREEPOST NAT19525
Manchester M14 7DJ

YOUR STARTER FOR TEN

Have a go at our health and safety quiz and put your knowledge to the test to find out if you are a safety expert or potentially in the accident zone and could benefit from some training

Q1 What is responsible for more work-related deaths in the UK than anything else?

- a) Asbestos
- b) Noise
- c) Falls from height

Q2 What are the maximum average number of hours you should work per week?

- a) 35
- b) 48
- c) 60

Q3 What do these safety signs mean?

- a) 
- b) 
- c) 
- d) 

Q4 How many workers are seriously injured in slips and trips in a year?

- a) 5,000
- b) 8,500
- c) Over 10,00

Q5 What is the maximum weight a woman can lift?

- a) 12 kg
- b) 17 kg
- c) 25 kg
- d) none of the above

Q6 Under lifting equipment regulations how often should a passenger lift be inspected?

- a) 6 months
- b) 12 months
- c) 18 months

Q7 How many Usdaw safety reps are there?

- a) 4,460
- b) 8,400
- c) 2,350



Q8 Which of these is NOT a legal function for safety reps?

- a) Investigating accidents
- b) Inspecting the workplace
- c) Carrying out risk assessments

Q9 Local Authorities enforce health and safety in shops. How many inspectors are there?

- a) 670
- b) 1,050
- c) 3,400

Q10 How many members received compensation with the help of the Usdaw FirstCall service last year?

- a) 2,817
- b) 3,451
- c) 3,789

HOW DID YOU SCORE?

answers are at the bottom of the page

- 8 – 10** Well done! Maybe the Government should have given you the job of carrying out the current review of health and safety law!
- 5 – 7** Very good! You are exactly the kind of well-informed rep the union needs to look after the members.
- 2 – 4** Not bad! But if you think you need more training as a safety rep talk to your training officer or check out the training programme on the union website: www.usdaw.org.uk/myunion
- 0 – 1** Never mind! You probably still know more about health and safety than most government ministers.



inspected every 6 months. **Q7.** A – We have 4,460 safety reps identified on the activists database. We know we need more. If there are vacancies where you work talk to your fellow members to look for volunteers. **Q8.** C – Although safety reps should be consulted on risk assessments, it is not one of their functions to do them. It is the employer's responsibility to carry out risk assessments. **Q9.** B – In 2010 there were 1,050 full-time equivalent inspectors covering 1,130,000 premises. **Q10.** A – 2,817 members secured compensation of over £15 million in 2010. Learn more about health and safety at: www.usdaw.org.uk/healthandsafety

ANSWERS Q1. A – Asbestos is the deadliest work-related killer. Currently over 5,000 people a year die from asbestos-related cancers. **Q2.** B – The maximum average working week for most workers should be 48 hours. **Q3.** A – Fire Exit B – No Riding on Forks C – Danger of Electrocution D – Stack Correctly **Q4.** C – Over 10,000. Although it may seem a trivial risk, slips and trips account for the highest number of serious injuries from workplace accidents. **Q5.** D – None of the above. The law does not set a maximum weight that can be lifted as weight is only one of several risk factors that have to be considered. **Q6.** A – Any lifting equipment that carries people must be

New job, new dangers

Workers are three times more likely to have an accident in the first six months at a workplace than during the whole of the rest of their working life, official figures have shown, with young people and migrant workers particularly vulnerable.

The HSE has issued guidance on reducing accidents to new starters explaining that the increased risks arise because of

- lack of experience of work in a new industry or workplace;
- lack of familiarity with the job and the work environment;
- reluctance to raise concerns (or not knowing how to); and

- eagerness to impress workmates and managers.

This means workers new to a job or workplace may not recognise hazards or may not understand obvious rules for use of equipment. They may be unfamiliar with site layout - especially where site hazards may change from day to day and may ignore warning signs and rules.

The guidance suggests control measures, information, supervision and understanding as ways of tackling the problem.

The guidance can be found at: www.hse.gov.uk/diversity/new-to-the-job.htm

Wanted: more women safety reps

The HSE has joined with the TUC to encourage more women to become health and safety reps in the workplace.

A new leaflet 'Help Make Your Workplace Safer', explains that by representing your colleagues you're playing a vital role and making sure that women's views and experiences of workplace health and safety are taken into account.

The enforcement agency urges women who are interested to contact their union.

Usdaw will be distributing

copies of the leaflet to equalities co-ordinators and to officials.



Hazards Conference

The 22nd National Hazards Conference takes place at Keele University on 2-4 of September 2011.

The conference is the UK's largest event for safety reps, with over 500 delegates from several trade unions. As in previous years the conference covers a wide range of topical H&S issues through a mixture of plenary sessions and workshops.

Delegate fees are £235

(residential) and £145 (non-residential). The absolute deadline for applications is Monday 18th August 2011.

For further information and a registration form contact: Greater Manchester Hazards Centre, 70 Alexandra Road, Manchester M16 7WD. Telephone: 0161 636 7558 or email: hazconf@gmhazards.org.uk www.hazardscampaign.org.uk/hazardsconference

Spotlight on John Middleton



Employer: DHL Tesco, Northampton

Job: Warehouse associate/Four days a week

Branch: Corby Industrial E10

Joined: 2004

Age: 65

Married: Yes with three children and five grandchildren

The company I work for.... manage the freezer logistics for Tesco stores throughout the UK.

My job involves.... picking orders for frozen food and loading them onto lorries for delivery to Tesco stores.

I'm a health and safety rep.... because there were a lot of dangerous work areas in the freezer and although procedures were in place most were being ignored. As a H&S rep I have had my training and am now more aware of all the regulations and how important it is to make sure these regulations are applied.

Our safety committee.... is made up of three health and safety reps, three managers and a health and safety consultant employed by DHL. Risk assessments are one of the issues on the agenda where we are working together to make improvements.

What does the future hold? My concerns are that companies will try to increase productivity at the expense of health and safety and as a result safety inspectors will not be able to cope because they will be undermined and overworked.

Contact for health and safety information

✉ Doug Russell on healthandsafety@usdaw.org.uk

🌐 or visit the website: www.usdaw.org.uk/healthandsafety

£50 UP FOR GRABS!
Write to the editor of *Network* and you could win £50 if your letter is chosen as the star letter.
This issue's winner is **Lynda Mitchell**

SEND YOUR LETTERS TO:

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

✉ network@usdaw.org.uk



COURSE WORK

Checking it out

Tesco Clacton's Checkout Learning event was a real success, which saw many staff interested in taking part in the new initiative provided by Learning Curve.

Numeracy and literacy took high priority with staff, and any wishing to undertake their numeracy and literacy course with a final accreditation at the end, had an added incentive of £50 worth of shopping vouchers on completion of the course.

Staff were also keen to find out information on other courses provided by the WEA including alternative relaxation techniques, creative writing, cookery and computer and internet skills.

The beauty of courses provided by the WEA is that members from Usdaw who have completed such a course may apply to have their class fees refunded up to a maximum of £75 per year.

Many surveys were completed and staff highlighted the importance of learning and the value it brings when learning something new to either support their current job roles or just to try something different, that they wouldn't normally do.

HELEN KING
Mobile union learning rep,
Eastern division

Many thanks

We had a fantastic weekend at the west of Scotland federation school where reps learned all about ADM. We would also like to thank Jenni Murray the tutor and John Tonner and Neil Ford for all they did for us.

JEAN HESSION
West of Scotland Morrisons
G131

STAR LETTER

MEMBERSHIP GREEK

A little R&R makes great R&O

Even on holiday on Corfu, I did not hesitate to recruit Will Fenemore from Tesco Extra Hemel Hempstead. Maybe it was the sun or more likely my passion for the union that got to Will in the end.

He was on holiday with his girlfriend Cat and they hope to get married on a Greek Island in two years time. Will is also interested in becoming a union rep, now the benefits of membership have been explained to him.

My long suffering husband Bill was grateful for the distraction as he was able to spend more time at the bar. Just goes to show a union rep's work is never done!

LYNDA MITCHELL
Somerset General A230



SOUTHERN ULRs UNITED

Learning reps get-together is a huge success

Over 20 Usdaw Union Learning Reps (ULRs) got together to discuss lifelong learning at the Southern division's first ever ULR Forum at the Chequers hotel near Gatwick.

It was a really positive and interesting day with lots of new ideas on how learning could help to take forward Usdaw's organising and campaigning work.

Peter Chalklin spoke on

new developments in the division and Adrian Ryan from unionlearn updated them on work that the TUC was doing around learning as well as sharing information and ideas amongst themselves.

"It was great for so many of us to get together," said Amy Murphy, a ULR from the Tesco Crowborough store. "It makes you realise you're not on your own."

"I have just started my work as a ULR", added Dave McFarlane also from Tesco, "and it's given me some ideas about using my role as federation chair to get the federations more involved in lifelong learning."

SUE MERRELL
Deputy divisional officer,
Southern division



THANKS FROM LABOUR CANDIDATES

Jackie's council win

I am writing to pass on my thanks for the donations I received from the central political fund, and also branch funds.



I was successfully elected and am now a councillor for Quarry Bank and Dudley Wood Ward on Dudley MBC.

I am very grateful for all the support I have had from yourselves and many others in the union over the years. I feel that my membership of Usdaw and the support and training received have played a large part in giving me the confidence to stand for election.

JACKIE COWELL
Branch secretary,
West Midlands
General E160

**Angi has made important political progress**

I wrote some time ago to local branches asking for donations to help me stand in Elland, West Yorkshire, as the Labour candidate.

I would like to thank all for their donations that were gratefully received, and give an update of the results.

This has been my second election standing in the local community, last year was the first time in nearly 30 years that anyone from Labour had stood against the Lib Dems and the Conservatives.

We were very proud to have had the number of votes and better still tripled the Labour

membership, at that point we had the opposition keeping their eye on us, if not worried, they had to get out there and work – this was not going to be the foregone conclusion they'd had for the past 30 years.

This time however, there were only 27 votes between myself and the Lib Dems, and less than 70 votes between the Conservatives. The successful candidate was a Tory, but we have definitely got them very worried!

I couldn't have done it without the support of my union, both the political

office and branches and I am very grateful for this.

There is always next year – plans are already in place to have a bigger and more successful campaign.

Again a very big thank you.

ANGI GALLAGHER
Branch chair,
West
Yorkshire
Tesco F192



SUCCESS STORIES

Staff's hard work keeps their learning on course

Congratulations to Staff at Morrisons Baillieston (near Glasgow) on completion of an IT course which was held in the store on Wednesday evenings as part of the ongoing Checkout Learning campaign.

Certificates were presented by course tutor Ailsa Dewar from

Cardonald College.

And well done also to the 12 staff at Morrisons Lindsayfield in East Kilbride who have successfully completed a British Sign Language course.

Everyone really enjoyed it and learnt lots, from how to sign the alphabet, their names and addresses to how

to help customers in store.

Many thanks to course tutor Linda from Sign and be 'Heard' for making the learning experience such good fun.

SHONA WILSON
Mobile union learning rep,
Scottish division

A MUCH NEEDED BREAK

Holiday offer

The Mary Macarthur Holiday Trust was created in 1922 in memory of Mary Macarthur, a prime mover early last century in trade union activities, promoting the concept of equal pay, conditions and employment rights with men.

The Trust continues today to pursue her ideals for women, in providing financial assistance to enable women, without any realistic hope of a holiday, the possibility of enjoying a break in their working lives.

The range and complexity of individual cases referred to the Trust together with letters of thanks received, is proof that its work is just as relevant and vital today as it has ever been.

If not yourself, you may know a woman work colleague who has fallen on hard times, by reason of illness, problems in relationships or is facing other similar issues who would benefit from a holiday, which would otherwise appear out of reach.

If you have someone in mind and need further information please call 02920 359091 or visit: www.mmht.org.uk

Festival focus

This is the Usdaw stand at the Bradford Mela held in June.

The day was a great success in promoting union awareness in the Asian Community.

Many thanks to everyone involved.

MARK TODD
Area organiser,
North Eastern
division





Putting Agency Workers on Fair Ground

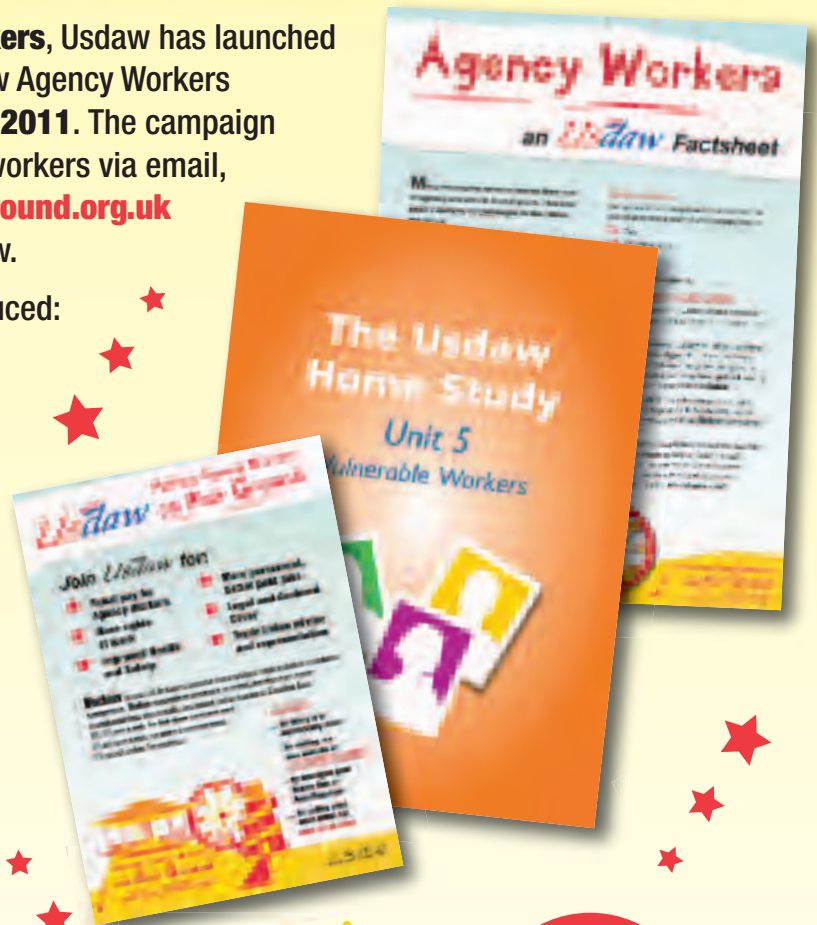
AS part of its project to protect **vulnerable workers**, Usdaw has launched its first e-campaign to raise awareness of the new Agency Workers Regulations due to come into force on **1 October 2011**. The campaign aims to reach out to reps, members and agency workers via email, facebook and a dedicated microsite www.fair-ground.org.uk and provide factual information about the new law.

To help understand this complex law, we've produced:

- ★ **Vulnerable Workers Usdaw Home Study**
A course explaining the effects of vulnerable work and the role of trade unions in combating vulnerable work
- ★ **Agency Workers an Usdaw Factsheet**
An easy to understand guide on the Agency Workers Regulations
- ★ **Putting Agency Workers on Fair Ground**
A leaflet detailing some basic rights which Usdaw can help enforce for all workers

To request your copy of our new Home Study Course or download the Fact Sheet and Leaflet visit www.fair-ground.org.uk you can also request the publications using the form below.

We need your support to make this campaign a success. Please visit and **LIKE** our first official facebook page *On Fair Ground*. You can also sign up for email updates at www.fair-ground.org.uk/site/sign-up



Please send me:

Qty

Putting Agency Workers On Fair Ground Factsheet (A4)	
Putting Agency Workers On Fair Ground Leaflet (A5)	
Vulnerable Workers Usdaw Home Study Course	

Name: _____

Address: _____

Postcode: _____

Branch: _____ **Mobile No:** _____

Email: _____

Please complete and return this slip to: Susan Bickers, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ