

# NETWORK

The bimonthly magazine for Usdaw activists | [www.usdaw.org.uk](http://www.usdaw.org.uk) | May/June 2011



## ONWARDS AND UPWARDS

Reps are going the extra mile to ensure Usdaw remains the fastest growing union in the UK

### ■ Activist-in-depth puts David in focus

David Webb has found a new lease of life as an activist in South Wales & Western division  
page 9



### ■ Lifelong learning is winning new converts

Reps are organising courses to improve their members' career and life chances  
page 8



### ■ DIY chain Focus is the latest retail casualty

The aftermath of the recession is far from over, all the news from Usdaw  
pages 4-7





# Growing force

General secretary John Hannett's comment

I'm delighted to report that we have passed the 400,000 membership mark for the first time since 1988. This is a remarkable achievement and all of our reps and officials should feel very proud that their efforts continue to pay off. I want to put on record my personal thanks to all of you who have played such a vital role in our success.

It's undoubtedly a landmark figure but Usdaw is not just about numbers. What this development shows is that workers believe in the union and what it can deliver for them as individuals and collectively. It also shows that our organising strategy, which puts reps at the centre of everything we do in the workplace, is paying off.

We now have a bigger and better trained army of reps than at any time in the history of the union. Our investment in our activists – on training courses, on the Academy1&2 and in our range of trade conferences – prove that we are doing the right thing. We continue to be the fastest growing union in the UK and I believe we have the best trained reps in the UK too.

## Democracy

The talent in our ranks was on display at this year's Annual Delegate Meeting where delegate after delegate spoke both confidently and often passionately about issues close to their and their members' hearts. Usdaw is the only union that holds an annual conference which allows activists to fully participate in setting the union's future agenda. The four-day event is also a great chance to meet up with new and old friends and to learn from each other. It's a great example of democracy in action and if you didn't get the chance to go this year I urge you to think seriously about going next year and start to put plans in place to play a bigger part in the union's democratic structures.

## Looking ahead

Our award-winning Freedom From Fear campaign will hold its annual Respect Week from 7–13 November this year. In the past this has looked at all of the issues around preventing abuse and violence against staff. We have had some success but the problem persists and we have to continue to carry the campaign into the stores, both large and small, that rude and aggressive behaviour towards staff is not part of the job and will not be tolerated. Look out for more information in the coming months on Respect Week.



“What this development shows is that workers believe in the union and what it can deliver for them individually and collectively. It also shows our organising strategy works”

**USDAW**

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**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](mailto:network@usdaw.org.uk)

W [www.usdaw.org.uk](http://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, Tony Larkin, Doug Russell and David Williams.

## PHOTOGRAPHERS

Della Batchellor, Don Clements, Steve Bootle, Ian Sadler, Bob Bowen, Martin O'Neill, Richardsons Photographers, Rod Leon, Bill Miller and Kevin Shaw.

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](mailto:enquiries@centuryonepublishing.ltd.uk)

W [www.centuryonepublishing.ltd.uk](http://www.centuryonepublishing.ltd.uk)

## ADVERTISING MANAGER

Jonathan Knight

T 01727 739 193

E [jonathan@centuryonepublishing.ltd.uk](mailto:jonathan@centuryonepublishing.ltd.uk)

PRINTED BY: Buxton Press





# Contents

## MEMBERSHIP PASSES THE 400,000 MARK

Reps are using pensions awareness days and recruitment drives to boost membership. Meanwhile organising officers for both Academy1&2 have started their six month secondment which will inevitably see a further boost to membership. **20-23**.



### 04 In the news

The vulnerable workers campaign has gone viral, while members at Unilever took their pensions protest to London. Plus all the other company news from across all the union's sectors.

### 08 Lifelong Learning

Active reps are keeping the learning flag flying high and bringing important opportunities to members to improve their lives and career prospects.

### 09 Activist-in-depth

Sainsbury's rep David Webb from the South Wales & Western division answers *Network's* questions on being a rep and his plans for the future.

### 10 Looking back on 20 years

Can you remember where you were in 1991? *Network* glances back on the last two decades – on membership growth, important legal changes, political victories and defeat, and national and international events.

### 13 ADM 2011

Full coverage of the union's biggest event the Annual Delegate Meeting which took place in the Winter Gardens, Blackpool in April. The four day conference brought together activists from across the UK to discuss and decide the union's priorities for the next year.

### 24 Politics

A report on the response to the threat to Sunday trading, how the pensions campaign is progressing and an election review all feature in this issue's politics spread.

### 27 Equalities

The TUC Black Workers' Conference saw Usdaw's delegation make their voice heard and the union has just published important advice for reps on how to deal with mental health issues.

## 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

**■ Sunshine sales boost in April**

Retail sales jumped 5.2 per cent in April thanks to the warm weather and the back-to-back long weekends. It reversed a 3.5 per cent fall the previous month, according to a survey by the British Retail Consortium (BRC). But despite the sunniest April on record, the BRC warned that the underlying picture remained one of weak spending and retailers under great pressure.

**■ Mothercare plans to close 100 stores**

Mothercare has said it will close more than a quarter of its UK stores over the next two years as part of its plans to reduce its high street presence. The company also reported a slump in full-year profits as UK sales fell due to bad weather in the run-up to Christmas and increased competition. By March 2013, the company said it planned to have reduced its total store numbers to about 266 from 373.

**■ Workers' rights under scrutiny**

The Tory-led Coalition looks set to weaken workers' rights even further after it announced a review of employment legislation in May. The department for business innovation and skills said it would be looking at collective redundancy consultation periods, the Transfer of Undertakings Protection of Employment Regulations (TUPE) and compensation awarded by employment tribunals.

# MP was a strong Usdaw supporter

**OBITUARY: DAVID CAIRNS**

Uสดaw was very saddened to hear of the untimely death of David Cairns, Labour MP for Inverclyde, he was 44.

David was a determined campaigner. He promoted a Private Member's Bill to give shop and betting workers in Scotland the right to refuse to work on a Sunday, bringing Scotland into line with the rest of the UK. The Sunday Working (Scotland) Act 2003 became law with the support of the then Labour Government.

John Hannett paid tribute to the hard-working MP. "This Act was a step forward for shopworkers' rights in Scotland. We asked David to take up this campaign in direct response to Argos sacking hundreds of Usdaw members for refusing to sign a new contract that

required Sunday working. David did a superb job getting the legislation through, which helps to promote family-friendly policies and improve work-life balance. And because of our campaign the company saw the error of their ways and offered the employees their jobs back.

"David exemplified the very reason why it is so important for our union to have good relations with politicians who share our aims and aspirations.

"Sometimes we need a political solution to counter the problems our members face and we need friends like David to deliver those solutions.

"David will be sorely missed and our thoughts are with his partner and family at this very difficult time."

A by-election will be held for the Inverclyde seat in due course.



IN NUMBERS

**MEMBERSHIP FOR WEEK ENDED: 21 MAY 2011**

South Wales & Western .....	46,353
Eastern .....	58,205
Midlands.....	54,679
North Eastern .....	55,056
Scottish.....	43,475
Southern .....	53,599
North West .....	90,215
<b>TOTAL .....</b>	<b>401,582</b>

## Be prepared for the hot weather!

The early heat wave has already raised concerns about temperatures in some shops and warehouses. No doubt there will be more hot weather before the summer is over.

Temperatures are rising in many workplaces leaving members feeling hot and bothered but don't despair, there is something you can do.

As many reps will know there is no maximum temperature required in indoor workplaces. Usdaw has campaigned for some years to have a maximum of around 27 degrees C to 30 degrees C included in the law.

But even in the absence of a

maximum standard, employers have a duty under current health and safety legislation to ensure a 'reasonable' temperature in the workplace.

Excessive temperatures can lead to sweating, irritability, nausea, headaches, dizziness, fainting, muscle cramps, extra strain on the heart and ultimately heat stroke. The problem is worse when there is

high humidity or workers work in areas with hot machinery.

There are things that can help relieve the effects of high temperatures including air conditioning, ventilation, cooling fans, removal or isolation of heat sources, frequent rest breaks, constant supply of cold drinks, job rotation, relaxation of dress codes etc.

Makes sure you have copies of Usdaw's 'Keep you cool' leaflet and poster ready for the next hot spell.







## IN BRIEF

### ■ New Co-op jobs boost in Burslem

Usdaw has welcomed the announcement by the Co-operative Group that they are to create 120 new jobs at their call centre in Burslem, Stoke-on-Trent, to handle enquiries for the Group's membership reward scheme.

The Co-op says the new service, which is expected to be up and running by July 2011, will create 80 permanent and 40 temporary jobs.

### ■ Extra hours in-store at Morrisons

Supermarket chain Morrisons will extend the opening hours of its stores as it seeks to compete with its rivals and increase its sales turnover.

The majority of the stores will now stay open until 9pm and in some cases 10pm.

### ■ Iceland sale could spark bidding war

Frozen foods retailer Iceland could be put up for sale by its majority shareholder Landsbanki, the failed Icelandic bank. This may prompt a fierce bidding war between some of the biggest retailers.

Morrisons, and others, are rumoured to be casting a close eye over the company which has almost 800 stores.

### ■ Sainsbury's profits up in uncertain times

Supermarket group Sainsbury's has reported a 12.8 per cent rise in annual pre-tax profits to £827m. It said that total sales for the year to 19 March rose 7.1 per cent to £23bn, with non-food sales up strongly. But it warned that the economic environment remained 'uncertain'.

# Vulnerable staff need your help

## AGENCY WORKERS' RIGHTS

Usdaw has welcomed the new regulations to help enforce the rights for agency workers, which come into force on 1 October 2011.

Usdaw's new campaign to raise awareness of the new regulations was launched on 23 May and needs the support of all reps to ensure that agency workers don't get taken for a ride.

John Hannett said: "We can all do something in this campaign. It is likely that the number of agency workers in

workplaces will grow over time and we need to be ready to protect everyone's interests by ensuring that all workers are organised into the union."

This campaign will be run as an email campaign and has a dedicated website and Facebook page. If you don't have access to the internet or an email account, you can still get involved by writing to Agency Workers Campaign, 188 Wilmslow Road, Manchester M14 6LJ.

Visit: [www.fair-ground.org.uk](http://www.fair-ground.org.uk) and find out



how you can get involved. Watch the case study videos of real stories from agency workers, complete our survey or do a quiz. There is also advice on the Agency Workers' Regulations and how they may be used to enforce rights for agency workers.

Morrisons' rep Lois Potter had a pleasant surprise in April when shadow chancellor Ed Balls and local Labour MP Gordon Marsden called into her Blackpool store ahead of speaking at Usdaw's Annual Delegate Meeting.

Lois showed the VIPs around the store where the two were keen to listen to members' experiences about life on the retail frontline.



## Jobs out of Focus as recession bites

### LATEST RETAIL FATALITY

Up to 3,000 jobs are to be lost at Focus DIY after the administrators announced the closure of its remaining 120 stores in late May. The chain went into administration in early May after being hit by the continuing weak housing market and low consumer confidence.

Initially the stores continued to trade as administrators tried to find a buyer for the firm, 31 were sold to rivals B&Q for £23m. While Wickes Building Supplies have also bought 13 stores from the

administrator, saving 345 jobs in the process. In addition eleven stores were sold to B&M Retail.

Focus, which had almost 4,000 staff, cited problems with its credit facility before entering administration. A management buy-out failed to materialise.

Simon Allport, one of the joint administrators from Ernst & Young, said: "Despite management's actions to tightly control costs and restructure the operations, unfortunately it has not been possible for the business to continue to trade outside of insolvency."

Focus DIY was founded



in 1987, with six stores in the Midlands and the north of England. It had annual sales of about £450m.

Focus used to own the Wickes chain, which it bought in September 2000 before selling it in February 2005 to Travis Perkins.



# Twinnings loses grant to relocate

## LOBBY PAYS OFF IN EU

Usdaw has welcomed the decision of the European Commission to withdraw a €12 million grant to tea company Twinnings which is planning to close its North East factory and cut jobs at the Andover site.

Twinnings announced in November 2009 that they intended to move most of their tea production to Poland and China with the loss of almost 400 jobs. It subsequently emerged that Twinnings were in line to receive an EU grant of €12 million toward the total cost of their new €45 million factory in Poland.

Usdaw believed the grant to be in breach of EU rules as it

was clearly being used to help subsidise the export of UK jobs to elsewhere in the European Union.

Earlier this year, the union and Euro MPs Stephen Hughes, Peter Skinner and Keith Taylor met with European employment commissioner László Andor to raise their concerns and the commissioner confirmed that the grant would be blocked if investigations found it had been agreed incorrectly.

Usdaw also backed the MEPs' request that the UK Government apply for funding from the European Union's Globalisation Adjustment Fund (GAF) in order to assist redundant Twinnings workers. A



response from the Government on this issue is still awaited.

General secretary John Hannett said: "While this won't stop the relocation plans, we hope it will send a clear signal to other firms that they cannot misuse EU funds to make UK workers redundant and relocate elsewhere in Europe."

## Closure marked end of an era

The major re-organisation of the Co-op Retail Logistics system in 2010 saw the Talke, Staffordshire, site closed and the transfer of business to the former Somerfields site at St Helens, Merseyside.

The closure of Talke was in three phases, September, October, and November, with a small team retained to decommission the site. The final closure took place in late December. Reps supported members at the site in the run up to the closure, offering advice and practical support on redundancy payments, redeployment and training opportunities.

**John Cliffe, branch secretary**



Moving on . . . (l-r) Julian Walker, Michael Passe, Robert Stevenson, Daryll Perks, Pat Mitchell, and John Cliffe

## IN BRIEF

### 2011 Forthcoming events for your diary

**18 – 19 June**  
Midlands divisional conference

**20 – 26 June**  
Membership Week

**30 June**  
TUC Lesbian, Gay, Bisexual and Transgender conference

### July

**02 – 03 July**  
Southern divisional conference

**15 – 17 July**  
Tolpuddle Martyrs Festival

### 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

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

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

*Usdawdrive*

# From IT skills to Spanish

Union Learning Reps are encouraging union members to improve their skills and their careers

## MEMBERS GIVE THE THUMBS UP TO LEARNING

**L** about leader and Doncaster North MP Ed Miliband dropped in at the Asda Wincanton distribution depot in Doncaster in March to find out how learning is delivering for members at the site (picture 1).

"It was brilliant to have such a high profile person visit," said Union Learning Rep (ULR) **Phil Jones**.

"Members have signed up for courses in IT, maths and English and also Spanish.

"Learning has really taken off and staff are happier in their work as a result, it's great to see."

Meanwhile, (picture 2), it was smiles all round for learners at the Asda store in Coleraine, Northern Ireland when they were presented with Essential Skills Level 1 ICT certificates from project worker **Lorna Young** and ULR **Mark Cooke**.

The deputy manager, also presented each recipient with flowers from the company.

"Learning has made a massive difference to staff morale," said Mark. "For many it's the first time in years they've done any kind of a course so it's great when they come to you and say they want to sign up for more."

Members at the Co-operative Pharmacy's National Distribution Centre (NDC) in Meir, Stoke-on-Trent are getting in the holiday spirit after completing a six-week beginners course in Spanish (picture 3).

"We all enjoyed the short course and we're pleased with our progress," said ULR **Kevin Sheldon**.

"We were all very enthusiastic about signing up for the more advanced course so we could improve even more.

"The course will run for 20 weeks for an hour a week and learners will get a recognised qualification when they finish."



**web...**  
For more Lifelong Learning information visit:  
[www.usdaw.org.uk/lifelong\\_learning](http://www.usdaw.org.uk/lifelong_learning)



Right: ULRs Karen Harris and Sally Gallagher are providing support for more than 700 of their colleagues as they deal with redundancy at the Tesco Fenny Lock distribution centre in Milton Keynes.

"When the closure was announced in March it was devastating news," said project worker Phil Gander.

"Although facing redundancy themselves Karen and Sally's experience and advice has been invaluable. They set up workshops to deal with everything from CV writing to dealing with financial help and the benefits available."







# ACTIVIST IN-DEPTH

South Wales and Western division's **David Webb** answers our questions on his experiences as a rep

“ You always have to sell the benefits of the union to get strong membership numbers. I always tell people that they can't afford not to be a member in today's climate. ”

## FACT FILE & TRIVIA

### FAST FACTS

- **Employer** Sainsbury's South Molton
- **Age** 51
- **Lives** Exmoor National Park, North Devon
- **Married** to Kathryn and have a 21 year old son
- **Union positions** Active representative & health and safety rep
- **Branch** Barnstaple A14
- **Usdaw Activist** Since 2010

### MY FAVOURITE...

- **TV programme...**  
anything to do with wildlife
- **I spend my spare time...**  
on Exmoor photographing wildlife
- **The best moment of my life so far...**

has been retiring from removals and moving to Devon ...removals was very hard work. Also, I have just been chosen to be part of this year's Academy intake for 2011.



### Why did you become an Usdaw rep?

I had a bad experience when I was not a member and this spurred me on to find out more about the work that the union does for its members. We did not have a rep at the time so I jumped in with both feet and became a member and rep at the same time. I did this to ensure that my colleagues had some support and that what had happened to me would not be allowed to happen to anyone else.

### What's it like being active?

The best thing about being active in Usdaw is the feeling of satisfaction when you know that you have made a difference to the outcome of any work related problems and knowing that the members really do appreciate what you are doing for them.

### Have you been on any union training courses?

I've been on the health and safety course and the union rep's course and both were really professional and helpful to my union role in the workplace. I have also completed the home study courses which gave me an insight into other areas of the union.

### Have you been to ADM?

No, I was unable to make it this year, but I am going to make an effort to get there next year. Everyone that I know who did go said what a great experience it is, so I am really looking forward to the next one.

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

Wages and the proposed change in Sunday trading.

### What have been your highs and lows?

The best moment of being a union rep is getting a good result for the member whereby they are happy, and the worst is if one of the members loses their job.

### Have you changed at all since becoming a rep?

Yes, I am very confident dealing with management now on an equal level. I am also able to organise the workplace better to suit the needs of my membership which has continued to grow steadily over the last few months.

### And what's surprised you?

Management's attitude towards me since taking the role on. They seem to listen more and consult me on different things which can only be a positive thing and good for the union.

### How would you improve Usdaw?

That's a hard one to answer, everyone that I speak to says that membership subs could be lower, but I am fully aware and point out that, in fact Usdaw has one of the lowest subscription fees of all unions!

### What's next for you?

I plan on building on my experience of being an Academy organiser and taking the benefits of the forthcoming six months back into the workplace to make it an even better place to work.

**watch this space...**

Do you want to volunteer to be Network's next activist in-depth? Email: [network@usdaw.org.uk](mailto:network@usdaw.org.uk)

# A LOOK BACK AT THE LAST 20 YEARS

**T**wenty years on and Usdaw has almost 60,000 more members than it did in 1991 having reached its lowest point in 1995.

Five general elections, three general secretaries and some historic milestones along the way mean it has been an eventful two decades for everyone involved in Usdaw.

But some things don't change. Witness the 1991 headline in Arena/Network's predecessor publication

Usdaw Today - Sunday Trading Ban Needs More Teeth - if the Tory-led Coalition get its way there may be no Sunday trading ban to defend.

There has been a few casualties along the way - most notably Woolworths but also Kwik Save, Somerfield, Safeway and many others have disappeared from the high street. Have a look at Network's timeline and let us know what stands out for you in the last 20 years. email: [network@usdaw.org.uk](mailto:network@usdaw.org.uk)



341,349  
members

**GENERAL ELECTION**

Tories win with a surprise 21 seat majority

**GENERAL ELECTION**

A landslide victory for Labour with a 177 seat majority

**GENERAL ELECTION**

Tony Blair again majority

283,255

309,811

1991

1992

1993

1994

1995

1996

1997

1998

1999

2000

2001

RECESSION : RECESSION :

**1991**  
Usdaw celebrates a century of service to its members

846  
Usdaw  
branches

**1991**  
Nelson Mandela is released from prison marking the beginning of the end for apartheid in South Africa

**1993**  
Six Regulations on health and safety at work are introduced, the most important change to health and safety law since 1974

**1994**  
IRA announces a truce ending 25 years of conflict in NI

**SUNDAY TRADING ACT**  
The Sunday Trading Act limits large stores to six hours trading and offers some protection to workers

**NATIONAL LOTTERY**  
The National Lottery is launched. Meanwhile the famous Littlewoods Pools survives but goes into sharp decline with thousands of job losses

7,000  
activists

**1999**  
National Minimum Wage introduced at £3.60 an hour for workers aged 22 and over

**2001**  
Terrorists crash four planes, two into the Twin Towers, in the USA killing more than three thousand people

**2000**  
Dutch owned C&A closes all of its UK stores

**2001**  
Usdaw website launched



**GENERAL SECRETARIES**



**Bill Connor**  
1997 – 2004



**John Hannett**  
2004 – present



The union's main printed communication with members has evolved from a newspaper in 1991 to two glossy colour magazines in 2011

**THE PRESIDENTS**



**Marge Carey**  
1997 – 2006



**Jeff Broome**  
2006 – present

**GENERAL ELECTION**

Labour wins with a majority of 165

340,011 members



**GENERAL ELECTION**  
A slim 66 seat majority secures a third term for Labour

**GENERAL ELECTION**

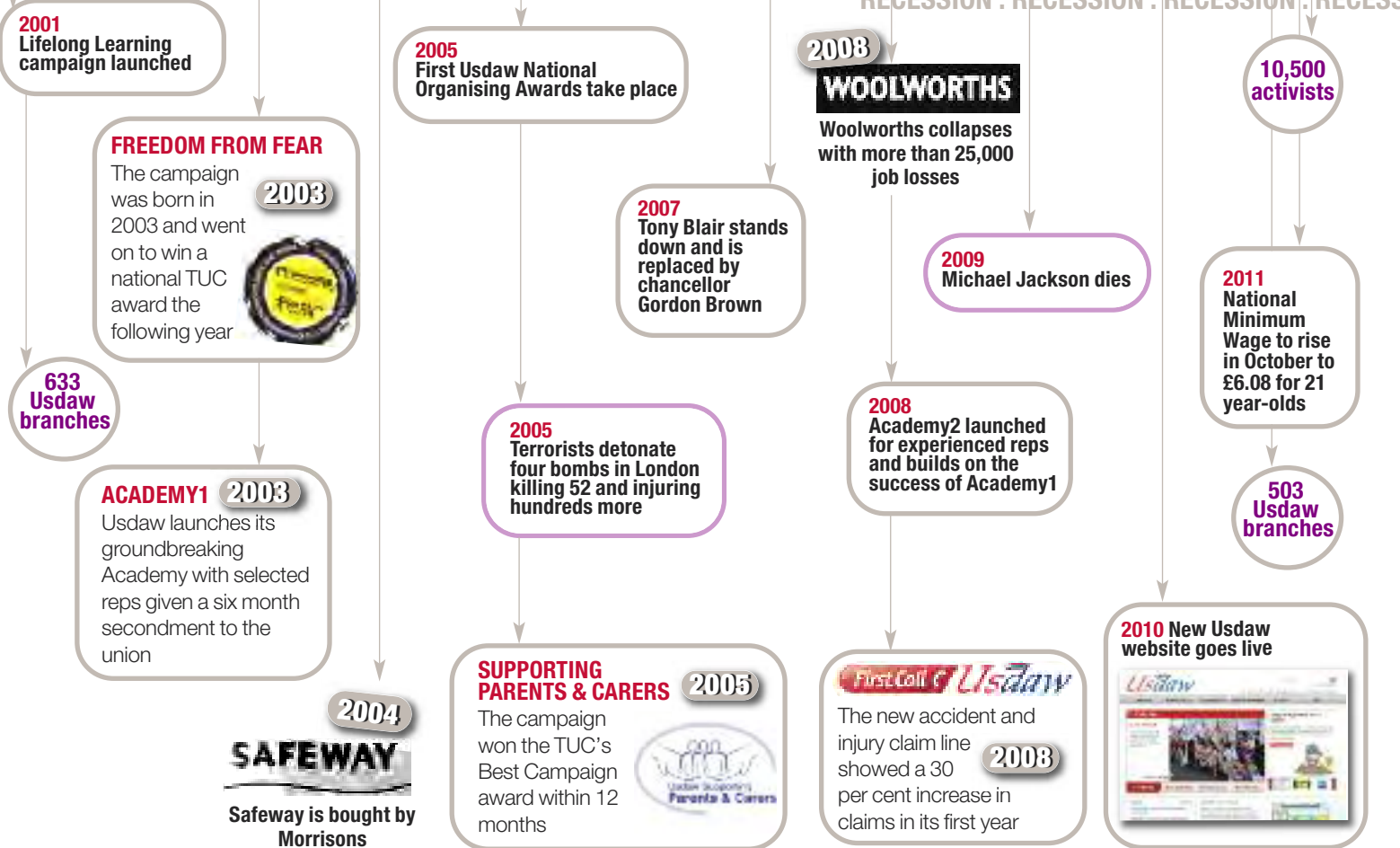
With no overall majority a Coalition Government is formed

386,572 members

401,582 members

2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

RECESSION : RECESSION : RECESSION : RECESSION



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

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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](http://www.usdaw.org.uk/merlin)



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Visit [www.co-operativefuneralcare.co.uk](http://www.co-operativefuneralcare.co.uk) for your nearest Co-operative Funeralcare or call **0800 083 6301**

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

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

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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>

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Nuffield Health: [www.usdaw.org.uk/nuffield](http://www.usdaw.org.uk/nuffield)





# THE UNION'S GOT PLENTY OF TALENT

Usdaw activists from across the UK turned up in their hundreds to attend the union's parliament – the Annual Delegate Meeting. The four-day event was held in April and decided the union's policies for the coming year. **Network** had a ring-side seat

**M**ore than 1,000 activists from across the UK and from all sectors gathered in the Empress Ballroom, Winter Gardens Blackpool in April for the biggest event in the union's calendar – the Annual Delegate Meeting (ADM).

Eighty three propositions and three executive council statements made it on to the Final Agenda Paper and with a special appearance from the shadow chancellor Ed Balls MP it was an eventful four days.

General secretary John Hannett and Paddy Lillis deputy general secretary were centre stage alongside president Jeff Broome who chaired the conference. In his presidential address he said reps could be proud of their achievements over the last 12 months. "Membership has grown 17 per cent in the last four years, and we recruited 76,000 new members in 2010 giving

us greater influence with employers. It's clear activists go that extra mile to ensure Usdaw remains the fastest growing union in the UK."

One of the key debates saw delegates vote overwhelmingly for a small subs increase. Scale A will rise from £2.14 to £2.18 a week, Scale B from £1.88 to £1.91, and Scale C from £1.34 to £1.36 a week. John Hannett said: "This will allow us to invest further in our organising agenda, our Academies, our training for reps and to ensure we deliver a first-class service to our members.

"It will also help us to promote our campaigns in the more challenging political environment. Strong financial management has meant we don't have to seek a large increase, but we must plan strategically for the future and this modest increase will allow us to remain a strong independent union and to improve members' lives."

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



Delegates at the Empress Ballroom, Winter Gardens, Blackpool



Paul Whydall



Peter Wolfe



Maggie Hughes



Sachin Patel



Melissa Jane

# Health services in the ADM spotlight

One of the lengthiest and wide-ranging debates was on the health services and covered everything from blood donation to streptococcus.

**Paul Whydall** (Nottingham Area Tesco E82) called on the union to lobby government to change the ban on male blood donors who 'have ever had sex with men'.

"HIV / AIDS is not a gay specific disease and makes no distinction between sexuality," he said. "I believe it is my civic duty but I can't because I'm gay. Even if you practice safe sex you're still banned. Many other countries do not have this ban. All blood is thoroughly tested so it's wrong to keep discriminating against men."

**Peter Wolfe** (NW Tesco Retail No.7 K227) seconded the proposition and said the ban could be traced to the so-called "'80s gay epidemic'. "This is unscientific, irrational and homophobic," he said. "It's not a gay issue it's just an issue. There are

around 86,000 people living with HIV / AIDS, 42 per cent are gay."

**Michelle Barnes** (NW SD Logistics Sata K7) spoke up about cardiac risk in the young. "Around 12 people aged 14 to 35 die each week in the UK because of this silent killer," she said. "Little is known about it but screening is essential. No parent should go through the loss of a child."

**Maggie Hughes** (Croydon Metropolitan H17) called on the Government to abolish car parking charges at hospitals. "Car parking rates are extortionate and heap additional stress on patients and their families," she said. "The low paid can't afford it and we should follow Scotland and Wales where it's free."

**Sachin Patel** (West Surrey H102) wants the Government to produce more information on depression. "At present one in five of us will suffer from this condition at some time in our lives," he said. "There is a stigma attached to those who suffer from

depression. I was on anti-depressants for more than nine months and it's not something you can just 'snap out of'."

**Melissa Jane** (North East Kent H59) seconded the proposition. "There is a six month waiting list for counselling," she said. "If you're bi-polar or clinically depressed you have to just drag yourself along."

"The suicide rate among young men is very high. They could be having 'black days' or drinking too much. Having literature ready and available will help. We need more education to support people with mental health issues."

**Edwina Fairbrass** (South West London H88) called for more awareness on the dangers of streptococcus and the need for all pregnant women to be tested. "Strep B kills 75 new born babies a year and endangers the lives of hundreds of others," she said. "It can be treated and screening is cheap. Treating the aftermath is costly. We need to test every pregnant woman."

## Young workers deserve fairness

Young workers should get the same pay as their adult colleagues, first-time speaker **Patricia Burns** (West of Scotland Tesco G149) told conference.

"Tesco and Sainsbury's have abolished youth rates thanks to the work of Usdaw and hopefully other employers will follow," she said. "If you're doing the same job you should be on the same rate. It's our moral obligation

to make sure young workers get the best – they have enough problems of their own without lack of fairness and respect in the workplace.

Seconding the proposition **Donna Braithwaite** (East Cornwall A73) said: "Our aim is justice and to stop exploitation. Let's have equal pay for equal work."

**Kevin Geary** (Sata Regional West E64), **Amy Murphy** (Sussex No.1 H42), **Helen Laverick** (NW

Morrisons Retail No. 4 K213) and **Alan Hopson** (NW Morrisons Produce K92) all supported the proposition.



Patricia Burns



# Low paid hit hardest

Affordable credit is out of reach for many low paid workers who are then forced to borrow money at 'usury rates', **Ann Watkins** (North East Tesco North F101) told delegates as part of the economy debate.

"The lowest paid fall victim to the door-to-door loan sharks, most of it illegal," she said. "It's a national scandal and must be stopped. Low paid workers need access to credit from credit unions and co-operatives. This would allow them a route out of debt and access to safe borrowing."

**Sharon Langham** (East Midlands Tesco E32) seconded the proposition. "Credit unions are democratic and we should support them. For many it's a lifeline."

The lack of social housing is forcing many low paid workers into private accommodation where rents are way too high, **Jayne Wilkinson** (Black Country Area Tesco E45) told ADM.

"There should be a cap on how much landlords can charge," she said. "Some landlords are profiteering off the low paid and the benefits system. This is all down to the demise in council house stock. Landlords should be registered and tenants protected."

**Diane Lynch** (Mid Sussex H23) agreed. "I live in private accommodation and

the rent is sky high," she said. "I'm working all month just to pay the £700 rent."

**Jennifer Chilton** (West Midlands Morrisons E100) also supported the call. "Private landlords are stealing from the low paid," she said. "Many empty buildings could be converted into social housing. We need legislation to protect tenants."

Currency speculation should be taxed under the 'Tobin Tax' system to deter speculators and it would raise up to £300m, **Keith Kivelehan** (East of Scotland Morrisons G12) argued.

"This money could help to tackle poverty, stop the need for cuts and help climate change," he said. "It's an innovative scheme and it's democratic."

**John Hannett** said: "We support all three propositions. Banks should be forced to lend to people on low incomes and let's not forget that the taxpayer is still propping up many of these banks."

"Yes we have a housing crisis in the UK. The cuts in housing benefit announced by the Tory-led Coalition will only make this situation worse."

"The Tobin Tax is widely supported across the trade union movement and unlike the VAT rise is a highly progressive tax. It would help tackle the deficit and would be easy to implement."

Conference backed **Lorraine Haves** (NW Tesco Retail No.8 K228) when she called for the Government to impose harsher sentences on people who cause death by dangerous or neglectful driving. "It's about justice for the families whose loved ones are killed or maimed by drivers using their mobile, speeding or drunk or under the influence of drugs. They should get a lifetime ban," she said.



Ann Watkins



Jayne Wilkinson



Keith Kivelehan



Diane Lynch



Jennifer Chilton

## ADM IN BRIEF

### Charity begins at conference

A number of social events are held each year and raise vital monies for designated charities. This year the North Eastern Karaoke night raised £2,000 for the Motor Neurone Disease Association and £500 for local charities. The Youth Disco raised £915 which was evenly split between the Cardiac Risk in the Young and Motor Neurone charities, while Welsh Night raised £1,400 also for Motor Neurone Disease Association. The union donated £500 to the Mayor of Blackpool's chosen charity.

### DVD coverage available to branches

Visitors and delegates are reminded that coverage of the conference will be available later in the year on a morning/afternoon session by session basis. These cost £22 each and should be ordered through the branch.

The verbatim report will also be issued in the autumn and sent to all branches.

Pictures of the ADM can be viewed at:

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

### New subscription rates from June 27

Delegates voted overwhelmingly to raise the subs to £2.18 for Scale A, £1.91 for Scale B and £1.36 for Scale C, a rise of 4p, 3p and 2p a week respectively on the previous rates.

### Plan ahead for next year's ADM

The 2012 ADM will be held from Sunday April 22 until Wednesday 25.

## ADM IN BRIEF

■ **Generic risk assessments**

**Julia Railton** (Humberside Tesco F19) called on national officers to challenge and discourage the use of generic risk assessments as part of a company's health and safety policy.

"I'm unique, just like you are and your workplaces, we're not generic," she said.

"These type of assessments are as useful as toilet paper."

■ **Health & safety tests**

**Natalie Horne** (East Surrey H32) wants the Government to introduce legislation to ensure air conditioning and water supplies in public buildings are regularly tested.

"These should be done every six months to cut the risk of Legionnaires disease and other bacterial infections in schools, shops and restaurants," she said.

■ **Workers' Memorial Day**

**Lesley Jarvis** (Croydon Metropolitan H17) wants the union to promote this important national event and help reps by issuing leaflets by the beginning of March ahead of the April event.

"At present the information about the event arrives too close to the day itself leaving reps little time to distribute it among the membership," she said.

Tracy Millard, Wendy Miller, George Petrie, Andrew Kelly, Jens Strain and Margaret Fielden all took part in the debates.

**Paddy Lillis** said: "Safety has always been a priority for Usdaw and we will continue to protect our members."



Michael Williams



David Hawes



Renee Dooley



Dick McSephney

# Pensions so important

**T**he Government must safeguard workers' pensions regardless of the current economic climate **Michael Williams** (Leeds PT F148) told delegates.

"Yes pensions are a minefield but the union's publications do help to explain them," he said. "But at this time of economic uncertainty pensions are under threat. We have already seen many final salary schemes closed and others either closed to new members or their terms changed."

**David Hawes** (North Sussex H39) drew attention to the plight of women's pensions especially those who do not receive the full state pension. "There are 3m pensioners living in poverty," he said. "Massive social changes mean fewer people marry, more work part-time, some have career breaks, some have paid the small stamp, and divorce – all of these mean the system devised in the '40s is not fit for purpose."

**Renee Dooley** (NW Sata K134) agreed. "Women are caught up in this unfair system," she said. "The TUC should campaign to raise awareness of this inequality."

**Dennis Edgar** (NE Tesco North F101) supported the

proposition. "The Government has moved the link to the consumer price index from the retail price index for future rises in the state pension," he said. "This could mean between 30 and 40 per cent less for pensioners. We have to restore the link to the retail price index. Pensions are your future wages."

Backing the propositions, **Dick McSephney** (NFT Distribution C10) said: "For too long women have been treated as second-class citizens."

**John Hannett** said: "Pensions has always been a key issue for us. I would encourage all of our members to do the home study course and visit the website for more details. Our pensions awareness days are getting the message across on the importance of joining a company scheme and this issue will remain a vital part of our agenda."



Dennis Edgar

## Residents should have a greater say on CCTV

**Patricia Darby** (North London Tesco C1) was supported by delegates when she called for more involvement by local people over the siting of CCTV cameras. "Young people are getting stabbed, girls are getting raped and pensioners are being robbed in broad

daylight," she said. "CCTV does help but there are not enough cameras in poor areas yet there are plenty in the City of London.

"When cameras are sited in crime hot-spots they reduce crime, but local residents should have more of a say into where they are placed."



# Training is top of union's agenda

The education propositions took in both Usdaw training and the school curriculum in a varied and passionate debate.

**Allan Kell** (NE Tesco North F101) called on the union to provide home study courses specifically on maternity rights, disability discrimination, health and safety and workers' rights to equip reps and to reduce costs for the branch. "Knowledge is power and education is a wonderful thing."

**Bob Jones** (Somerset General A230) wants to see the union provide specialised training and support packs on redundancy for reps. "I've faced redundancy more than once and despite good training it's a very stressful time," he said. "Reps get the brunt of the anger and frustration from members. We're not experts but members expect us to save

their jobs, or know all the answers. We need to know the law, TUPE, pensions, time off and the rest. Redundancy is life changing and we have to give our reps every support."

**Diane Palmer** (Portsmouth & Wight PT H65) agreed and told conference of the traumatic time she had dealing with redundancies. "This was the worst time of my life," she said. "I was getting bombarded with questions by hostile members and I was on anti-depressants because of the stress it caused me.

"You never know when this is going to happen to you. I found the strength to help members but at times I felt as if I'd let them down."

**Dennis Edgar** (NE Tesco North F101) and **Julie Petrie** (NI Tesco Retail No. 3 K226) both supported the propositions.

**Valerie Igglesden** (Bournemouth & South

Dorset H9) proposed that potential new reps should get the chance to shadow a senior rep to find out whether the role is suitable for both parties. "This will save the potential rep and the union the time and money if the rep decides not to go ahead with it," she said. "I went to one store when I was on stand-down and of the 11 long-standing reps only one was active. It's quality not quantity that's important."

**Elaine Curran** (NW Tesco Retail No. 7 K227) wants the union to lobby government to ensure learning for over 25s is protected. "Mature learners will be hit hard by cut backs and could miss out," she said. "Lifelong learning has helped many of our members mostly at level 2 so any cut in funding will affect our members.

"Learning should be affordable and accessible to those who can least afford it."



Allan Kell



Bob Jones



Diane Palmer



Valerie Igglesden



Elaine Curran

## Ed Balls to back Usdaw

Labour Shadow Chancellor **Ed Balls** won a standing ovation when he pledged that Labour will stand shoulder to shoulder with Usdaw members to resist the Tory-led Coalition's cuts and attack on workers' rights.

"The VAT rise, cuts in benefits and their changes to pensions will hit the poorest families the hardest," he said. "This Coalition is not punishing the people who got us into this mess. This global crisis was caused by the decisions of the bankers it wasn't started because Labour in power spent too much on schools and hospitals. Don't let the Tory-

led Coalition fool you into believing otherwise.

"The Government is repeating the mistakes of the 1930s and look what happened then – a depression, mass unemployment and a massive fall in tax revenues. What do we have in the UK now? A stagnant economy, rising prices, and high unemployment especially among our young. This Tory-led Coalition is cutting too far too fast.

"It has cut the Education Maintenance Allowance for 16-18 year-olds, it has increased the state pension retirement age and it has cut



the support available to young families through the SureStart and tax credits.

"Don't believe them when they say 'there is no alternative'. There is and it's Labour's alternative for jobs and growth first, social justice and a determination to tackle child poverty and youth unemployment. Together we can make sure Labour can win again."



Bryan Watt



Iain Wilson



Alison Watson



Beryl Collier



Christine Page

# Tories threaten extended trading

**E**mployment contracts and their abuse featured heavily during the debate on trading hours with **Bryan Watt** (Capital Retail C12) calling on the Government to introduce legislation to protect people on fixed-term contracts.

"These contracts should be made permanent after six months," he said. "It's not right to keep offering employees fixed-term contracts as they miss out on holiday and sick pay and they have little or no job security."

He was supported by **Renee Dooley** (NW Sata K134), who said: "In my day we used to negotiate these contracts but now we can't rely on the Con-Dem Coalition because we are condemned by the politicians. So we have to do

the work so we can help ourselves."

**Iain Wilson** (Aberdeen G242) spoke up for grandparents during the debate of flexible working. "Flexible working rights do not go far enough," he said. "They should include grandparents, who are often relied on by working parents to help out with childcare."

First-time speaker **Alison Watson** (NW Tesco Retail No.7 K227) called on the union to negotiate the opening hours in stores where the workforce is from different cultures so staff could follow their religious festivals.

"I work in Manchester where there is a range of ethnic cultures," she said. "It is important that all communities get the chance to finish early on the eve of

their important festivals."

**Samantha Langfield** (East Midlands Tesco E32) agreed. "There is a wonderfully diverse range of religious faith in this country and it's right that everyone gets the chance to participate. Store specific or warehouse specific arrangements could be introduced to reflect major festivals."

**Jo Cahill** (NW Tesco Retail No.6 K219) criticised the number of times companies change the shift patterns of staff. "In the past employees chose shifts around their family commitments, now companies force staff to change on a too regular a basis," she said. "There should be a limit on the number of times this can happen. Companies trading on a skeleton staff do see an increase in customer abuse."

## Discrimination battle to continue

**T**he discrimination debate took in violence against women, discrimination at work and the labelling of disabled facilities.

**Beryl Collier** (NW JD Williams K200) called for an end to the global abuse of women. "Gender-targeted violence is an issue that affects women all over the world," she said.

"This includes slavery, rape, mutilation and murder. Women aged 15-44 are more likely to be killed by a man rather than cancer. Honour killings account for 12 Muslim women a year in the UK. Women are kept in sex slavery across the world and all of this barbaric treatment



has to stop."

**Christine Page** (West Yorkshire Co-op F115) said she could speak from experience on this issue. "A friend of mine was physically and mentally abused by her husband for nine years," she said.

"She was too scared to get away but eventually moved to a safe house but he tracked her down and killed her. The family were devastated."

Supporting the proposition, **Maureen**

**Bowen** (West Midlands Retail Food No.1 E41) said: "The Government cuts could affect the funding for your local domestic violence support group so it's important you challenge your local council on this and find out what it is doing."

**Janette Parker** (Newton Abbot A137) spoke up against discrimination in the workplace calling it an 'abomination'. "Although there is legislation we all know it goes on," she said.

"We have to ensure constant monitoring of procedures and we have to work with employers to develop their policies to ensure confidence in them and to protect staff."





**web...**  
More images from the conference  
are available to view at:  
[www.usdaw.org.uk/gallery](http://www.usdaw.org.uk/gallery)



# NEW CHALLENGES FO

Only Usdaw among the big unions has its own dedicated Organising Academy which trains active reps

**U**sdaw opened its doors to its eighth Organising Academy in May when 70 new recruits reported for their first round of specialist training as part of their six month secondment to the union.

Deputy general secretary Paddy Lillis has responsibility for the Academy and is delighted with its progress.

"The Academy has been a massive success story for the union and has played a major role in helping to push membership to an impressive 401,000, its highest level since 1988," said deputy general secretary Paddy Lillis.

"At its launch in 2003, the aim of the Academy was to make a significant contribution towards our ambition to make Usdaw one of the largest unions in the country and I'm extremely proud to say we are well on the way to achieving that.

"The Academy is also an important breeding ground for reps to improve their skills and further their careers with many of the union's new officials who have joined the staff over the last eight years themselves graduates of the Academy.

"This year our Academy organisers will have an even more difficult job because of the current economic climate, but having committed to doubling the intake this year we are very optimistic that as the organisers develop their skills and confidence, their hard work will pay off with a massive boost to membership once again."

*Network* caught up with four new Academy1 recruits.

## Peter Dillon doubled membership

Peter Dillon's ability to recruit – he doubled membership at his Sainsbury's store in less than five months – has won him a place on Academy1.

The 59 year-old, works at the Local in Nether Edge in Sheffield and has been a rep for nine months. "I'd read about the Academy and thought it looked really interesting and sounded exactly right for me," he said.

"Workers need the union more than ever at the moment and I'm hoping the Academy

gives me the opportunity to show what I can do to convince workers of this.



"I like the way Usdaw is organised and run, you really feel part of it and I like to get this across when I'm recruiting.

"I want my time with the Academy to be a success. It's totally in my hands to grasp this excellent opportunity to develop my skills and abilities.

"When I received confirmation I'd been selected the word 'elated' probably wouldn't be enough to sum up my feelings."

## Kate Cumming can't wait to start

Becoming a rep turned out to be one of the best decisions Kate Cumming ever made and now she has just embarked on the next phase after winning a place on Academy1.

Kate has been a rep for four years after a colleague convinced her she could do a good job. "Since then I've taken advantage of everything the union can offer, I'm branch chair, health

and safety rep and a union learning rep and I'm part of a team of hardworking reps in



my store," said the 55 year-old who works at Morrisons in Aberdeen.

"The Academy is a fantastic opportunity, I was delighted to get a place. I couldn't wait to get started.

"I'm looking forward to raising the union's profile in different workplaces and recruiting new members in difficult workplaces. I also intend to persuade some members to become reps so they can organise their own workplaces.

"I've had excellent training and support from the union so far and I know I'm going to learn a lot more over the next six months.

"I just want to be involved in as much as possible in the future and grasp every opportunity the union has to offer me."



Scottish division Academy1

You can keep up-to-date with all recruitment and organising info at [www.usdaw.org.uk/myunion](http://www.usdaw.org.uk/myunion)



# R ACADEMY INTAKE

os on a special six months secondment and takes them out of their own workplaces and beyond

## Vanessa Kirk wants to learn more

Vanessa Kirk, age 46, from Harrogate has been a rep for two years and works at the Co-op in Bilton, North Yorkshire.

"I'm looking forward to working hard to get as much out of Academy1 as I can and also meeting and learning from other reps," she said.

"I want to learn more about the union and gain more understanding of what employers can and can't do.

"Having been out on stand-down, I know what a big

difference it can make when you visit and spend time in different workplaces especially where there is little or no union presence.

"It makes follow up visits so much easier and more worthwhile.

"I'm hoping to make some breakthroughs and establish the union so we can build on this in the future.

"These kind of challenges will put my skills to the test.

I'd like to thank Usdaw for the chance to join the

Academy and I won't let anyone down. When I found out I had a place I was over the moon!"



North Eastern division Academy1

## Young Owen is clearly up to speed for Academy

One of this year's youngest recruits to Academy1 is 27 year-old Owen Speed, who works for Makro in Glasgow.

During the last three years Owen has been making a name for himself as an activist in his division.

He is chair of Glasgow Makro branch, health and safety rep and a member of the Scottish youth committee. He also sits on Makro's national negotiating

committee and is a Euro Forum rep.

"I joined the union nine years ago but it's just lately that things have taken off for me. I've enjoyed everything I've done with Usdaw so far.

"I applied for the Academy as I felt the timing was right and that it was the way forward for me to develop my skills as a rep with expert guidance from the Usdaw team.

"When the confirmation came through I was on the ceiling! It was one of the most important letters I have ever received," said Owen.

"I'm hoping to complete Academy1 and then apply for Academy2 and hopefully keep progressing.

"Opportunities like this come along once in a lifetime and I fully intend to grab it with both hands and give it my all."



**T**wenty-one former Academy1 organisers stepped up to Academy2 in March for six-months of advanced specialist training. "Academy2 is a fantastic opportunity for reps who have successfully completed Academy1 and have shown the potential to develop and progress further," said deputy general secretary Paddy Lillis. (pictured far left). "They are given their own area to organise and will take a hands-on approach to support reps."

# PENSION ESSENTIAL

Reps can play a vital role in bringing the importance of occupational pensions to their members and with the union's excellent Reps' Guide to help them understand why pensions are essential

**T**he Reps' Pensions Awareness Campaign Toolkit is proving to be a very useful resource for reps. It is the perfect guide to help inform and encourage members in their workplace to take time out to think about their financial future and sign up to the company's pension scheme.

**Debbie Towner**

Stand-down rep Debbie Towner, 48, organised an awareness day at the Co-op store in Keynsham, Bristol in March during time-out from her own store, Tesco in Shepton Mallet.

"It was an interesting session for all kinds of reasons," said Debbie. "With membership around 38 per cent and no rep, any union activity in this store will help raise the union's profile."

"And when the subject is pensions there is always a mixed reaction from 'I didn't know we had a company pension scheme and the Co-op contributed to it' to some staff who did know the scheme existed but weren't sure how to find out more or how to join."

"Others said because of the current climate they

simply didn't have any spare cash available to even think about the future let alone fund a pension.

"I also enlisted help from a member at the nearby Salford store. He put a poster up in his store advertising the day so his colleagues could also attend if they wanted to."

"People asked a lot of questions about the union and the benefits available to them if they joined. I'm planning to go back during my next time out on stand-down and I hope more people will find it easier to speak to me and ask questions not only about pensions but about joining the union too."

**Tamsin O'Dare**

Meanwhile, it was a one team approach for brand new Sainsbury's rep Tamsin O'Dare who enlisted the help of her personnel manager Jacqui Sayers when she held a Pension Awareness Day in her store in Northallerton, North Yorkshire earlier this year.

"It was a great experience for me," said Tamsin, 25, who had only been a rep for four



Tamsin and Jacqui talk pensions with a colleague



Debbie campaigns for pension awareness

weeks before organising the awareness day. "This was my first union activity. I put information up on the union noticeboard and ordered all my literature and leaflets for the day. I was really nervous, but there was no need to be, people were interested and wanted to talk to me. It all went very well in the end."

"Jacqui was brilliant. She's a union member herself and a firm believer in pensions so she was very committed and supportive. "We also invited Len Margetson along from Legal and General to answer technical questions on the company pension scheme. He was very impressed with the materials Usdaw has produced especially

the toolkit.

"Nine people expressed an interest in joining the company scheme by the end of the day, which was fantastic."



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



## Don't forget Membership Week 20 – 26 June 2011

For more information on what you can do visit: [www.usdaw.org.uk/membershipweek](http://www.usdaw.org.uk/membershipweek)



## Experience takes Jo on to new level

It's full speed ahead for Academy2 organiser Jo Welbourne who's feet have hardly touched the ground since completing six months with Academy1 last year.

When Jo (pictured far right) returned to her workplace, the Argos Call Centre in Widnes, part of the Home Retail Group, last October she immediately set about re-launching the learning centre and encouraging her colleagues to take up lifelong learning.

A couple of months later she was invited back to the union's advanced Academy2 which opened its doors in March.

"It's been very much fast forward for the last 12 months

and I wouldn't change a thing. I'm enjoying every minute and I'm learning and developing every day," said the 32 year-old who has been a rep for three years and a Union

Learning Rep (ULR) since January.

"Taking part in last year's Academy was a life-changing experience for me. I'm much

more confident, more focused and I believe in my own abilities.

"I'm breaking new ground all the time. I recently spoke at our divisional conference. If you'd have told me I would be doing that a year earlier I'd have locked myself in the toilet and would never have come out.

"I enjoy all the challenges my role throws at me and I get great satisfaction when I speak to people about the union and they feel the same way I do and sign up, it's a fantastic feeling.

"It was very pleasing going back to my own workplace and putting my new skills and newfound confidence to the test. We organised a very successful Learning Open Day and recruited six new members, now that's what it's all about."



## Team work delivers for energetic activists

A special blend of youth and experience has helped Brian Snow and his team raise the union's profile at the Tesco Extra store in Trowbridge in Wiltshire

where membership has shot up by more than 20 per cent over the last 12 months.

"We've put a good team of reps together over the

last couple of years," said 62 year-old Brian (far left). "We communicate well through regular team meetings and we work extremely hard to

support each other on the shop floor so we can give the best service to all our members.

"The team is made up of three, shall we say, more experienced reps, including myself, and four younger reps in their early twenties. I think this sends out a valuable message that

the union is there for everyone when we are recruiting and speaking to staff."

One of the younger reps is 21 year-old general assistant Kare-Ann Brooks (far right). "My confidence has grown, since I became a rep six months ago," she said.

"I've been encouraged all the way, but you're not on your own, Linda, Valerie and Brian are on hand to help me if I need it.

"Getting together for team meetings and learning from more experienced reps has helped me grow and understand my role much better."



# PENSIONS CAMPAIGN REACHES DOWNING ST

Usdaw activist is at the heart of the campaign to stop the Government's attack on pensions

**U**sdaw's campaign to reverse the Tory-led Coalition's proposals to increase the state pension age to 66 for men and women now aged 56 and younger, moved up a gear last month as activist Barbara Bates along with Rachel Reeves MP, Labour's shadow Pensions Minister handed in a massive petition to 10 Downing Street.

Prior to that more than 200 women held a lobby of parliament and put their case directly to their MPs. As *Network* went to press, the Government announced a delay in the Bill and pensions minister Steve Webb MP said he would 'reflect' on the proposals.

John Hannett was delighted with the campaign's progress and encouraged all members to get involved. "Our members have obviously caused the Government to finally think again about these unfair proposals," he said.

"We now need to make sure that they change the Pensions Bill. I hope that all our members will sign Barbara's petition on the Usdaw website, which has more than 10,000 signatures already, whether you are personally affected or not, and lobby your MP to join the campaign against these unfair changes."

## Campaign

As part of the campaign Usdaw has written to over 12,000 members who would be affected by the Government's proposals, urging them to write to their MP and join the campaign against the increase.

Thousands of members have

taken up the call and have inundated their MPs with letters about how the proposals would affect them.

**Kathryn from Chesterfield** will have to work two more years and lose over £10,600 of her state pension. She told her MP: "This news has been a bitter blow to me. It is bad enough I will have to work until almost 64 but to discover that there has been another two years added is unbelievable, especially as I am already suffering with my health. My work is very physical and hard, I can't imagine doing the same work at 66! It will be nigh on impossible."

## Vulnerable

**Jennifer from Essex** said: "I have worked since the age of 14. I have also raised three children who I have encouraged to work hard. "I have never received any benefits at all during my work life. I am now looking forward to my retirement. To face the prospect of a further 65 weeks is soul destroying."

**Jane from Chester** who will lose 86 weeks of retirement and almost £9,000 of her state pension said: "Yet again the Government is targeting some of society's most vulnerable people to pick up the cost of the recession.

"I am a carer for my 85 year old disabled mother, with cuts to disability living allowance and the extra £100 that Labour gave her being taken away from her heating allowance, we are definitely not all in this together."

■ Barbara's petition is at: [www.usdaw.org.uk](http://www.usdaw.org.uk)

■ You can find out your MP and contact them at: <http://findyourmp.parliament.uk>



(l-r) London calling . . . Rachel Reeves MP, Yvonne Swingler and Barbara Bates in Downing Street

## Labour lost two excellent

**T**he local and national elections on May 5th were a night of mixed fortunes for Usdaw and Labour.

In England we saw lots of Usdaw members elected as councillors. In the Welsh Assembly, we won two out of three of Usdaw's key seats, almost giving Labour a working majority, *writes political officer David Williams.*

In Scotland we lost two

excellent Usdaw members, **Karen Whitefield** and **Mary Mulligan**, former MSPs who had worked very hard in the Scottish Parliament for our members.

In the Scottish Parliament elections, the fewer constituencies a party wins, the more regional, or 'list' seats they gain. One of Labour's 'list' candidates was **Mary Fee**, who is now MSP for West of



# Sunday trading free-for-all unlikely says expert

Government advisor agrees with Usdaw that deregulation is not the answer for Sundays

**A**ny extension of Sunday trading hours for the major supermarkets in England and Wales is 'extremely unlikely', says the Government's 'retail sector champion' **Kevin Hawkins**.

Mr Hawkins, a former Director General of the British Retail Consortium, has the task of evaluating proposals for the retail sector in the Government's Red Tape Challenge, including the abolition of Sunday trading regulations.

Commenting on supermarkets and restricted Sunday opening he said: "They have all lived with it very well. What we have got is a workable compromise. Most people seem to be satisfied with it most of the time."

He said the current economic situation made it unlikely the major multiples would want to spread their Sunday takings more thinly over a longer period with the associated extra labour costs.

General secretary **John Hannett** said: "We are delighted that early indications appear to show that Sunday trading regulations will be kept as they are. There were well over 2,000 responses posted on the official website and the vast majority were opposed to any changes.

"However when you look at what Usdaw's retail membership said, the message is very clear. Over 90 per cent want to keep the Sunday trading rules with over 95 per cent wanting to keep

the ban on Christmas Day and Easter Sunday.

"Staff don't want change and neither do the employers, so we have asked Government to leave well alone."

## Survey

Usdaw had a huge response to its survey, which had to be turned around in just four weeks, after the Government imposed an unusually short timetable for the consultation, running over two double bank holiday weekends. The union sent out survey forms to 6,500 retail reps and over 12,000 were returned.

John Hannett added: "I want to thank all of our reps who did a fantastic job to make sure that their members' voices were

heard in this crucial consultation. If early indications are right and our campaign to stop deregulation has succeeded, it will be down to the reps' hard work and speedy response."

This Sunday trading consultation applied to just England and Wales. Northern Ireland is having its own consultation and we are awaiting the Northern Ireland Government's response. There are no Sunday trading regulations in Scotland.

Contact the politics section on:  
[political.section@usdaw.org.uk](mailto:political.section@usdaw.org.uk)  
**0161 224 2804**  
or visit: [www.usdaw.org.uk/ourcampaigns/usdawforlabour](http://www.usdaw.org.uk/ourcampaigns/usdawforlabour)



Members responded in their thousands to oppose any deregulation of Sunday trading

## MSPs in May but one Usdaw rep was victorious

Scotland. Mary is an Usdaw rep in Tesco and sits on the Scottish divisional council.

John Hannett said: "We are delighted that Mary Fee now represents West of Scotland and I know she will do an excellent job. I would like to see more reps like Mary stand for Labour and get elected as councillors and parliamentarians.

"However we were very saddened to lose two great

supporters of the union in Karen Whitefield and Mary Mulligan.

"Karen did a superb job successfully piloting the Christmas Day and New Year's Day Trading (Scotland) Act through parliament. Because of her efforts large stores are no longer allowed to open on Christmas Day. However it was the newly elected SNP Government that scuppered the January 1st ban and the loss of

Karen along with the SNP victory means that the New Year's Day ban is as far away as ever now.

"Mary Mulligan was an Usdaw member and shopworker before she entered the parliament and was the founder member of the Usdaw Group at Holyrood. Most recently Mary led the fight against a tax on large retail employers that would have threatened shopworker jobs north of the border."



Karen Whitefield

## VACANCY

■ Southern division  
area organiser

A vacancy arises for an area organiser in the Southern division.

The position will be based initially at the Faversham office.

The successful applicant will be required to live within a 50 mile radius of the Faversham office and it is an essential requirement that he/she holds a full, valid driving licence.

The successful applicant will be responsible for providing detailed advice and representation for union members on matters such as employment law, health and safety legislation and union agreements.

They will also be required to negotiate with employers on a wide range of issues.

Recruiting new members is a major aspect of the job. Self-motivation and the ability to motivate others for recruitment activity are essential.

The commencing salary is £33,356 per annum. In addition to generous terms and conditions.

Prospective applicants should **apply in writing to: The General Secretary, Usdaw, 188 Wilmslow Road, Fallowfield, Manchester, M14 6LJ**, for an application form, together with a copy of the Selection Procedures, Job Description and Person Specification and a copy of the Union's policy on Equal Opportunity in Employment.

The completed application form, together with the required written statement, should be returned to the union's central office in an envelope marked **Organiser** so that it reaches the general secretary not later than first post on **Friday, 24 June 2011**.

## ON THE MOVE

It's farewell to retiring area organiser Don McKinlay while the union welcomes Sandie Rowlands as training officer for Scotland

**G**laswegian Don McKinlay retired in May after 24 years as an area organiser and almost 30 years Usdaw membership.

The 55 year-old left his native Scotland in 1972 and settled in Blackburn. Ten years later he started work for Tesco, joined Usdaw and quickly became active in the branch. He was a rep and chair of the former Manchester Tesco branch and later went on to serve on the divisional council. He also spent seven years as a Labour councillor in Blackburn.

"It's been a privilege to work for the union," said Don. "As a working class bloke from Glasgow I've never forgotten my roots and I still remember when I was appointed as an area organiser how honoured I felt to work for Usdaw."

**A**ctive rep Sandie Rowlands is the new Scottish training officer and will be looking after the division's new intake of Academy trainees just five years after completing it herself.

The 42 year-old former Tesco checkout manager, who took up her new post in late April at the Glasgow office, will put her 15 years' Usdaw experience to good use. "I joined the union in 1996 when I worked in Midsomer Norton in the South Wales & Western division," she said. "Since then I've been a shop steward, health and safety rep and a mobile union learning rep. I've also been on Academy1 in 2006 and



Don McKinlay (centre) at the union's Road Transport conference last year

Don was initially based at the Birmingham office from 1987 and then transferred to Manchester in 1992. When the North West and Manchester divisions merged he moved to the Preston office. "I've no regrets whatsoever about my time with Usdaw," he said. "I've seen a lot of changes and the union has progressed tremendously in my time from around 260,000 members to more than 400,000 now. I'd do it all again."

Don intends to take up golf in his retirement and will continue to follow the

fortunes of his adopted Blackburn Rovers team, hopefully in the Premiership. "I'm going to enjoy life with my family and see a lot more of my grandchildren," he added.

General secretary John Hannett said: "I've known Don for many years and he's been a loyal and conscientious servant for the union. He's looked after members in all of our sectors and done a really good job. On behalf of all of his colleagues and reps across the division we wish him a long, healthy and happy retirement."

Academy2 in 2009. I also attended summer schools 1 and 2."

The Scottish division won't be completely new to Sandie as she spent three years there from 1997 when she moved jobs. She returned to her native Birkenhead in 2000 and has been based at the Bidston Moss store.

"I had a training role of sorts with Tesco but it was Academy2 which really prompted me to get involved in the training of reps. So after I'd finished the Academy I cut my hours at work and retrained with the TUC and then spent time as a part-time tutor training Usdaw reps. I also shadowed the training officers as part of my own

education. It was hard work but well worth it.

"I'm looking forward to the challenge and, while initially it was a bit overwhelming, I'm sure once I catch up things will move forward very quickly."





# CONFERENCE CALL

Speaking up for equality in the workplace and in the community has been top of the union's agenda for years, the TUC's Black Workers' Conference provides it with a national platform

The impact of the Government's austerity drive on black workers dominated the agenda at this year's TUC Black Workers' Conference in April with the union's delegation playing a full part.

Black workers are set to pay a high price for the cuts which are having a devastating impact on many sections of society, with black workers particularly vulnerable because the cuts fall most heavily on the public sector where almost half of all black workers are employed.

The Tory-led Coalition decisions to increase VAT, freeze child benefit, cut housing benefit and restrict the reach of Tax Credits are

also taking their toll on thousands of low income families, many of whom live in black communities.

The continued threat of the British National Party and the rise of the English Defence League prompted lively debate. Although the BNP have suffered major setbacks in recent elections,

Conference agreed that it would be a mistake to be complacent.

First-time delegate, Sandrene Maynard spoke up against the attempts of the BNP and the English Defence League, to exploit the current economic situation to whip up racism.

Sandrene spoke

passionately about the need for trade union activists, both black and white, to unite against racism and expose the agenda of the far right which is to intimidate black communities, divide communities and provoke violence and public disorder.

Meanwhile general secretary John Hannett congratulated Maureen Williams on her re-election to the TUC Race Relations Committee for the third year.

John said: "Maureen does a great job making sure the concerns of Usdaw's black members make it on to the wider trade union movement agenda."

**Usdaw's delegation to the conference (l-r) Maureen Williams, Sandrene Maynard, Sam Odusina, Maria King, Tony Singh, Sandra Hunter and Nash Parmar**



## Usdaw puts mental health in focus

Usdaw has launched a new factsheet for reps on supporting members with mental health problems.

Stress, anxiety and depression are common problems with around one in six workers experiencing one or more of them at some point in their working lives.

At a time of economic uncertainty, financial worries and work related pressures can make people more vulnerable to developing mental health problems. The factsheet will keep reps up to speed with the changing law.

Where a member has a mental health problem that has lasted or is likely to last for more than 12 months and it has a negative effect on their ability to carry out day to day activities, then they are likely to be protected from unfair

treatment by the Equality Act.

If a member fits this definition they will also be entitled to have reasonable adjustments made to their workplace or to their job to make sure they aren't put at a disadvantage. This is where Usdaw reps can make a big difference.

Usdaw reps can argue for changes to working hours, adjustments to the way in which sickness absence related to mental health is counted and recorded and changes to job duties for members with mental health problems.

All of these things can help a member stay in work or return to work more quickly where they have been off sick. This is not only good for members with mental health problems but also benefits the company.

In order to have the right to reasonable adjustments, an employer does have to know (or reasonably be expected to know) about a person's mental health problem.

We know that it is particularly difficult for members with mental health problems to talk about them, partly because there is still so much prejudice and misunderstanding surrounding this issue.

That is why it's important reps talk openly about mental health. To accompany the factsheet is a poster which reps can display on workplace noticeboards. The poster helps to get the message across in Usdaw organised workplaces that the union is there for members with mental health problems.

This isn't to say that the union expects reps to become



experts in mental health or take up the role of counsellor. The guidance gives reps basic information about their rights under the Equality Act and examples of the reasonable adjustments that might help.

### CONTACT EQUALITIES

- 0161 224 2804
- equalities@usdaw.org.uk
- www.usdaw.org.uk/equalities

# INSPECTIONS FALL

Government cost-cutting is the green-light for unsafe work practices says Usdaw

In March, Chris Grayling MP – the health and safety minister – announced proposals for a fundamental change in the Government's approach to health and safety – *Good health and Safety: Good for Everyone*.

It will mean a massive reduction in proactive inspection by the HSE and by Local Authority inspectors.

In HSE enforced areas, only a small number of high risk sectors such as construction will be inspected. Other high risk areas including, agriculture and health and social care will not be inspected. It is not yet clear whether proactive inspection will continue in food manufacturing which does have a higher than average accident rate.

In May, the HSE and Local Authorities agreed guidance on the new regime. It states proactive inspection should be restricted only to the very small number of premises rated as high risk.

The Government predicts this could reduce the number of

inspections by Local Authorities by 65,000 a year – but in fact the true number could be higher.

Reactive inspection and enforcement will still be done following some reported accidents or complaints – but not all of them. The HSE has

announced plans to do away with its National Infoline and to change the accident reporting system so that most incidents can only be reported online. So it will be more difficult for people to enquire if they think there is a health and safety problem or to report incidents when they happen.

The minister has commissioned yet another review of health and safety regulations with a narrow remit to look for evidence of 'gold-plating' of EU directives in UK law and to identify regulations that can be removed.

Cuts to HSE funding and the

attack on health and safety designed to pander to the false perception that health and safety is a burden rather than a responsibility that businesses should be expected to fulfil.

Even the worst offenders will now only be caught after they have caused serious injury to someone. The majority of employers who want to comply with the law are going to be denied support and guidance from the inspectors.

The new approach is certainly not good for workers and it is not even good for employers. It ignores solid evidence that health and safety regulations are good for the economy.

**Keep up to date with the continuing Government attack on health and safety and the response from unions and campaigners at the 'Defend H and S' link on the Usdaw website:**

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

To read the HSE and Government reports visit:

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

■ [www.dwp.gov.uk](http://www.dwp.gov.uk)



Government's restrictive communications policy are also hampering HSE's efforts to produce guidance. The Safe Loads campaign has been cut and the future of new guidance on checkout workers is unclear.

Usdaw's view is that the changes will put more workers at risk. It is an ideological

## Accidents waiting to happen with loaded cages

### SURVEY REVEALS DANGER

Roll cages falling from delivery vehicles and drivers falling when loading or unloading are the two most significant risks where goods are transported in cages according to recent HSE research.

The researchers identified 59 reported accidents over a four year period – 22 of them resulting in



major injuries to the driver or to workers helping to unload cages. They also spoke to drivers and managers at five different companies to collect more background information.

The most serious issues related to unloading.

Cage restraints inside the trailer are very important to prevent cage movement during transit and to reduce the risk of a cage running away when the door is opened to unload.

Unloading is seen as higher risk

because it happens in a less well-controlled environment. Space constraints, use of a tail-lift, adverse weather, work in public areas and time pressures to get the load off quickly were all identified as features that can add to the risk.

The report makes a number of recommendations to help control the risk:

- Make sure the system for securing the load meets the minimum standard in the Department for Transport Code of Practice, Safety of Loads on Vehicles.
- Risk assess the entire transport operation, from

loading the cages to unloading at individual sites.

- Near-miss reporting, regularly reviewed, can help identify problems before an accident occurs.
- Communication between all parties and a clear division of responsibility is very important for safe transport.
- Drivers are often not involved in the loading of roll cages. They should be given information about the load and how it has been secured inside the trailer.
- The full report 'Safe transport of roll cages' is available at: [www.hse.gov.uk](http://www.hse.gov.uk)



# Get organised for safety

Government cuts make the influence of safety reps even more important than ever

Cuts in public spending and the Government's new approach to health and safety are limiting what inspectors can do to help protect Usdaw members at work.

At a time when money is still tight, pressure on staffing levels, cuts in maintenance and pressure of work can increase the risks of injury and ill health at work.

It is important that the union is organised to give members the full benefit of the protection that health and safety reps can provide.

As the key activists in your workplace ask yourselves the following questions:

## ■ Are there enough health and safety reps in your workplace?

In some workplaces there may be only one or two union reps, but in larger workplaces there will be more and there may be different people who work as shop stewards or as health and safety reps. Make sure that all the rep vacancies in your workplace are filled. If you do have several reps in a large workplace try to make sure

they cover all the members on different shifts and in different departments

## ■ Do health and safety reps work closely with other union reps?

Where there are several reps it is important that shop stewards, health and safety reps and union learning reps all work together. If you are the only rep where you work get contact details for the other health and safety reps in your Usdaw branch or in other workplaces near to you and keep in touch with each other.

## ■ Do health and safety reps carry out their statutory functions?

It is vital that reps are active in the workplace. Health and safety reps should set a timetable for routine inspections, they should investigate accidents and complaints from members, they should take part in consultation with management and be involved in safety committees, store forums, colleague councils, etc.

## ■ Do they get the time they need to carry out their functions?

The law says the employer

must supply facilities and assistance to health and safety reps including the time needed to carry out their functions. If any health and safety reps struggle to get time off their normal duties for health and safety they should talk to their senior rep or area organiser.

## ■ Do workers at the workplace know who their Usdaw health and safety rep is?

Active health and safety reps are a visible face of Usdaw in the workplace and

demonstrate the value of union membership to members and potential members. Use facilities such as notice boards, newsletters, etc. to make sure that workers know who their health and safety rep is and how to contact them.



### Contact for more information

Email Doug Russell on [healthandsafety@usdaw.org.uk](mailto:healthandsafety@usdaw.org.uk)

or visit the website: [www.usdaw.org.uk/healthandsafety](http://www.usdaw.org.uk/healthandsafety)

## National policies must be implemented locally

### FINES FOR TWO RETAILERS

Two recent prosecutions highlight what can go wrong when management at local level fail to follow health and safety procedures.

Following an accident with a pallet truck which was known to be defective, Morrisons' pleaded guilty at Rotherham Magistrates' Court in May to a breach of the Health and Safety at Work Act. It was fined £15,000 and ordered to pay £12,500 in costs. The company said it had written

procedures for removing faulty vehicles from service, and had trained staff how to identify and report faults. But it could not account for the failure to follow the procedures in this case.

Meanwhile Tesco was fined £48,000 for a number of health and safety breaches in a prosecution by Bracknell Forest Council. Charges related to the use of a makeshift metal plate when



unloading at the Warfield store. If the correct procedure had been followed to ensure that the back of the trailer was level with the loading bay then the metal plate would not have been needed.

But they were also fined for failure to report three accidents to staff at two stores in the area. Again if the company's accident

reporting procedure had been followed this should not have happened.

Health and safety policies and procedures are there to protect employees, employers and anyone affected by the employers business.

Ushaw reps should familiarise themselves with their employers health and safety procedures and ensure that they are being adhered to. If local managers fail to work to their own procedures then reps should raise a health and safety grievance.

**£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  
**Jon McEwan**

**SEND YOUR LETTERS TO:**

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

Email: [network@usdaw.org.uk](mailto:network@usdaw.org.uk)

**STAR LETTER**

**MAKING IT HAPPEN**

**The sweet smell of success**

Since the learning centre opened last year at the United Biscuits site in Ashby we have run three courses with five more planned in the spring.

Our first IT course attracted ten learners and all passed with a distinction and gained a level one in literacy.

One learner who stood out the most to me was Sandra Spencer (pictured fourth from right) who had a PC sat at home but could not use it. When Sandra started the course she was very nervous and was not sure if she wanted to continue, so I spoke to Sandra and supported her throughout the course. She got used to using a PC and although she was worried when the time came for the test she passed with

flying colours and now uses her computer to write letters and go on Facebook. Well done Sandra.

We have now planned a basic IT course for beginners which we hope will encourage more learners, alongside other courses in Spanish, sign language, Italian and digital photography.

**JON MCEWAN**  
Union learning rep  
Ashby (United Biscuits) E53



**DEDICATION**

**A fond farewell**



A union member since 1998, Christel Gramme (pictured centre) of Sussex No.1 H42 branch is standing down as chair after five years.

The branch thanked Christel, for her service and support and presented her with a certificate and flowers.

**KIERON MURPHY**  
area organiser, Morden office

**PHOTO OPPORTUNITY**

**Putting learning at work in focus**

Staff at Tesco Copdock in Ipswich were full of enthusiasm after participating in an extended digital photography course.

Not only have they gained certification in how to maintain and operate their camera, they have learned about camera settings and photo composition from tutor Garry Manning from Castle Hill Adult Learning Community Centre.

Participating in this course has given Mandy, John, Cheryl, Theresa, Isobel, and Debbie an opportunity to team build and become close friends.

A celebration evening to congratulate and thank the staff for their commitment and dedication to the course was attended by the store manager Peter Hope.

Peter was aware of the impact it had

had on staff morale and was keen for more staff to join in with future courses within the store. The photographs will now take pride of place in the staff canteen and be displayed so everyone can see what can be achieved.

Further courses include sign language, Christmas floristry and IT.

Many thanks to everyone and congratulations.

**HELEN KING**  
Mobile union learning rep,  
Eastern division



**COURSE OF ACTION**

**Tutor Jenni Murray's mint!**

I would like to thank on behalf of the other 15 branch officers, our tutor Jenni Murray for a great course this February.

It was very informative and a very busy week, and the 16 of us in the group all worked very hard and new friends were made.



**DAWN WEARNE**  
Branch secretary  
Kerrier A48

**PHOTO GALLERY**

**From Hampshire to Co. Durham**

More pictures from the Supporting Parents and Carers campaign day...

- Left to right:
- Tesco Extra in Durham
- Morrisons reps in Blackburn with their deputy Mayor
- Tesco Madeley in Shropshire
- Tesco Havant in Hampshire



"the reps worked really hard"



## LEARNED FRIENDS

**Harrow's computer-friendly comrades**

I would like to express my thanks to Academy rep Kirti Shah (pictured second right). Kirti, who is also a union learning rep at the Tesco Harrow store, took time out to help



me organise a presentation to 19 members with their IT and computing certificates.

Area organiser Chris Hope was on hand to help present the awards while Kirti arranged for a fine Indian buffet to be served at lunchtime. Out of the interest shown at the presentation we also managed to sign up three new members.

**PHIL GANDER**  
Lifelong learning project worker,  
Waltham Cross office

## PRESENTATION

**Rewarding 30 years' loyalty**

Reps Anthony Littler and Lesley Bailey from the Tesco Metro store in

Exeter recently had the pleasure of presenting their colleagues Felicia Zeki (first left) and Deborah Milum (third left) with 30 years' membership awards.

As you can see the members were really pleased.

**JOHN CRICK,**  
area organiser,  
Plymouth office



## A MEAN FEET

**Great North Run places**

Farplace Animal Rescue is a registered animal welfare charity based in Co.Durham.

We have a number of guaranteed places in the Great North Run this September 18th, and would love to have Usdaw members on the team for our small charity.

We provide full support, a fundraising pack, optional rabbits ears to wear, a vest or T-shirt with your first name on it and we are there to welcome you at the end of the race with refreshments and a complementary foot massage from Lush to ease those aching feet...

and make them smell lovely.

We would love to have you on our team helping animals. We specialise in those that others turn away like feral cats with feline Aids, wildlife rehabilitation and the creation of new environmental habitats for some of our rarer wildlife species. Your support would be so very welcome.

For more information visit:

[www.farplace.org.uk/Page/2408/Great+North+Run+2011/](http://www.farplace.org.uk/Page/2408/Great+North+Run+2011/)

**GARETH EDWARDS**  
Chair of the Trustees,  
Farplace Animal Rescue  
Registered Charity No 1126812

## ADM AID

**Early start for Midcounties collectors**

At this year's ADM the delegates and visitors from Midcounties Co-op asked standing orders committee if we could hold a collection for our society's charity partners Women's Aid.

They granted us the permission to hold the collection on Wednesday at the start of the mornings session. Thanks to the

delegates and visitors we managed to raise a fantastic amount of £777.64 in just over one hour.

Please can we say a huge thank you to everyone who raised this great amount.

**BERNADETTE CONNOR**  
Branch chair  
Midcounties Co-op E70

**Usdaw reps shone the campaign spotlight on benefits across the UK**

"spotlight day was a triumph"



"we really enjoyed ourselves"



"they ran a very successful day"

# Know Your Maternity Rights

Are you missing out on important rights?



Our recently updated Maternity Rights pack is available to order now priced at £2. It includes the following publications:

- ✓ Health and Safety
- ✓ Leave and Pay
- ✓ Returning to Work
- ✓ Miscarriage and Stillbirth
- ✓ Extra Money for Mothers and Babies
- ✓ Sickness and Redundancy
- ✓ Postnatal Depression
- ✓ **\*NEW\*** Rights for Agency Workers
- ✓ Maternity Rights Calendar
- ✓ Maternity Allowance Leaflet
- ✓ Maternity Postcard

## Also available...

### Maternity and Parental Rights Guide for Reps (Leaflet 325)

A recently updated leaflet designed to help reps deal with queries and support pregnant women and new parents at work.



Fill out the order form below or download for free at [www.usdaw.org.uk/maternitypack](http://www.usdaw.org.uk/maternitypack)

### Please send me:

- A Maternity and Parental Rights Pack**
- A Maternity and Parental Rights Guide for Reps (Leaflet 325)**

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

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

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

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

Mobile No: \_\_\_\_\_

Email: \_\_\_\_\_

The Maternity Rights Pack is £2 and this money will be deducted from your branch funds. Leaflet 325 is free. Please complete and return this slip to: The Stationery Department, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ