

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

arena

Spring 2019

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GENERAL SECRETARY PADDY LILLIS

Get involved and make a difference

Welcome to the first issue of arena for 2019 which is packed full of news and updates. As well as featuring our regular pages on legal plus, health and safety and campaign updates this edition includes features on debt advice, sleep apnoea and funeral planning.

Recent events have shown us that getting involved in politics has never been more important. The decisions that politicians make, affect virtually every aspect of the daily lives of Usdaw members. That's why this edition focuses on why politics matters and what you can do to get involved.

Our campaigns such as Time for Better Pay have a political element, an element that puts pressure on the Government to take some action such as implementing a minimum wage of £10 per hour.

With not long to go until our departure from the EU we are still in the dark about what a deal or no deal means. Whatever happens next, we must not let our differences divide the country even further.

Paddy Lillis, General Secretary

The team

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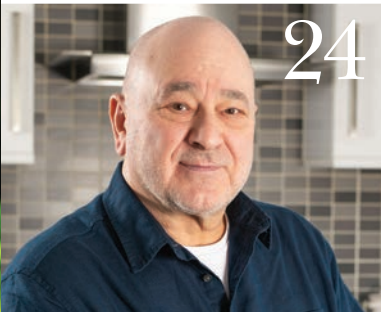
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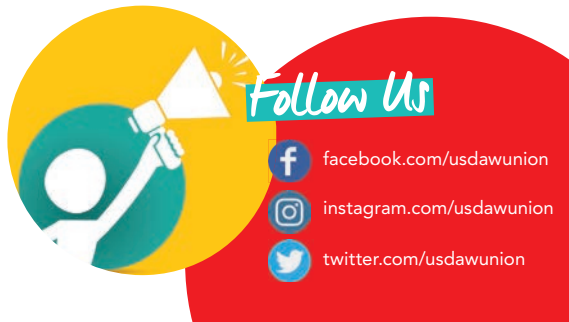
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Union recognition for Manx Co-op Society

Usdaw signs new agreement with the food retailer on the Isle of Man



Usdaw area organiser Michala Lafferty with operations manager John Kelly and Co-op staff

The agreement fully recognises Usdaw as the trade union for Manx Co-op Society employees and will now include the staff in the Co-op Employer's Association bargaining unit. Manx Co-op Society staff will be joining over 46,000 workers in the Co-operative movement who have already joined Usdaw.

Usdaw area organiser Michala Lafferty said: "This is a fantastic outcome for the staff as it means that for the first time ever they will get the opportunity to vote on their pay, terms and conditions of employment.

"We are now focussed on recruiting Manx Co-op staff to Usdaw and building and training a network of workplace reps."

Usdaw welcomes Parliamentary support for union recognition at Boohoo

Usdaw welcomed a report by cross-party MPs into fashion industry sustainability, which has recommended that online clothes retailer Boohoo recognises Usdaw as the union for their staff.

The report from the House of Commons Environmental Audit Committee concluded: "The company has, over a prolonged period of time, refused even the most basic level of engagement with Usdaw and appears hostile to the very idea of recognising a trade union. We recommend that Boohoo engage with Usdaw as a priority."

The union has ran a sustained campaign for recognition at Boohoo, but the company has so far declined to engage. Usdaw activists held a successful action day outside the company's Burnley warehouse, which has over 3,000 staff and is the area's largest employer.

Usdaw divisional officer Mike Aylward said: "We are pleased that MPs listened

to our evidence that countered Boohoo's assertion that there was no demand for union recognition. It is shameful that large companies like Boohoo won't recognise Usdaw, even when their employees welcome it.

"We hope that the company will now listen to this cross-party committee, as well as their staff, and we look forward to opening talks with Boohoo in the very near future."





Uncertainty for Tesco staff

Usdaw in talks with the company over changes

At the end of January there was extensive media speculation about job losses within Tesco.

To hear about the future of their jobs in this way was distressing for Tesco staff.

Following talks and representations from Usdaw, the company confirmed their planned changes to UK stores and head office.

At the time of writing, Usdaw has entered into consultation with the company over the proposed changes, which could put as many as 9,000 roles at risk of redundancy. The union's priority throughout these consultations will be to find alternative roles in Tesco for as

many members as possible.

The changes proposed by Tesco come at a time when the business has seen its trading results improve, which only underlines the union's calls for a proper industrial strategy for retail. Usdaw has launched an industrial strategy to tackle the current crisis on our high streets and in the retail sector generally, and is calling on the Government and employers to back our proposals.

This is a concerning time for our members in Tesco, who have played a crucial role in Tesco's turnaround project, and Usdaw is doing all it can to support members during this period of uncertainty.

Universal Credit should be halted

Usdaw responded to an inquiry by the Work and Pensions Select Committee and called on the Government to halt the roll-out of universal credit and fundamentally rethink the policy to protect claimants.

Usdaw general secretary Paddy Lillis said: "Despite the secretary of state recently acknowledging some of the problems with universal credit, the Government is still in denial about the detrimental impact on claimants including leaving some hundreds of pounds worse off.

"The Government needs to stop fiddling around the edges. The whole system needs a fundamental rethink and a reversal of the deeply damaging cuts."



Usdaw urges MPs to protect employment rights

Legal guarantees must be met following Brexit

Usdaw is concerned that the current deal to take the UK out of the EU does not guarantee maintaining employment rights.

Europe has delivered core employment rights that Usdaw members rely on, such as: paid holidays and proper rest breaks; safeguards against discrimination and important health and safety protections.

General secretary Paddy

Lillis said: "The Conservative record on employment rights is poor and this government has completely failed to engage with trade unions on the issue. We have little faith that this government would deliver on any promises and we oppose MPs accepting anything short of legal guarantees on maintaining existing employment rights and implementing all new

rights that the EU adopts after Brexit.

"These rights are minimum employment standards that help ensure fairness in the workplace and a level playing field that stops rogue employers undercutting rivals at the expense of their staff. We have to ensure that a post-Brexit Britain does not spiral downwards into low wages and insecure employment."

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Learning at Work Week: 13-19 May 2019

Learning opportunities will be promoted in workplaces across the UK

'Shaping the Future' is the theme of this year's national Learning at Work Week which takes place from 13-19 May.

Learning at Work Week is an annual event organised by the charity Campaign for Learning. It aims to put a spotlight on the importance and benefits of learning and development in the workplace and is an opportunity for all organisations

that offer adult learning activity of any form to present a special promotional activity.

Usdaw's union learning reps will be setting up a range of learning opportunities in workplaces across the country for members to access and engage in learning and progress or broaden their skills and knowledge, from promotion days to short taster courses

or starting full courses with qualifications.

Speak to your union learning rep or local Usdaw office to find out what's going on in your area.



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Free Online Pensions Home Study Course for members



Sign up to the Online Pensions Home Study Course now using the Usdaw website:

www.usdaw.org.uk/PensionsHomeStudy

If you're looking to improve your knowledge and increase your confidence about pensions then sign up to Usdaw's Online Pensions Home Study Course.

The course is easy to follow and completely **free** for all Usdaw members.

The course will help you understand the different types of pension schemes on offer today and help you improve your pension knowledge. It will also help you to build up your confidence about your own pension and help you to answer your colleagues' queries in the workplace.

The course consists of four modules, each taking approximately 30 minutes to complete. Each module must be completed within two days of you receiving your unique course link. You will be able to revisit the course as many times as you like within the two days – your progress will automatically be saved. When

you complete the course, we will send you an Usdaw Certificate.

Better informed

Usdaw rep Louise Scott, decided to sign up for the course when she received an email about it. "Workplace pensions are constantly changing so I thought it was best that I had a sound understanding of them for my members," said Louise, 33. "I find pensions daunting but the course instructions were clear and it was good knowing that I could stop at any time if I wanted to, but I didn't actually need to in the end.

"After completing the course, I have a better understanding of the state pension and my own workplace pension. Pensions should play a very important part in our lives now as we need to make sure we have financial stability when we retire."

Lone Working in the Convenience Sector Guide

The introduction of self-service checkouts and other new technologies in combination with increased competition in the convenience sector have resulted in the number of staffing hours being dramatically reduced. Consequently, more sector staff are working in isolation, which can have an impact not only on their health and safety in the workplace but also on their mental wellbeing.

Although Usdaw does not encourage lone working it recognises that on occasions it may be unavoidable. That's why the union has produced a guide to Lone Working in the Convenience Sector.

The guide is available to both reps and members and covers the following sections:

◆ The legal position explains

that lone working is not illegal but employers have a legal duty to ensure the health and safety of their employees.

◆ The hazards of lone working from accident and emergencies to violence at work.

◆ How to use risk assessments to identify the problems of lone working and how best to mitigate them.

◆ A robust training schedule that includes accidents and emergencies, first aid training and dealing with violent or aggressive people.

◆ Encouraging staff to report all incidents of abuse and violence and making sure they are trained on the reporting process.

◆ How Usdaw can support, advise and represent members who have concerns about lone working practices in the workplace.

Download Usdaw's guide here:

www.usdaw.org.uk/lw



NEW PUBLICATIONS

For a full list of publications visit: dtp.usdaw.co.uk

Workers' rights – a guide for all workers (Leaflet 211)

Training for Members – Federation Schools and Education (Leaflet 297)

Discrimination: Bullying at Work (Leaflet 314)

Legal Plus: Looking After You and Your Family (Leaflet 312)

Training for Members – The Open University (Leaflet 367)

Member Offers (Leaflet 398)

Retail Workers – Abuse is not part of the job (Leaflet 429)

Training for Members – Summer Schools (Leaflet 431)

Men's Mental Health – It's OK to ask for help (Leaflet 433)

Discrimination: Sexual 'Banter' at Work... It's not OK (Leaflet 434)

Time for Better Pay (Leaflet 435)

Usdaw Pensions Guide

ONLINE LEARNING

Fit for Maths
usdaw.fitformaths

Mental health course
www.usdaw.org.uk/MHcourse

'A Play on Words' – English bitesize course
www.usdaw.org.uk/english

CV Writing – IT bitesize course
www.usdaw.org.uk/cvwriting

Vulnerable Workers Home Study
usdaw.homestudy5



The Usdaw Organising Awards 2018

Activists took centre stage at Usdaw's 14th annual organising awards in Manchester. The event is unique in the trade union movement and helps to properly recognise the outstanding contribution Usdaw reps make in the year.

The ever-popular event took place in January and saw talented and committed reps from all seven divisions attend a ceremony to

celebrate the very best recruiters, organisers and campaigners in the union.

Supporting members

General secretary Paddy Lillis, deputy general secretary Dave McCrossen, president Amy Murphy and special guest Paul Nowak the deputy general secretary of the TUC, played host and presented national awards to 10 winners in nine categories.

"The Organising Awards are all about

What the winners said:

Most Promising New Activist

Mark Jeffery: "I'm absolutely buzzing. It's the first time I've been nominated so I didn't think I would win. The event is amazing and I'm really happy to be here."

Health and Safety Rep Award

Ray Stuart: "I attribute a lot of my success to the Usdaw tutors and my area organiser. Without their support I wouldn't be here. I'm delighted I've won."

Equalities Award

Michael Anderson: "Equality is an important part of the trade union movement. I'm amazed and surprised I won."

Union Learning Rep Award

Tracy Jane White: "I'm really proud of the work I've done around mental health especially trying to get people to talk about dementia. When my name was called out I just sat there thinking someone else had won."

Campaigns Award

Michaela Parsons: "This is the first time I've been nominated and I won! I'm shocked and speechless and that doesn't happen very often! The event is absolutely fantastic and I'm really happy to be here."

Team Recruitment and Organising Award

Primark Bank Buildings Belfast Rep Team

Jo Carlton, Mary Flynn, Jeanette McKnight and Cheva Collins: "Dealing with the aftermath of the fire that destroyed our workplace has been tough. We are delighted and over the moon with this award."

Individual Recruitment Award

Tommy Ryan: "I'm totally overwhelmed at winning the award. I've been very lucky to have a great support network. When you're a rep you're part of one big team."

Individual Organising Award

Nikki Fitzsimmons: "I'm absolutely ecstatic. I didn't think I would win as I'm still relatively new to the role. The event is wonderful and it's great to be here."

Outstanding Achievement Award

Dawn Cobb: "I'm overwhelmed I've won. It's fantastic to know that the union recognises and appreciates the work you do for members."

Margaret Baxter: "I don't feel like I've done anything more than what thousands of our members do day in day out. It's such an honour and I will treasure this award."



To see more pictures
from the night visit:

www.usdaw.org.uk/gallery

recognising the hard work our reps do on a daily basis and the real difference this makes to their colleagues' lives," said Paddy.

"Our reps and members have engaged in a wide range of campaigns defending workers' rights and promoting the work of the union. It's this grassroots support that helps the union win important victories that directly benefit our members."



Equal pay for equal work

Usdaw's annual young workers' weekend is a great opportunity for the union's youngest members to get involved

At the end of last year, 25 of Usdaw's youngest activists met in Warrington for the union's annual young workers' weekend. The group, all aged under 27, spent the weekend discussing some of the issues that will be top priority for the union in 2019 including supporting mental health and lobbying the Government to abolish unfair minimum wage rates for young workers through the union's flagship campaign, Time for Better Pay.

Discrimination

"Usdaw's survey of young workers shows that more than half of under-25s are not confident that their main job will provide the income they need over the next 12 months," said Usdaw general secretary Paddy Lillis who joined the young workers with deputy general secretary Dave McCrossen and president Amy Murphy. "These money worries are often

caused by young workers having similar costs of living as those aged over 25 but with significantly less income.

"Rates of pay for young workers are not acceptable and it is clear they don't offer the opportunity for a decent standard of living.

"Rates of pay for young workers don't offer a decent standard of living."

"Usdaw believes that young workers should be encouraged to enter and progress in the world of work, but this will not be achieved by using them as cheap labour. Rather than promoting age related pay, the Government should be making a commitment to promote youth employment with positive initiatives, such as careers advice in schools and colleges, improvements to vocational training, the promotion of good quality apprenticeship schemes and equal pay for equal work.

"Usdaw has long supported the principle of equal pay for equal work and we have successfully negotiated the removal of

Young Workers' Weekend

age-related pay in many of the major retailers that we have dealings with. Those employers, who are doing the right thing by their young workers, are vulnerable to being undercut by employers who take advantage of a law that discriminates by age.”

Research

Representatives from the Low Pay Commission, the independent body that advises the Government on the national minimum and the national living wage, were also at the conference to gather evidence from the young workers about pay rates. Delegates split into groups for a workshop session to discuss their personal experiences of work and pay.

“Our recommendations each year are evidence-based, we analyse data and go on regional visits and talk to employees,” said professor Sarah Brown. “By meeting people like young workers, we can find out in more detail what’s going on at a faster rate than we could waiting for data.

“About a year ago we decided to undertake a review of the youth structure rates.

When they were first introduced twenty years ago the structure rates, education and apprenticeship policies were different and now we also have the national living wage which produces an additional rate for 21-24 year-olds.

“We are interested to find out how the structure impacts



GETTING ACTIVE

Deputy general secretary **Dave McCrossen** spoke to conference about the value of being a rep and the opportunities offered by the union to become more involved. “Around one fifth of Usdaw’s membership is made up of workers under the age of 27 and the union provides many opportunities to get involved and play a bigger role with hundreds of young members already signed up as activists including safety reps and learning reps,” said Dave. “Reps are at the heart of the union, if we lose sight of that, we lose sight of the organisation. So, we make sure you’ve got the training, the mentoring and the coaching you need and that you are fully prepared and have the enthusiasm to be the best that you can be and to go forward and be the future of this organisation.”

Taking that first step

“Participation is really important at any level, even if it’s just helping out with a campaign day or using social media to share stories about the work of the union and focus on the things that we do well. We need to build a union that is relevant to everyone and one that reflects the diversity of the people that work in the industries we represent.”

Members' workshop



different workplaces so that we can come up with evidence-based recommendations for the future.”

Time for Better Pay

Usdaw’s TUC-backed Time for Better Pay campaign aims to strengthen workers’ rights and tackle the causes of in-work poverty. A survey of over 10,500 workers has shown that low pay, short and zero hours contracts and insecure work are real issues for Usdaw members and young workers are particularly affected.

Workers aged under 25 are more likely to be in the lower pay brackets and are disproportionately affected by short hours contracts. They are forced to rely heavily on insecure hours which can result in increased mental health issues.

Usdaw is calling for the following actions to address the issues faced by low-paid workers:

- ◆ At least £10 per hour minimum wage for all workers.
- ◆ Minimum contract of 16 hours per week for all employees who want it.
- ◆ The right to a contract based on an individual’s normal hours of work.
- ◆ An end to zero hours contracts.

Paddy Lillis is driving the campaign: “Going out to work should mean a decent standard of living for everyone and that’s why Usdaw is calling on the Government to tackle low pay and insecure work.

“We need real and urgent improvements to workers’ rights to deliver an economy which works in favour of all working people.”

Everyone can support the campaign by signing the online petition to ensure that the union’s Time for Better Pay campaign is brought before Parliament

www.usdaw.org.uk/T4BP

Want to get more involved?

Get involved with your divisional young workers committee

If you are interested in representing young workers in your division and campaigning for their rights then get in touch with your committee by contacting your local office.



Become an Usdaw rep

Usdaw Reps are among the best trained in the trade union movement and can acquire many new skills like preparing a case and representing members, how to communicate better, plan a campaign and run meetings.



Reps can choose to get involved in the wider work of the union by attending weekend schools, get-togethers and conferences. They can also opt to get involved in national conferences and directly influence the union’s policies and priorities. It’s a purely voluntary role and the depth of involvement is up to the individual.

If you are interested and want to apply visit:

www.usdaw.org.uk/bearep



Young workers know your rights

Young workers are a vital part of the workforce but are often undervalued, underpaid, discriminated against and even bullied. All workers, irrespective of age, should be treated in a fair and consistent manner by their employer.

If you work full-time, part-time, or you are a student, Usdaw will make sure your voice is heard and your issues are dealt with.

This guide answers some of the common questions about your rights at work.

www.usdaw.org.uk/397

Putting members first

Natasha is determined to make sure young workers get the most out of the union

Nineteen-year-old Natasha Fox signed up to become an Usdaw member as soon as she started working at Tesco in Newton Abbot two and a half years ago. The customer assistant, and part-time model, was keen to get more involved with the union as soon as possible and became a rep on her 18th birthday. Since then she's also signed up as health and safety rep and is a valued member of Usdaw's divisional and national young workers' committee.

In the family

"My mum encouraged me to join, she was a member when she worked for Tesco 12 years ago and told me how important it is," said Natasha. "But I was also eager to play a bigger part by becoming active and helping the union grow.

"My role involves health and safety walk arounds and I focus on recruiting new starters, particularly young workers, at their inductions. If young workers don't understand why unions are important and don't become members then unions will eventually disappear. I want them to get the best out of working at Tesco and the best out of being in the union.

"I joined the divisional young workers committee because it was a great way to get more involved and meet other young members like myself. At the end of last year my area organiser nominated me to sit on the national young workers' committee. The committee

"I want members to get the best out of being at work and in the union."



For more information on being a rep, visit the union's website:

www.usdaw.org.uk/bearep

meets at Usdaw's central office in Manchester every three months and we talk about our respective divisions and plan events like the national young workers' weekend. It's something I really enjoy being a part of."

In her spare time, Natasha is a keen model and has recently been on the cover of *Your Devon and Cornwall Wedding* magazine. "I got into modelling at 16 while competing in pageants. I enjoyed being in front of the camera and it went from there. Since then I've done a few studio and location shoots, and modelled for friends at college who are studying photography or make-up.

"I'm really happy I get to do two of the things I love – modelling and being a rep."

Are you
worried
about
money?



Feeling the pinch

The current economic climate means that many people's finances are already stretched. For large numbers of people, Christmas will have placed a huge strain on household budgets.

If you know you are struggling financially it can be tempting to ignore it or try to struggle on in the hope that the situation will get better. Unfortunately, it won't, not unless you take steps to try and address the issue.

Knowing what to do can be overwhelming, that's why Usdaw has teamed up with debt charity StepChange to give you practical tips on taking control of your finances.

Face the facts

Facing up to debt can be extremely difficult. Sometimes it's easier to ignore the problem in the hope that it will go away. However, when it comes to debt, it is essential you try and deal with the problem as soon as possible.



If you are struggling with debt problems, you're not alone. The best course of action is to take advice as soon as you can.

**Know
Your
Rights**

Create a budget

You will need to do a full review of your household finances and then create a budget. Creating a budget will help you see exactly where your money is going. Using an online budget planner can give you a breakdown of your finances. Debt charity StepChange provides an online budgeting and debt advice tool that can help you manage your finances and deal with your debts.

Visit www.stepchange.org/debt-remedy

What are the priorities?

For most people debts such as mortgage/rent and utility bills will be the most important simply because of what may happen if they are not paid ie being evicted/cut off.

It's important to approach mortgage lenders/landlords and utility companies to see if you can agree a payment plan. Utility companies must offer a range of ways to pay smaller amounts regularly and avoid getting into arrears. If you do get in arrears, the companies must let you pay your debts at a rate you can afford.

When speaking to utility companies make sure you are on the cheapest tariff and consider switching suppliers, see www.usdaw.org.uk/switch

The rest can wait

Other debts like credit cards and bank loans will have to wait their turn if you cannot pay them straight away. Get in touch with the companies to explain why you can't pay and tell them you're getting help and advice.

See where you can cut costs

Have a look at your essential living costs and see if there are any savings you can make. For example, can you save money on food by changing where you shop? Or can you reduce your TV and internet costs?

Even if you're already on a tight budget, you might be able to save money by finding cheaper alternatives. Visit www.stepchange.org and search **reduce spending**.

Look at increasing your income

If you're able to work, keep looking for opportunities that could increase your hours or (if possible) take on a second job. You should also make sure you're claiming all the benefits you're entitled to. You can check what you're entitled to at www.stepchange.org and search **benefits calculator**.

Reduce the cost of your debts

Never borrow more money to get out of debt. However, if it's possible to borrow more cheaply elsewhere to replace existing borrowing then this might be an option to consider.

Avoid pay day loans

For those who are financially vulnerable, payday loans can appear an all too convenient way of accessing short-term credit. They are an extremely high-cost form of credit. Interest and charges can rack up extremely quickly and too many people fall into a vicious cycle of taking out one payday loan to pay off another.

Illegal money lending

Loan sharks are not authorised by the Financial Conduct Authority which means they can charge extremely high rates of interest. They may physically or verbally threaten you if you can't pay back the money. If you are being harassed or threatened by a loan shark, you can report them, in confidence, by calling **0300 555 2222** or visit www.gov.uk/report-loan-shark

Harassment by creditors

Creditors are allowed to take reasonable steps to get back the money you owe them but they should not be harassing you. Examples of harassment include:

- ◆ Contacting you several times a day, or early in the morning or late at night.
- ◆ Putting pressure on you to sell your home or take out more credit.
- ◆ Falsely claiming to be a bailiff or work for the court.



What to do if you are being harassed

Find out who's harassing you because it may not be the people you originally owed money to. Your original creditor may have passed the debt onto someone else to collect. Make sure you collect evidence of the harassment by recording the number of visits/calls with dates and times, keep any letters or documents and collect witness statements from anyone who saw you being harassed.

Complaining to your creditor

You should write to the creditor who is harassing you and ask them to stop. You should point out that harassment is a criminal offence and you can take further action if they don't stop.

StepChange is a debt charity that offers free, impartial advice and practical debt solutions to anyone who is struggling with a debt problem. You can contact StepChange at

www.stepchange.org

0800 138 1111

Know Your Rights



Support and advice

Owing money is not a crime

Being in debt is not a criminal offence even if you can't pay it back. Some companies may take you to court but the court will not order you to pay money you cannot afford to pay.

Don't let your money worries spiral

If after fully reviewing your household finances and budget, you still feel unable to cope then contact debt charity StepChange. They offer free, impartial advice and practical debt solutions to anyone who is struggling with a debt problem. The charity has been helping people for over 25 years.

You can contact **StepChange** at www.stepchange.org and **0800 138 1111**.



- ◆ **The Citizens Advice Bureau** provides free advice on money and benefits www.citizensadvice.org.uk
- ◆ **National Debtline** offers free, confidential and independent advice on how to deal with debt problems. www.nationaldebtline.org and **0808 808 4000**.
- ◆ **Mind** is a leading national mental health charity www.mind.org.uk and **0300 123 3393**.
- ◆ **The Samaritans** provide emotional support to anyone in emotional distress. www.samaritans.org and **116 123**.
- ◆ **Shelter** is a national housing advice charity. They offer free, confidential advice about any housing problem. www.shelter.org.uk and **0808 800 4444**.

Black Members' Weekend



BME activists attend Usdaw's ever-popular Black Members Weekend Workshop to discuss race, immigration and representation

Usdaw general secretary Paddy Lillis opened the union's annual Black Members' Weekend Workshop in Manchester last November where there were over 40 black and Asian activists in attendance.

Race at work

"Over the years this event has gone from strength to strength and today we celebrate its 25th anniversary," said Paddy.

"This weekend is an important event in the Usdaw calendar. In order to make sure we are taking up the right issues and we need ways to bring our members together to hear what issues matter to them. While all Usdaw members share similar concerns such

as pay and working hours, different groups of members have distinct and specific concerns. For example under-age sales is a concern for members in retail and pick rates are a concern for members in warehouses. Just as the union takes action to address these particular issues and organises conferences for each specific group of members it does the same for black and Asian members.

"A steep rise in hate crime and the recent rise of the far right is of grave concern to all trade union activists. Usdaw is committed to tackling racism and striving for race equality.

"The union's No Room for Racism campaign was launched in the wake of the referendum result. In addition, we are also building broad alliances with the TUC and

Workshop



other groups such as Show Racism the Red Card and Stand up to Racism to combat the rise in the far right, the rise in hate crime and indeed the rise in so called ‘casual racism’ from those who occupy parliamentary positions.”

The European Union

“The rise of the far right, not just in this country but across Europe, is extremely troubling,” said Usdaw deputy general secretary Dave McCrossen. “The debate around Brexit focused almost exclusively on immigration rather than whether we would be better off in or out of the EU. The toxic nature of the debate and the divisions it has caused has emboldened the far right in a way I’ve not seen since the 70s and 80s.

Thankfully, the trade union movement is taking this threat seriously and has joined forces with anti-racist organisations to try and prevent fascists from marching on our streets.

“As an organisation we have been working hard to ensure that our BME reps are better represented through our structures. We have made real progress but more work needs to be done. We want Usdaw to truly reflect the diversity of the people in this country.”

Immigration policies in the UK

TUC race equality policy officer Wilf Sullivan was invited as guest speaker to the Workshop. “The politics of race and immigration haven’t really changed since Enoch Powell made the ‘rivers of blood’ speech,” said Wilf. “The ideology of the far right has permeated mainstream politics. David Cameron talked about the swarms of migrants coming over from Africa and Boris Johnson unashamedly compared Muslim women to letterboxes. There is still a fear that migrants will somehow contaminate British culture and society so they shouldn’t be allowed in.

“That’s why we have external and internal borders. Document checks carried out not by the state but by ordinary people such as employers and landlords.

“Trade union activists from all communities do a great job of creating safe and inclusive workplaces free from racism and harassment. Our trade union movement is after all founded on the principle that everyone has the right to be treated equally.”

Ushaw rep Leroy Grange Wincanton Greenford

First time attendee Leroy was overwhelmed by the warm welcome he received at the workshop. “It’s really important the union runs events like this as it gives BME workers the space to discuss issues important to them,” said Leroy.

“Being a rep for the union has opened many doors for me and I would highly recommend getting involved to others.”





Natalie campaigning in Burnley town centre to support BooHoo workers

It's a crying shame
boohoo
won't recognise
Usdaw

Strikes in making banks almost unrecognisable for workers employed so we can help make banking a better place to work.

What can I do to help?
• If you work at boohoo join Usdaw straight away
• If you are a member of the public, support our campaign for recognition.

JOIN USDAW
THE TRADE UNION FOR
boohoo workers

Usdaw
usdaw.org.uk

Supporting members

Natalie Campbell

Usdaw's Black Members' Weekend Workshop gave union rep Natalie an insight into the issues faced by BME members

What prompted you to become a rep?

When I started with Tesco I was approached by the managers asking whether I would be interested in becoming a rep. I didn't really understand what the role entailed but when they mentioned I would be helping other members of staff I said yes straight away. I have always been a great believer of helping others and that stems from the amazing way my parents raised me and my sisters.

You were still very new to the company. Did the managers explain why they approached you?

They said they could tell straight away that I was a people person based on how supportive I was towards my colleagues.

There is a saying in the trade union movement that 'like recruits like'.

For example, women workers are more likely to join when approached by a female rep and the same is true of black workers. Is this your experience?

In my store, out of 280 members of staff, only eight are black and minority ethnic (BME) therefore I have not really come across this as yet. However, I do believe that to some extent the saying is true. Due to shared cultural experiences people tend to be a bit more comfortable talking to someone from a similar background as they feel this person will have a better understanding of their issues.

Last year a poll that found there was racial bias in every aspect of life from dating apps to

promotions at work. What are your thoughts/experiences of this?

I haven't experienced anything overt. However, I have noticed that on several occasions members have been a little shocked when I turned up to represent them. It almost felt like they weren't expecting a young, black, woman to be a rep.

Do you think trade unions can make a difference to BME workers?

Absolutely. I really welcome general secretary Paddy Lillis and deputy general secretary Dave McCrossen acknowledging that currently, the union doesn't quite reflect the diversity of Usdaw's membership and that they are planning to address this issue. More BME reps and officials will inspire people from minority

groups to get involved. This can only be a good thing. The more we engage the membership the stronger our voice.

Why are events like Usdaw's Black Members' Weekend Workshop important for BME reps?

The workshop was probably the first time that I genuinely felt I belonged. That I would not be judged by my skin colour or any other attribute I have that doesn't fit into the stereotypical notion of success and empowerment. Attending the event gave me the opportunity to meet other BME reps and share knowledge, ideas and experiences. It has been crucial in giving me more of an insight into the issues that affect other BME reps and members.

"More BME reps and officials will inspire people to get involved."

LEGAL PLUS



Stuart's never-ending nightmare!

Stuart 'over the moon' with Usdaw support

In December 2013 Usdaw member Stuart Fryer had a serious accident at work that left him badly injured and mentally distressed. Stuart called on Usdaw for support and because he's a union member, solicitors were able to make sure he received specialist medical care, appropriate advice and support, and as a result, substantial compensation.

On the day of Stuart's accident severe weather warnings had been issued across the UK and high winds were causing widespread damage. Stuart was working part-time at JTF Wholesale in Leeds. His manager had asked him to keep a look out for plants being blown off wooden display units at the front of the store and to move them to a safe place.

As Stuart picked up the last plant, a gust of wind blew all the units over and two fell on top of him.

"The first thing I heard was people shouting 'get them off him', I didn't have a clue what was going on," said Stuart,

73, who lives with his wife in Batley. "A colleague who rushed over to help me saw the accident and described the units falling like a giant wave because they were all chained together. They also weighed 100kg each so he didn't expect me to be alive.

"I was dragged from underneath. I didn't feel any pain at first but I remember feeling really cold and wet because the rain was lashing down. My colleagues covered me in blankets and told me not to move while they called 999."

An ambulance took Stuart to Leeds General Hospital where he stayed overnight. Tests revealed injuries to most of his right

side including his knee, hip and arm. He also had a dent to his skull and the base of his spine was fractured in three places.

Consequences

Stuart had operations straight away to treat some of his injuries including removing a bone from the base of his thumb and correcting damaged nerves in the back of his hand.

He returned to work six weeks after the accident but continued to struggle with movement, pain and stiffness in his hand and remained under the care of a specialist. His hip and back were also becoming increasingly painful.

Six months prior to the accident Stuart had undergone a right hip replacement. Further investigations revealed that as a result of the accident, Stuart's acetabular cup (a component of the replacement) had become loose. Subsequently he was put on the waiting list for hip revision surgery. As Stuart continued to wait his pain became progressively unbearable.

"Because I was moving around, friction was slowly grinding my hip bone down to such a degree that it caused me to be in constant pain," said Stuart. "I finally had the revision surgery in May 2015, 18 months after the accident, followed by physiotherapy but subsequently my hip became infected and my condition deteriorated."

Although the company had admitted liability, they were refusing to pay for Stuart to get immediate private treatment so he was forced to continue to wait while in agony.

The union solicitors applied pressure and finally managed to get the company to release funds for Stuart to see a hip specialist in Sheffield.

"The Doctor was known as the best hip specialist in the North," said Stuart. "In August 2018 he operated. The infection was so severe that he was forced to take out the

replacement and fill the area with antibiotics to fight the infection. For the next thirteen weeks I was bed-bound, unable to walk, or leave the house, it was a nightmare and had a dramatic effect on my mental health. I'm still on anti-depressants now.

"This was probably the most challenging time for me and my family. To go from being quite active to not being able to do anything for yourself is extremely debilitating. If it wasn't for the support of my wife and family I don't know how I would've got through it."

Looking to the future

Stuart's infection cleared and he had corrective surgery, including a bone graft, with the specialist in November last year. Thankfully he's making a good recovery.

"It will take a while for me to overcome what's happened, but overall I'm feeling better and determined not to give in," said Stuart, who is now fully retired. "I've re-joined the gym and my physio is helping me to get active. Unfortunately, there's nothing that could be done for the injury to my spine, it's too risky for doctor's to operate so I'll need to take painkillers and walk with a stick for the rest of my life. I'll also never regain full movement in my hand."

Stuart's case was finally settled in November last year after five gruelling years of distress, pain and waiting for the full extent of his injuries to reveal themselves.

"I'm over the moon with the result, the barrister and the solicitors really took control and moved things on when the company were delaying, I can't speak highly enough of them.

"I feel really lucky to have had Usdaw on my side. A friend of mine encouraged me to join, I wasn't sure, but I'm so glad I did – you never know what is going to happen in life."

"It was a nightmare and had a dramatic effect on my mental health."



**INJURED?
REMEMBER
YOU'RE A
MEMBER**

**DON'T FORGET
YOUR FREE
LEGAL SUPPORT**

- ✓ Expert solicitors to look after you.
- ✓ For members and their children under the age of 18 any accident, anytime, anywhere in the UK and for package holidays outside the UK.
- ✓ And family members living with you are also covered for road traffic accidents.

**IF YOU HAVE AN ACCIDENT,
HIGH STREET SOLICITORS
CAN TAKE UP TO 25% OF
YOUR COMPENSATION
WITH FIRSTCALL USDAW
YOU KEEP 100% OF
YOUR COMPENSATION**

FirstCall *Usdaw* 0800 055 6333
VISIT WWW.USDAW.ORG.UK/FIRSTCALL

'No forms, no fuss, no delay'

Usdaw member Karen Ryan was grateful for the back-up of the union when she slipped on black ice at work. Her case was settled in just six months and she was awarded £2,000 in compensation.

The accident happened in December 2017. Karen had clocked in at Tesco Leicester where she works as a customer service adviser and was heading over to the petrol station when she slipped on an icy road that hadn't been gritted.

"My legs just went from underneath me and I fell to the floor," said Karen, 63. "I was in agony straight away. I'd had a left knee replacement just two years earlier and it was that knee which took the weight of the fall so I was really worried about the potential damage.

"I went straight to A&E where they took an x-ray and found that I had damaged the ligaments in my leg. The doctor strapped it up and told me to rest it at home for six weeks.

"I phoned FirstCall Usdaw shortly after the accident. I've been a member of the union for 20 years, ever since I started working at Tesco, so I knew about the many benefits of membership, including the fantastic legal service.

"From the beginning it couldn't have been more straightforward. I just phoned the number and the solicitor took over from there. Just as the slogan says, 'no forms, no fuss, no delay'.

"My case was processed very quickly, the company admitted liability and it was settled within a few months. It's good to know that there's back up with the union if ever you need it.

"I still have twinges in my knee but it's getting stronger every day and hopefully I'll be back to full fitness very soon."

WHAT DOES FIRSTCALL COVER?

- ◆ Any accident, anywhere in the UK, including accidents at work or outside of work.
- ◆ Accidents/injuries to members while outside the UK on a package holiday.*
- ◆ Road traffic accidents for members and family members living in the same household.
- ◆ Work-related conditions or diseases, eg industrial deafness, dermatitis, respiratory conditions.
- ◆ Injuries caused by violent crime including armed robbery (CICA claims).
- ◆ Plus: Members' children, under the age of 18, who are injured anywhere, anytime in the UK and also if they are injured while outside the UK on a package holiday.*

*Package holiday claims means accidents, injuries or other personal injury claims covered under the Package Travel, Package Holidays and Package Tours Regulations 1992.

To be eligible for legal assistance:

- ◆ You must be a fully paid up member at the date of the event or incident and remain fully paid up.
- ◆ You must lodge a claim for personal injury within three years of the accident date.
- ◆ Your claim must be lodged within two years from the incident date to register a claim with the Criminal Injuries Compensation Authority (CICA).
- ◆ You must comply with the conditions of the Usdaw legal handbook.



For more information visit

www.usdaw.org.uk/firstcall

Campaign update

Time for Better Pay

In 2018 Usdaw conducted a survey of over 10,500 workers in retail and associated sectors which laid bare the issues that working people are facing as a result of low pay, short and zero hours contracts and insecure work.

Based on the results Usdaw launched its Time for Better Pay campaign.

Usdaw general secretary Paddy Lillis said: “Our findings show very clearly low paid workers are struggling to pay gas and electricity bills, missing rent and mortgage payments, missing meals to pay for essential bills and using food banks to feed themselves and their families.

“The Time for Better Pay campaign aims to tackle the causes of in-work poverty and develop an economy where going to work guarantees that people can afford a basic standard of living.



TIME FOR BETTER PAY

WHAT ARE WE CALLING FOR?

We want the Government to strengthen workers' rights by introducing:

- ◆ A minimum wage rate of at least £10 per hour for all workers.
- ◆ A minimum contract of 16 hours per week for everyone who wants it.
- ◆ A contract based on an individual's normal hours of work.
- ◆ An end to zero-hours contracts.

“Since its launch, the campaign has been well received by Usdaw reps and members and in the press.

“To build on the campaign we have also launched the Time for Better Pay petition. Through the petition we are seeking to force the Government to respond directly to our calls. We will need 100,000 signatures to secure a government

response and a possible parliamentary debate. That's why I'm urging everyone out there to fill in this petition.”



“We are disappointed that MPs approved unfair and unnecessary measures that will significantly restrict access to justice for injured workers.

The Government say that the bill will tackle a whiplash epidemic but they fail to mention that insurers will receive an annual gift of £1.3bn.

“Our campaign continues, because the threshold increase has yet to be adopted through the statutory instrument process. We will be seeking a vote of the House of Commons and asking MPs to support our campaign.”

Offensive Weapons Bill

Following the increase in acid and knives being used as offensive weapons the Government is looking at tighter laws on selling these items.

Usdaw supports the strengthening of the law but there is no protection for shopworkers who will be responsible for enforcing them.

David Hanson MP tabled an amendment that would create a new offence if a person attempting to buy corrosive substance or knives abuses, threatens or assaults the retail worker who is enforcing the law.

Home office minister Victoria Atkins invited Usdaw and a number of organisations involved in retail for a round table discussion.

“We had positive talks and explored how to improve protections for shopworkers who are assaulted, threatened and abused for simply doing their job,” said Paddy. “The minister listened and asked to be given time to consider the facts. We reserve the right to return to the Offensive Weapons Bill if the Government doesn’t agree to a review of legislation.”

USDAW CAMPAIGN Justice for Injured Workers

Campaign for justice

Usdaw is disappointed that the Government is ploughing ahead with proposals that will double the threshold for cases taken in the small claims court to £2,000. Usdaw believes that this increase will:

- ◆ Leave tens of thousands of injured workers without legal representation, because those costs cannot be awarded against negligent employers in the small claims court.
- ◆ Put people off pursuing valid claims.
- ◆ Worsen workplace health and safety standards.

Usdaw general secretary Paddy Lillis said:





Politics matters

Political activists gather to discuss the importance of political engagement in the trade union movement



Usdaw Political Conference

Delegates from across the country travelled to Manchester for the union's annual National Political Conference in February. It was a packed agenda with political engagement and organising in politics all up for discussion. The delegates were joined by Usdaw general secretary Paddy Lillis, deputy general secretary Dave McCrossen and guest speaker Jeff Smith MP.

Political Campaigning in Usdaw

"The political decisions that parties, politicians and organisations make, affect virtually every aspect of the daily lives of Usdaw members," said general secretary Paddy. "From rights at work to services provided by local councils; to funding for schools and the NHS.

"That's why I want to organise politically and turn our union's policies into campaigns.

"We need a programme of political engagement, reaching out to all Usdaw members in every division. We want to see regular campaign activity, linking our union's key campaigns with local politicians in order to make a meaningful difference. Campaigns that will speak to the public and put pressure on the politicians.

"Take our Time for Better Pay campaign.

This campaign aims to tackle the causes of in-work poverty and develop an economy where going to work guarantees that people can afford a basic standard of living. In just over three weeks the Time for Better Pay petition has collected over 17,000 signatures. The campaign continues as we aim for 100,000 signatures which will secure us a government response and a possible parliamentary debate.

Parliamentary Report

"It is impossible to give a parliamentary report without mentioning Brexit," said Jeff Smith MP for Manchester Withington. "Brexit is completely consuming parliament. It seems every bill from agriculture to immigration is linked to Brexit.

"We are working hard to avoid a no-deal Brexit. A no-deal would be disastrous for the country especially for the sectors that Usdaw organises in, such as retail and manufacturing. Even if we leave with a deal, we're not ready.

"Despite Brexit consuming everyone and everything we still need to hold the Government to account about the devastating impact of their austerity cuts."

Organising and Politics

"There is not a huge separation between the union's industrial and political work," said deputy general secretary Dave McCrossen. "In Usdaw we are very good at organising, it is embedded into everything we do.

"This means that as an organisation and as activists we have developed exactly the sort of skills that are needed in political work and that politics provides an avenue to achieving organising objectives.

"It is important that we are a visible presence in our key seats and across the country.

"Working together we can apply all that we have learnt from the union's organising agenda to our political work and be a force to be reckoned with on the campaign trail."

Reps thoughts

Lisa Willis – Scottish division

Usdaw has recognised that people are willing to give up their time to engage in political activities. It's great to see Paddy and Dave investing in reps through the proposed political activist programme. It shows that they are committed to helping working people get to Parliament and fight for our members.

Janine Bowler – North Eastern division

Usdaw is going in the right direction. They want more local, 'normal' people to put themselves forwards as councillors and MPs. This can only be a good thing for working people.



WANT TO GET MORE INVOLVED IN POLITICS BUT NOT SURE HOW?

Register to Vote

The simplest way Usdaw members can directly influence political decisions is by electing the people who make them. To do so, you need to be registered to vote. You can check if you are registered by going to:

www.gov.uk/register-to-vote

If your shifts or caring responsibilities mean that it is difficult to get to the polling station you should sign up for a postal vote. Anyone can apply for a postal vote by going to:

www.gov.uk and searching **postal vote**

Branch meetings

The best way for members to get involved is to attend their branch meetings. Branch meetings are union meetings run by reps and are a good way of finding out what is happening in the



union. Your branch number is printed on the plastic wrapper of each issue of *arena* above your name. To find out where and when your branch meeting is speak to your Usdaw rep (contact details on the Usdaw noticeboard) or call the national helpline on **0800 030 80 30**.

Join the Labour Party

Ushaw believes the Labour Party is the only political party that puts the needs and concerns of workers at the heart of its manifesto. By joining you do not need to commit to going to meetings or doing anything that you do not want to. But if there is something you do want to change, it gives you the chance to do it. You can join online at **join.labour.org.uk** – make sure you choose the reduced affiliate member rate.

Are you getting a good night's sleep?



For more information about
Obstructive Sleep Apnoea visit

www.sleep-apnoea-trust.org

Obstructive Sleep Apnoea (OSA) is a serious condition where the muscles in the throat relax during sleep causing the sufferer to temporarily stop breathing. If untreated it can occur hundreds of times a night leading to regularly interrupted sleep which can have a big impact on the quality of life and increases the risk of high blood pressure, strokes and heart attacks.

It affects around 13 per cent of adult men and 6 per cent of adult women in the UK and professional drivers are particularly at risk.

What are the symptoms?

Sufferers can experience extreme daytime fatigue affecting daily activities and in severe cases even falling asleep talking or eating.

Often, the symptoms of OSA are first spotted by a partner and can include loud snoring, noisy and laboured breathing and repeated short periods where breathing is interrupted by gasping or snorting.

What are the causes?

It's normal for the muscles in the throat to relax while sleeping and for most people this doesn't

Obstructive Sleep Apnoea

cause problems, but for people with OSA the airway has already narrowed because of possible certain factors:

- ◆ **Being overweight**
- ◆ **Being male**
- ◆ **Being 40 years of age or more**
- ◆ **Having a large neck**
- ◆ **Drinking alcohol**
- ◆ **Smoking**

Is OSA treatable?

There are a variety of treatment options that can reduce the symptoms of OSA including:

- ◆ **Lifestyle changes** – losing excess weight, cutting down on alcohol and sleeping on your side.
- ◆ **Using a continuous positive airway pressure (CPAP) device** – this prevents your airway closing while you sleep by delivering a continuous supply of compressed air through a mask.

- ◆ **Wearing a mandibular advancement device (MAD)** – this gum shield-like device fits around your teeth, holding your jaw and tongue forward to increase the space at the back of your throat while you sleep.

OSA and driving

If you're diagnosed with OSA, it may mean your ability to drive is affected. Research has shown someone who suffers from OSA may be up to 12 times more likely to be involved in a car accident.

It's your legal obligation to inform the Driver and Vehicle Licensing Agency (DVLA) about a medical condition that could have an impact on your driving ability.

See your GP if you think you might have OSA. They can check for other possible reasons for your symptoms and can arrange for an assessment of your sleep to be carried out through a local sleep centre.

OSA and professional drivers

Around 400,000 professional drivers have known OSA but there could be up to 1.4 million more undiagnosed, Usdaw's health and safety officer **Doug Russell** revealed.

"Professional drivers are particularly susceptible because of the nature of their lifestyle.

"The majority of sufferers respond well to treatment and as a result fewer than 1 per cent of the people who contact the DVLA actually end up losing their licence.

"Drivers should contact the sleep apnoea trust for guidance."



Doug Russell

Ushaw member and professional driver **Chris Anderson** was diagnosed with OSA two years ago. He manages the condition with a continuous positive airway pressure (CPAP) device.

The machine delivers a continuous supply of compressed air through a mask that prevents the throat closing and if an individual stops breathing it pumps more air in.

"Using the CPAP machine ensures I get a good night's sleep and relieves the symptoms of OSA so that I can live a normal life and continue my job as a professional driver," said Chris.

"Drivers don't want to admit that they have a problem because driving is their livelihood but it's important they get diagnosed for their own safety and the safety of others out on the road. If they get diagnosed they can get the right support and treatment and continue to live a normal life."



Chris Anderson

Family Matters

Talking about death can be difficult and most people try to avoid the conversation. With rising funeral costs it's more important than ever to have a funeral plan in place



Co-op Funeralcare recently carried out a survey on attitudes to death, dying and bereavement and found that **18 million** people are uncomfortable talking about the subject. As a nation we're reluctant to face up to the inevitable and as a consequence, **95 per cent** of us don't have a funeral plan.

When the time comes, addressing the practical matters of death can be a struggle for many families which is why **4 million** people have experienced financial hardship as a result of someone else's death.

What is funeral poverty?

Funeral poverty is when the next of kin struggle to pay funeral costs. The impact of this can be a legacy of debt as well as shame and distress of not being able to provide a 'decent' funeral for a loved one.

The cost of a funeral

After a house, car and wedding, a funeral may be the most expensive purchase people make. This is because costs have risen by 112 per cent in past 13 years and an average funeral now costs £4,078. The average price of a cremation stands at £3,596 and £4,561 for a burial.

Why are funerals so expensive?

Funeral cost have risen dramatically due to several factors:

- ◆ Burial plot shortages.
- ◆ Increase in new/private owned crematoria.
- ◆ Rising funeral director costs.
- ◆ Bereaved consumers tend not to 'shop around'. Only 6 per cent ask for quotes from more than one funeral director with 89 per cent going with the first one they contacted.
- ◆ The funeral industry is not subject to mandatory state regulation so there are no rules about what funeral directors can charge.

Planning your own funeral

Talking about death can be difficult. Nobody likes to think about their own

mortality but planning ahead can have huge benefits. It means the wishes of the individual are honoured. It will also ease the financial and emotional burden on family and friends and avoid potential conflict.

A pre-paid funeral plan allows the individual to choose the funeral they want and pay for it in advance. There are a number of plans out there so it is best to do some research and a comparison based on the individual's needs.

Co-op Funeralcare offer an exclusive discount to Usdaw members. To find out more contact **0800 289 120** or visit **www.usdaw.org.uk/coopfunealcare**

What happens if I can't pay for a funeral?

Funeral Expenses

Payment

This covers the cost of a basic funeral for people on qualifying benefits where there are no other funds

available through relatives or the estate. However, over the past 12 years, the value of the payment has eroded dramatically and the average award only covers around 35 per cent of the average cost of a funeral, leaving a potential shortfall of £2,335.

www.gov.uk/funeral-payments

Public Health Funerals

Councils have a duty to arrange the funeral of any person who has died where there is no money in the estate to pay for it and there are no relatives or friends available to arrange the funeral. Most public health funerals will only cover the absolute basics i.e a cremation. Family and friends can attend but the local authority will decide the date and time.

Further information and support

Visit the Age UK and Citizens Advice websites and search 'funeral'.

www.ageuk.org.uk

www.citizensadvice.org.uk

Funeral costs have risen by 112 per cent in the past 13 years

MemberOffers

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Fiat
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Vauxhall Cars
Vehicle Servicing

HEALTH & BEAUTY

Comfort Insoles
Groom Razors & Skincare
Gym Membership
Spa Gift Cards and Vouchers
Usdaw Health Plan
Usdaw Dental Plan
Vision Express

HOLIDAYS

Airport Parking, Lounges & Hotels
Cottage Breaks
Forest Holidays
Hotels and Short Breaks
James Villa Holidays
Novasol Holiday Homes
Parkdean Resorts
Pontins

INSURANCE

Accident Protection Cover
Female Cancer Cover
Car/Home/Travel Insurance
Life Insurance
Pet Insurance
50+ Personal Accident Cover
Free £5,000 Accidental Death Cover

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Virgin Experience Days

MONEY & FINANCE

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Financial Advice
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Pensions Advice
Pensions Annuity Service
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MISCELLANEOUS

Funeral Planning
Gas and Electric
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www.usdaw.org.uk/offers*

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

*Terms and Conditions for individual offers on the website.

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*Terms and conditions apply. See website for details. Offer subject to change without notice. Insurance is subject to underwriting. Voice Mobile - Savings calculated 10.08.18 and correct at the time of issue. Benefits vary depending on tariff selected. Vauxhall - When you join Partners you may be contacted by Vauxhall, you can opt out: <https://www.partnersprogramme.co.uk/contact>. Start Rescue - Your vehicle must be registered to and ordinarily kept at an address within the territorial limits (UK). Personal breakdown cover allows the policy holder to be covered in any vehicle (some exclusions may apply). A Vehicle breakdown cover policy only covers the vehicle specified in the policy. Usdaw Discounts & Offers is managed and run on behalf of Usdaw by Parliament Hill Ltd. Usdaw are an Introducing Appointed Representative of Parliament Hill Ltd of 3rd Floor, 127 Cheapside, London, EC2V 6BT who are authorised and regulated by the Financial Conduct Authority for non-investment insurance mediation under registration number 308448. Details can be checked on the Financial Services register by visiting the FCA's web site at <https://fca.org.uk/register>. Neither Usdaw nor Parliament Hill are part of the same group as the providers.

Asbestos

Q In the warehouse where I work, a forklift ran into panelling and damaged it. An asbestos removal firm came in and the area was sealed off while they took away the damaged material. I worked in the area after the accident and swept up some of the damaged panel. Was I exposed?

Asbestos is a serious hazard. Over 4,000 people a year die of asbestos-related cancer. The chance of developing cancer increases the more you are exposed to asbestos. It is possible, although extremely unlikely, that a short term exposure now could result in cancer in the future. There is no test that can be done at this stage to show how much asbestos you were exposed to or whether it has increased your chance of developing cancer. The asbestos removal firm should have carried out measurements before, during and after their work which may give some idea of the general level of asbestos at the time you may have been exposed. Talk to your union rep or area

organiser and make sure that a written record of the exposure is kept on your personnel record. Get a copy and keep it somewhere safe. You may also want to tell your GP so there is a record on your NHS notes.

Chemicals

Q In the meat processing factory where I work, the hygiene team are using a new disinfectant to wash machinery.



The label says it's corrosive. There are also warnings about not breathing in the fumes or getting it on your skin. How do we know that it is safe to use?

European laws on chemicals in the workplace require the supplier to produce a safety data sheet. This should identify any significant occupational or environmental risks, and should also give advice on safe storage and disposal as well as suitable protective equipment.

Your employer should use the information on the data sheet as the basis for a risk assessment under the Control of Substances Hazardous to Health regulations. This should identify safe systems for working with the chemical.

It is not unusual for cleaning

chemicals to carry health warnings. They are designed to remove grease and germs from equipment so they can damage natural oils in the skin. However simple precautions like the right type of gloves and goggles to protect the eyes from splashes are often all that is needed.

First Aid

Q I work in a small convenience store. Last week I cut my hand and we didn't even have a plaster. The manager said we aren't required to have one, but I thought there were laws covering first aid in work?

Employers have a legal duty to provide first aid. The minimum requirements in most workplaces are a suitable First Aid box and basic arrangements to provide assistance if a worker is injured or falls ill at work.

That does not mean there has to be a qualified first aider in a small store such as yours. But it does mean that there should be an 'appointed person' who takes care of the First Aid box and who would take charge if one of you was injured or fell ill.

There is no mandatory list of contents of a First Aid box. It may be different in some workplaces, depending on the risk assessment. But HSE

**SEND YOUR QUESTIONS TO
ARENA'S HEALTH EXPERTS:**

The Editor, arena, Usdaw,
188 Wilmslow Road, Manchester,
M14 6LJ or email:
arena@usdaw.org.uk

guidance suggests that it should include things like individually wrapped sterile plasters, sterile eye pads, wound dressings and disposable gloves. More information can be found in HSE's free leaflet 'First Aid at Work – your questions answered' - www.hse.gov.uk/firstaid

Diabetes

Q I work on the night shift in a warehouse and have recently been diagnosed with diabetes. Will this have any effect on my work?

The answer will depend on the type of diabetes you have and how easy it is for you to control. Working night shift disturbs your body clock and this can make it more difficult to cope with the effects of some forms of diabetes.

Type-2 diabetes which is controlled by diet may not be a problem, but if you have to inject insulin or are prone to rapid changes in blood sugar levels this could be more difficult. At one time people with more serious forms of diabetes were considered unsuitable for shift work. However, improvements in blood glucose testing and flexible insulin regimes mean that you may be able to cope.

Working in a warehouse

*For further information
on health and safety go
to www.hse.gov.uk*

should pose no particular problems but you should ensure that you take medication regularly, eat correctly and inject yourself in a clean, private environment.

You should have had a health assessment prior to starting night work and this should be followed by regular checks.

Sunbeds

Q I regularly use sunbeds. My colleagues keep saying that it's really bad for you. Is this true?

Strong sunlight, sunbeds or sun lamps can be damaging to the skin. They can cause premature ageing and are linked to increased risk of skin cancers. According to NHS Direct, sunbeds can be more dangerous than natural sunlight because they use a concentrated source of ultraviolet A (UVA) radiation, which can cause a rare but serious form of skin cancer.

Of course, the sun itself is the main source of exposure to UV, even for sunbed users.



Some exposure to sunlight is good for you as it promotes the production of Vitamin D, which is needed by the body to produce calcium. But long exposure to strong sunlight should be avoided. Experts recommend using sunscreen that blocks both ultraviolet A (UVA) and B (UVB) radiation. Sun protection factors (SPF) of 30 or above will provide protection if the sunscreen is used according to the instructions. It is very important to avoid getting sunburn.

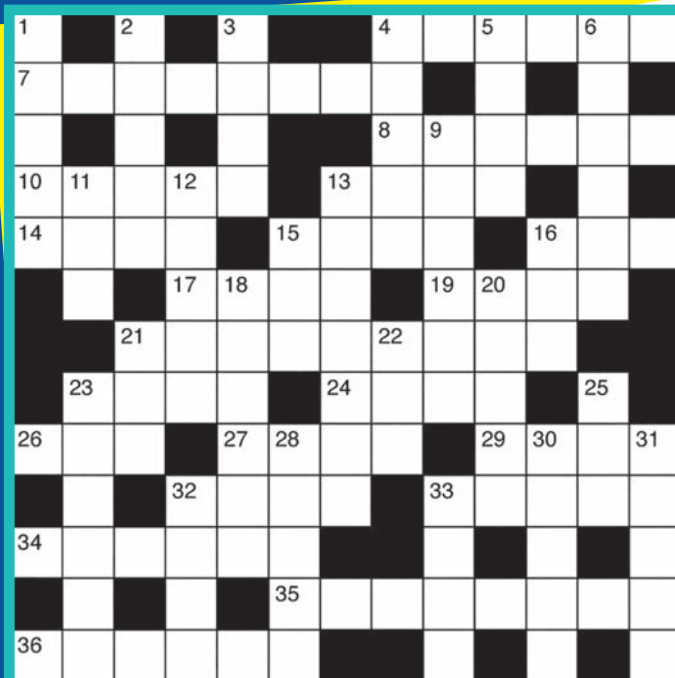
With summer weather approaching employers should be thinking about workers who spend a lot of their time working outdoors. Employers should do what they can to reduce outdoor work between 11am and 3pm. They should make sure that workers are provided with suitable clothing and sunscreen and educated about the risk.

arena crossword

Three lucky members will each win £50 if they correctly answer the crossword clues below. Closing date 29 April 2019

(Not open to Usdaw staff)

Win!
£50



Word up!

Complete our prize crossword and you could be one of three members to win £50. The first three pulled out of the hat...win! Send your completed crossword with your details to: **the editor, Xword Comp, arena, Usdaw, 188 Wilmslow Road, Manchester, M14 6LJ.**

arena Winter £50 winners:

Chris Gow, E004 Central England Co-op

Peter Percy, K076 NW Tesco Retail No.3

Dorothy Nicholson, F169 Carlisle (S)

ACROSS

4. Stirs (6)
7. Until this time (8)
8. Oesophagus (6)
10. Lament (5)
13. Feeble (4)
14. Voting (4)
15. Row (4)
16. Agent, informally (3)
17. Slightly open (4)
19. Religious image (4)
21. Sour fruit (4,5)
23. Active person (4)
24. Cedar, e.g. (4)
26. Seedcase (3)
27. Colour (4)

29. Horizontal (4)

32. Enemies (4)
33. Condition (5)
34. Greek capital (6)
35. Insolent (8)
36. Jail (6)

DOWN

1. Woolly animal (5)
2. Iron alloy (5)
3. Disclaim (4)
4. Scoundrel (5)
5. Unightly (4)
6. Number (6)
9. Not fully matured (6)
11. Tennis shot (3)

12. Glower (5)
13. Corsairs (7)
15. Small flap of material (3)
16. Fish eggs (3)
18. Technical language (6)
20. Fissure (5)
21. Fish (3)
22. Snoop (3)
23. Medico (6)
25. Fedora, e.g. (3)
28. Tree sap (5)
30. Stratum (5)
31. Canvas shelters (5)
32. Charges (4)
33. Dross (4)

arena letters

**HAVE YOUR SAY –
SEND YOUR THOUGHTS TO:**

The Editor, arena, Usdaw,
188 Wilmslow Road, Manchester,
M14 6LJ or email:
arena@usdaw.org.uk



Congratulations to everyone at Tesco CFC in Croydon who completed their English foundation course!

Janice Dinning from Durham and Teesside Co-op branch celebrates 30 years of Usdaw membership - pictured with writer Ian Clayton



30
years
membership
awards!

ABC is pleased as punch

Myself and Carol Gill from Carlisle Cavray's branch were asked by Gary McGarvie (a member of 30 years) at our branch meeting to make a donation towards equipment at the boxing club he volunteers at. The Currock House ABC club is the oldest in Carlisle. We made the presentation of £100 to one of the club's members.

Jason Selkirk, branch secretary, Carlisle Cavray



Excellent advice on pensions

Lighthouse financial have just concluded their pension guidance sessions at the Kelloggs Wrexham plant. On behalf of the branch I would like to pass on how professional they were and how flexible they were with their time on site and feedback from members has been excellent. The three advisors we had were Gaynor, Mark and Richard.

**Ady Maddocks, branch secretary NW
Kelloggs No.2**

www.usdaw.org.uk/LFA

Sign up a friend and you could win **£250!**

Don't let your colleagues miss out on **Usdaw membership** – including **free legal help, representation and advice at work and member offers...**

sign them up now using the form opposite...



Your chance to **win!**

You could **win £250** in this issue's prize draw. All you have to do is sign up a colleague or friend to Usdaw using the form opposite, and send it to **ARENA PRIZE DRAW**, Usdaw, 188 Wilmslow Road, Manchester, M14 6LJ.

The weekly rates (applicable from 2 July 2018) are **£2.42 for Scale A** (applicable to full-time and part-time workers) and **£1.55 for Scale C** (applicable to part-time workers only)

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I apply to join Usdaw. As a member of Usdaw I undertake to abide by the Rules and regulations of the Union and to pay contributions regularly. The home address I give is the address that Usdaw will use for balloting purposes.



Use **BLOCK LETTERS** and complete this form as fully as possible.

Please tick the appropriate box

Ms Miss Mrs Mr Mx Other _____ Female Male

Surname _____

Forename _____

Full Postal Address _____

Postcode _____

Tel. No. (inc. STD) _____ Mobile No. _____

Email _____

Date of Birth

| | | | | | |
|---|---|---|---|---|---|
| D | D | M | M | Y | Y |
|---|---|---|---|---|---|

 Age _____

Company Name _____ Occupation _____

Workplace Address _____

Postcode _____

Location Number _____ Employee No. _____

Have you been a member of Usdaw before? Yes No

Choose your membership rate. If you do not select a scale of contributions you will automatically be entered as Scale A in order to take advantage of the full range of benefits. For details of current membership rates and cash benefits visit www.usdaw.org.uk

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

Please tick the appropriate box **Scale A** Full or Part-time workers **Scale C** Part-time workers only

Opt-in Notice I agree to contribute to the Union's political fund at the rate set out from time to time in the Rule Book, and I understand that this agreement constitutes an opt-in notice for the purposes of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended and the Trade Union and Labour Relations (Northern Ireland) Order 1995. Every member may opt to contribute to a separate fund for the furtherance of the Union's political objects under the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) or, as appropriate, the Trade Union and Labour Relations (Northern Ireland) Order 1995 by ticking this opt-in notice. A member who chooses not to contribute shall not, by that reason, be excluded from any benefits of the Union or be placed in any respect either directly or indirectly under a disability or at a disadvantage as compared with other members of the Union (except in relation to the control of the fund).

For Members Paying by Payroll

I hereby authorise my employers for the time being, or their representatives, to deduct from my salary or wages the amount of contributions payable by me under the Union's Rules, as amended from time to time. I also authorise the deduction of any arrears which may accrue during my employment. I consent to the Union sharing my personal data with my employers, or their representatives in order to process my deduction contributions. I also authorise my employers, or their representatives, to share my information with Usdaw in order to process and maintain my Union membership and where appropriate that my employers, or their representatives, shall notify the Union of any future changes in my home address to enable the Union to maintain a register of the names and proper addresses of its members.

Privacy Notice

As a member of the Union, Usdaw will process your personal data as part of its legitimate activities in providing trade union services and benefits in accordance with the Union's Objects stated in the Rule Book and to perform its obligations to you under statute or contract. This involves processing of personal and sensitive personal data under the current data protection legislation. We will store your personal data only for the period necessary under law to enable us to fulfil our legal obligations. You have the right to request access to your personal data, and its rectification, erasure, restriction on processing, and portability. You have the right to withdraw consent for sharing of your personal data and to complain to the Information Commissioner. Usdaw and its Data Protection Officer may be contacted at 188 Wilmslow Road, Manchester M14 6LJ.

Member's Signature _____ Date _____

Recruiter's Name _____

Recruiter's Membership No. _____

A Brief Guide to Usdaw

Udaw is the UK's fifth biggest and the fastest growing trade union with around 430,000 members. Most Usdaw members work in the retail sector, but the union also has members in other trades such as transport, distribution, food manufacturing and chemicals.

Udaw helps people at work by negotiating better pay and conditions. Being a member of the union also gives you the opportunity to have a say in issues that affect your working life. The more Usdaw members there are in the workplace, the stronger the union's voice when talking to your employer.



Udaw membership includes...

Representation in meetings

There are over 10,000 Usdaw reps in workplaces across the country. If you have a problem at work or need advice on an issue Usdaw reps are on hand to advise and represent you in grievance, disciplinary and sickness meetings. The union can also provide specialist advice on pensions, health and safety and legal queries.

Free accident cover

Workplaces with unions have far less accidents. With 4,000 health and safety reps, Usdaw makes sure that your safety at work is taken seriously. If you do have an accident your membership gives you free accident cover. If your claim is successful, you keep 100 per cent of your compensation. If you have an accident please contact our free claim line Firstcall Usdaw on **0800 055 6333**.

Member offers and discounts

Udaw partners with a number of organisations to give members deals and discounts on everything from cinema tickets, to home, car and travel insurance, to great discounts at high street shops and restaurants. For further information please see the member offers pages within the magazine or go to www.usdaw.org.uk/offers



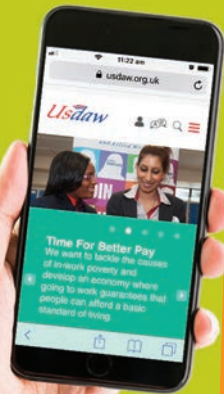
Where to find information

Usdaw Website and enews

For everything you need including sections on legal advice, workers' rights, health and safety, news, training opportunities, upcoming events and campaigns. You can also download informative leaflets and posters and sign up for email updates. Visit: www.usdaw.org.uk

Social media

As an Usdaw member we recommend you follow UsdawUnion on Facebook, Twitter, Instagram, YouTube and Flickr. It's a great way to keep up-to-date with news, campaigns, events, rights at work, competitions and offers exclusive to Usdaw members.



THE
USDRAW
WEBSITE HAS
EVERYTHING YOU
NEED TO KNOW.
WWW.USDAW.ORG.UK

Want to
get more
involved?

Branch meetings

The best way for members to get involved is to attend their branch meetings. These are regular union meetings run by reps and are a good way of finding out what is happening in your workplace, your division and the wider union. Your branch number is printed on the plastic wrapper of each issue of *arena* above your name. To find out where and when your branch meeting is held speak to your union rep or call the national helpline on **0800 030 80 30**.

Become a rep

Usdaw is always looking for members to volunteer as reps. Reps are the face of the union and the first port of call for most members. Reps get paid time-off from work to carry out their union duties and have access to top quality training, advice and support. Becoming a rep gives members invaluable opportunities to develop personally and professionally. For further information visit www.usdaw.org.uk/bearep

How to contact the union

Usdaw divisions and offices

Usdaw divides the UK into seven geographical divisions. There are a total of 20 Usdaw offices, including central office. If you have a problem at work you should contact your Usdaw rep in the first instance. Contact details can be found on your union noticeboard. Alternatively ring Usdaw's national helpline on **0800 030 80 30** to be put through to your local office. You can also contact the union using this link www.usdaw.org.uk/contact



Post and email

Please make sure your home and email addresses are up-to-date. You can update your details using this link www.usdaw.org.uk/update

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[^] Except clothing and household linen ‡ Trustpilot rating correct as at 16th January 2019.

^{*} Lines are open 8.30am-8pm Mon-Fri.

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Rated **9.3 out of 10** based on **976** reviews[‡]