

NETWORK

The bimonthly magazine for *Usdaw* activists – January/February 2018



Celebrating Usdaw's finest
at the 13th Organising Awards



AWARDING EXCELLENCE

••• RECRUITMENT ••• HEALTH AND SAFETY ••• NEWS •••

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Comment

General secretary John Hannett

Welcome to the first issue of *Network* for 2018 which is packed full of news, updates and tips. This issue gives you in-depth coverage of our prestigious annual Organising Awards that recognise the fantastic work our reps do on behalf of our members.

I want to take this opportunity to personally thank our army of reps who work tirelessly supporting their colleagues through some very challenging times, for engaging in a wide range of campaigns defending workers' rights and for helping us sign up 93,000 new members last year.

For those of our members affected by the collapse of Palmer and Harvey the union will be seeking a Protective Award over the absence of meaningful consultation. In the meantime, we are providing advice and support to our members and helping them find alternative employment.

This edition of *Network* covers everything reps need to know about the political fund and why it is so important to have new members opting into the fund. It is absolutely vital that Usdaw retains its political voice as the fund allows us to continue campaigning on issues that matter to members. It is up to each and every one of us to get the message across that politics affects all of us and every aspect of our lives. There is no room for apathy when the Government is systematically making it harder for unions to fight for their members. I would urge all reps to familiarise themselves with the article on the political fund in preparation for the changes coming in March.

We will continue to make our voices and concerns heard about the way the Government is negotiating our exit from the European Union. Brexit could have a profound impact on our members' lives and we want to make sure working people don't end up paying the price for the UK's departure.

The past couple of years have shown that it is difficult to predict what will happen next. But whatever happens we will need to stay united. We cannot allow those with their own agendas to sow divisions between us.



John Hannett

08



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Usdaw
Union of Shop, Distributive and Allied Workers

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Campaigning across the country, reps take a stand against abuse in the workplace during Usdaw's annual Respect Week.

LET'S GET SOCIAL

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Moral support from Weetabix

Weetabix was the latest employer to sign up to the Dying to Work Voluntary Charter.

The company joined MPs in Parliament to add their name to a charter that seeks greater security for terminally ill workers where they cannot be dismissed because of their condition.

Area organiser Ed Leach said: "It is extremely welcome that

progressive employers such as Weetabix have committed to support the Dying to Work Charter.

"With this pledge Weetabix are formalising the support that they have always provided to employees when confronted with such devastating news.

"Hopefully Weetabix's position will encourage other employers to take a similarly moral stance."



TUC Midlands regional secretary Lee Barron, campaign patron Jacci Woodcock, Weetabix site convenor Simon Archer, group people & IT director at Weetabix Stuart Branch and Usdaw area organiser Ed Leach

Skills delivered to Ocado reps



In January, elected members of the Ocado Councils attended a two-day collective bargaining course, held at Wortley Hall in Sheffield.

The bespoke course, taught by Usdaw training officer Mark Bibby, was based on the National Collective Agreement and was designed to equip reps with the knowledge and skills needed to actively participate in all stages of the collective bargaining process; from building constituent support and

preparing the claim through to negotiations.

The course also highlighted to reps the company's financial situation by encouraging them to consider information such as yearly turnover, forecasts, future plans and initiatives.

With the Ocado wage negotiations commencing in January reps will have the skills required to fully participate in the negotiations and attempt to secure the best possible deal for members.



Organising in the North East

Over 100 activists and officials from the North Eastern division attended a two-day organising seminar in early January.

The event, held at the Majestic hotel in Harrogate, saw over 100 reps from Morrisons, Sainsbury's and the Co-op,

attend to take part in workshops on the trade union act and organising and mapping in the workplace.

Delegates also had the chance to take part in a question and answer session with union officials surrounding the subject of health and safety.

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Wholesaler folds

Last November Palmer & Harvey went into administration resulting in 2,500 redundancies.

The announcement was a complete shock to employees and was an extremely distressing situation, especially in the run up to Christmas.

Usdaw is experienced in dealing with similar situations and did everything it could to support members. The union set up a dedicated section on the website to update members on the changing situation in Palmer & Harvey.

Usdaw made every effort to assist members in finding alternative employment and worked with a number of local and national employers who were keen to take on Palmer & Harvey staff. These vacancies, as well as supporting events, can be found on the Usdaw website.

Lifelong learning project workers, Lawrence Miller and Julia Baldwin and area organiser Aron Vernon visited the company to see how Usdaw could help.

In Kent Usdaw invited the



local council to offer a fully funded course in interview techniques and CV writing. Local companies such as Arriva, Morrisons Distribution and Tesco Distribution were invited to talk to potential new employees. These events resulted in some affected members finding new employment.

In addition, Usdaw teamed up with Northwest Education and Training (NWEAT) and held an event at its Warrington office to provide information and guidance on re-entering the job market, including CV workshops, interview skills

and signposting members to support agencies such as the National Careers Service, Jobcentre Plus and Money Advice Service.

National officer Mark Todd said: "Unfortunately, it isn't always possible to prevent redundancies, especially when a company suddenly goes into administration like this. However, what we can do is to make sure our members receive the best advice and support to help them find alternative work and receive any financial compensation that they are entitled to."

IN BRIEF...

Co-op and Deliveroo trial online delivery

The Co-op has partnered with Deliveroo to pilot home deliveries. The store has started selling snacks, confectionary, soft drinks, beers, wines and spirits through the online delivery platform as part of its drive to 'widen access to Co-op products'.

'Fight to survive' for retailers in 2018

UK retailers face a 'fight to survive' next year as they face into a 'perfect storm' of operating headwinds and lingering Brexit uncertainty, experts have warned.

The KPMG/Ipsos Retail Think Tank cautioned that a swathe of 'geopolitical and macroeconomic obstacles' and 'ongoing structural change' within the industry will spark an 'inevitable' number of casualties in 2018.

Tesco restructure

Tesco have informed Usdaw of their proposal to reorganise management structures across retail and distribution, which could result in a net loss of 800 roles as 1,700 staff are put at risk of redundancy with 900 new roles being created.

The union will be entering into individual consultation with the company on behalf of Usdaw members who are affected by these changes.

Usdaw will be providing members with the support, advice and representation they require through this process.

Breaking the silence around mental health



Usdaw general secretary John Hannett and general secretary elect Paddy Lillis joined the the new North West divisional equalities forum on the Time To Talk mental health campaign day in February.

SUMMER SCHOOL IN FOCUS

The union's popular eight-day residential training course is taking place in September.

If you are looking to learn more about the union, boost your confidence and network with other activists then don't miss this fantastic opportunity.

What is Summer School?

It is a one-week residential training course that looks at the role and function of trade unions, organising in the workplace, presentation skills and equality.

The week is run in a supportive, friendly and informal manner. Delegates work in small groups and liaise closely with their tutor.

Who can apply?

Summer School is open to all members but priority is given to members who have undertaken training or who can demonstrate a degree of commitment to the union.



Summer School 1
1- 8 September
2018

When and where does Summer School take place?

It takes place every year in September and runs from Saturday to Saturday. Classes, activities, accommodation and meals are undertaken at the impressive Wortley Hall in Sheffield, an 18th century workers' stately home set in 26 acres of gardens and woodlands.

What does it cost to attend Summer School?

The union pays board and accommodation fees for Summer School and members who attend will be entitled to claim travelling fares and appropriate allowances. Most employers will provide paid release for members awarded a place at Summer School.

How do I apply?

Applications must be made via your branch by the end of March. Each divisional council decides who will represent their division. Nominations go before the executive council in June and successful applicants will be contacted soon thereafter.

For more information about Summer School visit www.usdaw.org.uk/summerschool

IN BRIEF...

Sainsbury's restructure

Sainsbury's is to reorganise management and supervisory structures in their retail stores across the UK and in their Bromley-by-Bow online fulfilment centre.

Usdaw will be entering into consultations with the company on behalf of Usdaw members affected by these changes.

JD Williams staff shine on free ESOL course

The union's Lifelong Learning team worked with JD Williams and Burnley College to arrange a free ESOL (English for Speakers of Other Languages) course.

Across the two days 39 staff members completed English assessments and two ESOL classes were formed and have been running since October.

Lifelong Learning project worker Jonathan Charnock said: "This has been an

excellent example of coordination between Usdaw, the company and the college to get a real win for our members.

"ESOL is a course that sadly is not often funded by local authorities and a lot of work, from all three parties, went into making this course available to staff for free.

"In a short

space of time we have seen members making huge strides thanks to the course and growing in confidence.

"Many members are keen to use their new communication skills in the workplace and some are already planning to put themselves forwards for other qualifications and apprenticeships in the future."



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GOLD STAR TESCO REPS

Last year, as part of its transformation plans, Tesco announced it would move operations from its Customer Engagement Centre in Cardiff to a new site in Dundee.

Despite efforts to reverse the decision, including it being raised by Labour MP Anna McMorrin in the House of Commons the company went ahead with its decision. This resulted in the proposed closure of the site in February 2018 and put over 1,000 staff at risk of redundancy.

Although Usdaw could not prevent the site from closing it made every effort to make sure members were supported and represented through the difficult and emotional consultation process. The team of reps on site, who themselves were faced with the same uncertainties about their future, gave 100 per cent to their members.

Reality bites

Network caught up with some of the reps who supported members through this challenging time.

Branch chair **Alun Sharpe** was one of the four reps who formed part of the consultation

team. He was involved in the process from the start and continued to represent members daily.

"The site closing so suddenly was a shock, particularly in the run up to Christmas," said Alun, 57. "Many of our members felt like they'd been thrown on the scrap heap.

"The positions created at Dundee were not a realistic alternative for most because you would have to uproot your life and family. Instead, we focused on making sure members were treated fairly and that we negotiated the best deal possible.

"We also worked hard to put our members in a strong position to apply for alternative work by holding a jobs fair. A number of organisations attended including the Open University, Cardiff University, Money Advice Service, Royal Navy Recruitment and Pensionwise. Shelter Cymru also came along to advise those who were worried about paying their rent/mortgage.

"Although it's been a difficult time I know our members have appreciated the support they have received."



Plan of action

Vice branch secretary **Paul Kane** is one of the three union learning reps on site. He was also on the consultation team.

"Once it became obvious Tesco wouldn't reverse their decision we had to put our disappointment to one side and focus on trying to negotiate the best deal for our members," said Paul, 43.

"We have had to push and argue for improvements and we had a number successes. We managed to get Career Wales to come in to see members and we negotiated two hours in work time to attend CV training and interview skills classes. Cardiff and Vale college ran accredited training in Excel courses. We also secured Microsoft online specialist courses which were paid for by the TUC through Usdaw.

"I spent a lot of time giving members informal careers advice, including guidance on what courses they could do and where they can go for more information. This coupled with

all the one-to-one meetings has made it a really busy time.

"The whole thing has been a big team effort. The reps worked together to coordinate their approach and everyone pitched in, including the branch.

"Although this has been a really tough time for everyone the members knew we were fighting for them."

Fantastic reps

Divisional Officer Nick Ireland said: "I want to take this opportunity to thank all the reps on site for their hard work and commitment.

"Despite being under the threat of redundancy themselves the support they gave to our members was second to none.

"The closure of Tesco Cardiff was a massive blow for our members and for Cardiff but the way our reps handled this has been truly humbling.

"I wish our members and reps every success in the future and I hope they will continue to play an active role in the union."



Paul Kane and Alun Sharpe

Celebrating outstanding activists

It was time for activists to take centre stage in January when Usdaw held its 13th annual organising awards.

The glamorous event took place in Manchester and saw talented and committed reps from all seven divisions invited to attend a celebration in their honour.

General secretary John Hannett, general secretary elect Paddy Lillis and Usdaw president Jeff Broome played host and presented national awards to 12 winners in nine categories.

"It's all about recognising the outstanding work that reps are putting in on a daily basis," said John. "It's a fantastic night and one of the most high-profile events in the union's calendar.

"Every year we have hundreds of nominations from the divisions which just goes to show how many great activists are out there.

"I also want to say thank you to the thousands of reps who haven't been nominated but continue to work hard on behalf of the union. Usdaw would not be where it is without you."

And the winners are...

Most Promising New Activist **Bonny Bennett**

Dedicated young rep Bonny has made a fantastic contribution since being elected rep at her Tesco store in Liverpool. She is always looking to get justice for her members.

Bonny recently became involved with the North West

divisional young workers' committee and is encouraging others to become active.

"It's really nice to be recognised for something I enjoy doing," said the 23-year-old who was elected to be a rep a year ago. "I feel like members are grateful for the work I do and that makes me really happy.

"Udaw is my extended family, I've met many amazing people and it's where I can be myself."

Most Promising New Activist **Marie McCallion**

Marie is highly regarded in her store since she became a rep in November 2015. She has recently recruited two new reps at her Tesco store in Callington and is assisting with their development.

Marie is always keen to help others and volunteered at the Calais migrant camps where she worked in the kitchen preparing up to 2,600 meals a day.

"Volunteering in Calais made me realise the importance of humanity, respecting those that have no rights, taking the time to have a conversation and giving them food, clothing and shelter," said the 25-year-old.

"Becoming a rep and volunteering to help others has made me realise that my passion is to work for a non-profit organisation and help people."

Health and Safety Rep **John Forbes**

Long serving rep John is now retired but is still very active in the union. While at Tesco, John used his vast knowledge and experience to improve working



conditions for members. He also took on the role of rep following a series of redundancies.

"Since retirement I've spent a lot of time representing members at various companies, so the health and safety side of things has been put aside for now," said the 65-year-old. "It's given me a wider perspective of what goes on and broadened my horizons.

"Helping the members keeps me motivated. There's no better reward than justice.

"The national award makes up for all the times I've really had to fight for change. It's fantastic!"

Equalities **Kirsty Lowe**

Political activist Kirsty is a passionate campaigner for equal rights and devotes her life to helping others. In 2014 she joined the Scottish divisional equalities forum and has since educated them on the everyday issues facing disabled people.

Roll of Honour

(Divisional letter in brackets and national winners in **bold**)

MOST PROMISING NEW ACTIVIST

Marie McCallion (A)
William Underwood (C)
Darren Vickery (E)
Christina Distefano (F)
Alan Harper (G)
Joanne Gale-Chambers (H)
Bonny Bennett (K)

HEALTH AND SAFETY REP

Damien Seager (A)
John Forbes (C)
Nik Lazic (E)
Peter Revill (F)
Raymond Humphries (G)
Stephen Little (H)
Desmond Murphy (K)

EQUALITIES

David Barter (A)
Jean Bridger (C)
John Meakin (E)
Radomir Mazurek (F)
Kirsty Lowe (G)
Julie Boucher (H)
Christine Sherratt (K)

UNION LEARNING REP

Helen Couppleditch (A)
Tesco Fenny Lock ULR Team (C)
Fliss Pryce-Page (E)
Sarah Woodhouse (F)
Karen Petrie (G)
Tesco Dotcom
Crawley ULR Team (H)
Marie Warmby (K)

TEAM RECRUITMENT AND ORGANISING

Tulip Westerleigh Reps Bristol (A)
Palmer & Harvey Rep Team Hemel Hempstead (C)
Weetabix Reps Team (E)
Wincanton Sherburn-in-Elmet Reps (F)
Muller Cambuslang Reps Team (G)
Martin Brower Reps Team (H)
JD Williams Logistics Reps Team (K)

INDIVIDUAL RECRUITMENT

Elaine Arberry (A)
Samantha Harvey (C)
Adrian Clarke (E)
Janet Maria Haggis (F)
Ronald Johnston (G)
Mike Adamson (H)
Christine Walker (K)

INDIVIDUAL ORGANISING

Martyn Hall (A)
Yaw Poku (C)
Simon Archer (E)
Wendy Cottam (F)
Richie Venton (G)
Alan Humphries (H)
Julie Dunne (K)

OUTSTANDING ACHIEVEMENT

Anne Meacock (A)
Linda Joyce Hall (C)
Dean Wainwright (E)
Sandra Davies (F)
Ian Scott (G)
Jonathan Lamb (H)
Dave Randles (K)

CAMPAIGNS

Co-op Reps Bristol (A)
Tesco Bletchley Reps (C)
CRL Reps Team (E)
Michelle Suzanne Hargreaves (F)
Tesco Peel Centre Reps (G)
Shirley and Frank Dunaway (H)
Morrisons Reps K213 Branch (K)



Pictured standing l-r:

Kevin Perryman, John Forbes,
Robin Gledhill, Linda Joyce Hall,
Nick Stanton, Bonny Bennett,
Samantha Harvey, Mike Adamson
and Simon Archer

Seated: Anne Meacock,
Fliss Pryce-Page, Marie McCallion
and Kirsty Lowe.

"I felt very nervous and excited," said Kirsty, 49, who works at Marks and Spencer in Glasgow. "I really didn't think I was going to win because there are so many great activists.

"I'm not afraid of a fight and I don't like to see people suffering. If I can help I will.

"Winning this award is a massive confidence boost. It means I can walk with my head held high and continue to campaign for what I believe in."

Awarding dedication



SOUTH WALES & WESTERN DIVISION

STANDING (from left): Lukasz Szymanski, Michael French, David Barter, Martyn Hall, Elaine Arberry and Mike Walker (deputy divisional officer).
SEATED (from left): Kay Timbrell (divisional council chair), Marie McCallion, Damien Seager, Barbara Wilson (executive councillor), Nick Ireland (divisional officer), Anne Meacock and Kevin Perryman.



EASTERN DIVISION

STANDING (from left): Marten Bolling, Samantha Harvey, John Forbes, Dave McCrossen (divisional officer), Simon Vincent (executive councillor), John Bond (divisional council chair) and William Underwood.
SEATED (from left): Linda Joyce Hall, Jean Bridger, Yaw Poku, Paul Rickard and Gary Clark.



MIDLANDS DIVISION

STANDING (from left): Tom Stapleton, Adrian Clarke, Dean Wainwright, Christian Wayne Bowers, John Meakin and Gavin Dadley (divisional officer).
SEATED (from left): Simon Archer, Lynda Burns, Fliss Pryce-Page, Darren Vickery, Gareth Davies (deputy divisional officer) Kate MacLeod (divisional council chair) and Nik Lazic.

Union Learning Rep Fliss Pryce-Page

Union rep Fliss only became active in 2016 but that hasn't stopped her steaming ahead to bring learning to the Midlands.

Working closely with Lincoln College Fliss established a 'Computing for the terrified' course. She also set up a Polish language course for beginners to break down the language barrier with the growing Polish community in Lincoln.

"I'm overwhelmed," said Fliss. "Winning the divisional award was great but this is fantastic.

"I've changed roles in Tesco and I'm now in charge of training in 32 Express stores which allows me to reach more members.

"I've always had a passion for training and it's great that I can complement the corporate training with lifelong skills."

Campaigns Co-op Reps Bristol

Concerned by an increase in violent attacks, reps Robert Beavis, Paul Wilson and Kevin Perryman launched their own Freedom From Fear campaign visiting 50 Co-op stores in the Bristol area. Their efforts resulted in a change of store closing time, increased staff levels and liaison with the local police.

Kevin collected the award. "It was an honour to hear about the work other reps have been doing across the country.

"We would like to thank everyone who supported us through our campaign and congratulate all the winners.

"For us, the real reward comes from knowing that everyone can work in a safe environment."

Team Recruitment and Organising Wincanton Sherburn-in-Elmet Reps

This dedicated team of 14 reps

fought off a sustained Unite campaign to recruit drivers at their site and managed to maintain an outstanding 94 per cent membership density. They now have over 600 members.

The team were represented on the night by rep Nick Stanton and site convenor Robin Gledhill.

"We're over the moon," said Nick. "It's a massive accolade.

"The award has given Sherburn the recognition and respect it deserves. Hopefully it will encourage more members to join and we'll be able to recruit more reps. I'm really proud of the team, long may we continue."

Individual Recruitment Mike Adamson

Mike has made a big impact within the union since he became a rep in August 2016. The Co-op manager completed Academy1 last year recruiting 722 members and 50 reps.

"Becoming active was the best thing I've ever done," said the 53-year-old. "It feels like I'm doing something worthwhile.

"I loved being on the Academy. I was mainly recruiting and organising in Co-op stores, some days covering up to 200 miles.

"Although Academy finished in November I still keep in touch with the other organisers through a WhatsApp group. They've all been congratulating me tonight.

"I'm overwhelmed to win. It's been a brilliant night and I'm really glad that my wife could be here to share it with me."

Individual Recruitment Samantha Harvey

East of England Co-op rep Samantha is part of a team of eight cluster reps covering 130 stores in Suffolk.

As well as recruiting lots of new members, her positive attitude has led to several new reps coming on board.



NORTH EASTERN DIVISION
STANDING (from left): Sandra Davies, Angela Partington (divisional council chair), Joanne Thomas (divisional officer), Peter Revill, Cathy Godfrey (deputy divisional officer), Brian Loughhead (executive councillor) and Janet Maria Haggis.
SEATED (from left): Michelle Suzanne Hargreaves, Robin Gledhill, Nick Stanton, Radomir Mazurek and Wendy Cottam. Inset: Sarah Woodhouse



SCOTTISH DIVISION
STANDING (from left): Tracy Gilbert (deputy divisional officer), Raymond Humphries, Jim Glavin, Stewart Forrest (divisional officer) and Ian Scott.
SEATED (from left): Alan Harper, Karen Petrie, Neil Rae, Kirsty Lowe and Isabel Fyfe (divisional council chair).

“It’s really lovely to be part of an event that recognises the hard work of reps,” said Samantha, 51, who became a rep in 2007.

“I’m fortunate to have had the opportunity to go out on stand-down and complete Summer School 1 last year which were both amazing experiences.

“This year I’d like to become a union learning rep. I’ve got more stand-down planned and then hopefully Summer School 2.”

**Individual Organising
 Simon Archer**

The Weetabix site convenor demonstrated exceptional leadership during a period of difficult industrial relations ending in a ballot for industrial action.

Simon also took a leading role in ensuring the company’s much improved offer was accepted at a further ballot and even recruited 50 members in the process.

He continues to run the branch and oversee the development of over 30 reps on site.

“It’s a busy role, but I enjoy it,” said Simon, 50. “It keeps me challenged. There’s a lot to learn and it’s important to stay up to date with changes in policy.

“The awards night was very well organised. I was suprised to win, but delighted all the same.”

**Outstanding Achievement
 Linda Joyce Hall**

After working for Littlewoods and BHS for 39 years, Linda continues

to be committed to her role as an activist. She was instrumental in setting up her branch in Kings Lynn, is on the divisional retired members’ committee and active in her local Labour party.

“I still haven’t really processed winning,” said Linda, 66.

“When I retired I didn’t just want to sit around doing nothing. I’m from a union family so it’s always been in my blood. I’m pleased that I can support the members and reps in my area and raise the profile of the union.

“I thank everyone for their support and encouragement.”

**Outstanding Achievement
 Anne Meacock**

With 20 years of union activism, Anne is well-known in Usdaw and Swansea. Along with a full diary of union activities, she continues to represent Usdaw in the Welsh TUC and Labour Party.

She is a member of the divisional council and a founder of the divisional equalities forum.

“I felt very honoured to win,” said the 69-year-old, who works at Penlan Social Club.

“I’m passionate about my work. I believe there’s a real need for unions. Workers should be treated fairly and be allowed to use their voice. I’m also a great believer in supporting our activists, they’re the lifeblood of the union.

“I want to thank my area organiser Peter Evans for his kind words and support.”



SOUTHERN DIVISION
STANDING (from left): Jonathan Lamb, Les Hastings, Anthony Connelly, Michael Necchi-Ghiri, Stephen Little, Shirley Dunaway, Frank Dunaway and John Barstow (executive councillor).
SEATED (from left): Joanne Gale-Chambers, Julie Boucher, Amy Murphy (executive councillor), Sue Merrell (divisional officer), Sue Prynne (deputy divisional officer), Sujata Patel (divisional council chair) and Mike Adamson. Inset: Alan Humphries.



NORTH WEST DIVISION
STANDING (from left): Michelle Fury (divisional council chair), Tony Clare (deputy divisional officer), Jane Jones (executive councillor), Julie Dunne, Amanda Bailey-Coll (deputy divisional officer), Mike Aylward (divisional officer), Jan Jervis (executive councillor), Chris Winwood (executive councillor) and Desmond Murphy.
SEATED (from left): Dave Randles, Tanya Gillies, Bonny Bennett, Christine Sherratt, Marie Warmby, Linda Wylie and Maureen Hurst.

TICK THE BOX

Politics affects everyone. All workers rely on employment rights that were secured through trade unions running political campaigns to improve workers lives and deliver for members.

Usdaw needs the political fund because not all improvements for members can be delivered through negotiation. Often, government intervention is needed to improve important workers' rights like:

- The National Minimum Wage
- Tax credits to support working families on lower incomes

- The right to 28 days paid holiday
 - The right not to work excessive hours
 - The right to take a break in the working day
 - Maternity and paternity leave
 - The legal right to union representation
 - Statutory rights for workplace reps including union learning reps
 - Increased compensation for unfair dismissal
- Usdaw campaigned for all of the above (and more) using

the political fund. Crucially these gains for members were all delivered by Labour in Government. However, now a Conservative Government is trying to undermine members' rights and incomes. Since the Conservatives got back into power there have been cuts in tax credits and the introduction of universal credit that leaves many working families thousands of pounds worse off. The Tories also illegally introduced tribunal fees to undermine justice for workers. Cuts in police numbers leave

members more vulnerable to violence, threats and abuse. Furthermore, in an attempt to silence the political voice of trade unions the Tories have introduced the Trade Union Act, which threatens to undermine Usdaw's political fund.



What is changing

From 1 March 2018 new members will have to opt-in to paying the political levy. This means Usdaw need reps to be making the case to new members about, not just the importance of joining Usdaw, but also the need for retaining a political voice. The political fund will allow Usdaw to continue campaigning on issues that matter to members such as:

Better wages

Improving the National Minimum Wage, promoting the real Living Wage and backing Labour's minimum £10 per hour promise.

Insecure work

Seeking to defend workers from exploitative zero-hours and short-hours employment and securing contracts that match the hours they generally work.

Tackling age-related pay

Ensuring the full National Living Wage rate for all adult workers, removing the current cut off for those aged under 25.

Universal credit

Trying to secure changes to a scheme that currently leaves a working family on average £2,000 a year worse off.

Freedom From Fear

Countering the police cuts, and introducing legislation that protects members from violence threats and abuse.

Working time

Defending rights from the EU that guarantee paid holidays, reasonable working hours and proper breaks.

Usdaw has a political fund to successfully run campaigns and to do this members need to pay the political levy.



FAQs



Q. What is the political fund?

Many trade unions operate a political fund. The political fund enables Usdaw to campaign and deliver on issues that are important to members.

Q. Why is this change happening?

The Conservative Government is trying to make it more difficult for trade unions to run effective campaigns and speak out on behalf of their members against government policies that are having a detrimental impact on their lives.

Q. What does this change mean for me as a rep?

It means that the recruitment process has changed. Reps will shortly need new membership forms for use during recruitment. New members will need to tick the box on the membership form to opt in to the political fund. To maintain a strong voice for members, all recruiters need to get as many new members as possible to tick the political fund box on the new membership form.

Q. What if new members don't tick the box?

If new members are not asked to tick the box on the membership form, forget to do so, or choose not to, they will not contribute towards Usdaw's political fund. This means Usdaw is less able to politically campaign on behalf of members to protect and improve their rights.

Q. When will the new membership form be available?

The new membership forms are available from your local office. When you get a supply of new forms then dispose of the old ones, preferably in a recycling bin.

Q. Isn't it all just about the Labour Party?

It doesn't matter who people voted for. What matters is having a voice in Parliament. The political fund helps the union lobby politicians from all parties on issues that matter to Usdaw members.

Q. Don't we have a vote on the political fund anyway?

Yes. Trade unions that politically campaign have to ballot their members every 10 years on whether to continue to have a political fund. The last ballot held by Usdaw in 2013 saw 93 per cent vote in favour of keeping the political fund. Despite this democratic decision of Usdaw members, the Trade Union Act places additional burdens on the union in another attempt to weaken our voice.

Q. What support is available for Reps?

We will be sending briefings and materials to reps in the run-up the changes coming into force on 1 March, as we roll out the new membership form. If you have any queries please contact the Politics Section on 0161 249 2452 or email politics@usdaw.org.uk



Checklist for recruiters

- ✓ Read and familiarise yourself with the reps' briefing www.usdaw.org.uk/PoIFAQ
- ✓ Dispose of all old membership forms, preferably in a recycling bin
- ✓ Get a good stock of the new membership forms from your local office
- ✓ Use the 'Politics affects us all' mini booklet with people who need more info about the fund

1st March 2018



Latest appointments



ANDREW EVERSON

One retirement, a promotion and new appointment...

Andrew Everson

Usdaw's deputy finance officer Andrew retired at the end of January after 37 years on the union's staff.

The 55 year-old began working at Usdaw's central office in Manchester in 1980 as junior audit clerk. A year later he was promoted to senior audit clerk and then in 1989 promoted to assistant supervisor in the stationery department. In 1995 he took on his final position in the records and benefits section.

Andrew was responsible for the management of the membership and associated databases. His role was to supervise the records and benefits teams and ensure the details of over 430,000 members were accurately and securely maintained.

"In my earlier days at Usdaw there was only one phone for eight staff and you had to stand up in the middle of the office to use it. Lots has changed since then.

"In a bid to keep pace with technology and streamline processes, I'm proud to have been involved with the implementation of two new membership systems in the past 25 years. The systems improved efficiency, accuracy and enhanced communication with members.

"I've really enjoyed working for Usdaw and dedicating my career to an organisation I truly believe in. I'll miss my colleagues and friends at Usdaw and the camaraderie of the teams.

"In my retirement I'd like to improve my fitness by doing more running, perhaps taking on some Great Runs, more cycling, swimming, yoga and looking after my family. I'm also looking into further education with the Open University."



TOM FOSTER

Tom Foster

Former research assistant Tom is the new Tesco team leader at Usdaw's central office.

Originally from Gateshead, Tom graduated with a degree in Psychology from the University of Manchester. He then went on to work as a support administrator for the Newborn Hearing Screening Programme.

Tom joined the union's staff as a temporary clerical assistant in the education department in 2007 before moving into the Tesco support team in 2010 as senior assistant. In 2013 he was promoted to research assistant and has spent the last two years working in the union's equalities section.

"Working in the equalities team was a fantastic experience. I particularly enjoyed working with our reps to increase involvement of under-represented groups through events like the black members weekend and the LGBT get together.

"As research assistant in the Tesco team my role was to support the national officer in negotiations over improvements to the Tesco partnership agreement. As team leader I will be responsible for maintaining and developing the union's relationship with Tesco and delivering an effective service to members, reps and officials.

"I'm looking forward to the new challenges involved in developing a small team of people and taking a key role in delivering the union's service to Tesco members."

Juraj Zilik

Academy graduate Juraj took up his new area organiser role in the Eastern division at the start of January.

The 37-year-old, previously a warehouse worker for DHL Logistics in Dartford, is based



JURAJ ZILIK

at the Waltham Cross Office.

Originally from Slovakia, Juraj came to England 12 years ago when he started work as an agency worker on the night shift at DHL in Charlton. He juggled work with studying for two degrees, in two countries, at the same time! Juraj studied international business management in Nottingham and was also regularly flying out to the Czech Republic to study economics finance.

He became a union rep when it was announced that his warehouse would be closing and workers would be forced to move to Dartford.

"Our terms and conditions were under threat because we were moving out of the London zone," said Juraj. "We didn't have a rep so I made it my priority to speak up on behalf of the staff. I worked together with organisers in the Southern division and eventually we were able to secure even better terms and conditions and negotiate the first pay rise on shift premium rates in 20 years.

"Following the move I recruited reps for the new site and focussed on organising the staff. In 2012 I became the branch secretary.

"In the past two years I've completed Academy 1 and 2, both Summer Schools and been on stand-down. The knowledge and experience I've gained has been great preparation for this role.

"I've also played an active role in the divisional political committee and was elected as a delegate in the local constituency Labour party.

"I'm a strong believer of fighting for justice and speaking up for others. I feel like I'm in a great position to do that now. I'm looking forward to working closely with our reps and supporting our members."

THE ROLE OF THE REP

Usdaw has over 430,000 members and around 10,000 reps in hundreds of workplaces across the country.

Reps are elected to speak and act on behalf of members and can make a real difference to the working lives of their colleagues.

Whether it's helping someone change their hours, or representing them in a meeting, reps are the vital link between members, the union and employers.

Being a rep can be rewarding as well as challenging. That's why, over the coming editions, *Network* will be providing reps with all the information they need to carry out their role.

In this edition we will be

focusing on recruitment and organising. These are two very important roles of the rep. This is because having more members and well organised workplaces will ensure that we have more influence with employers.

Organising - Mapping your workplace

Mapping is a tool that provides reps with the information they need to recruit members in a systematic way. It involves drawing a floor plan of the workplace and identifying members and non-members in different departments and sections and then talking to colleagues about their issues and concerns.

Once the workplace is

mapped reps can focus on areas of concern such as recruiting where there is low membership. Or, if staff have concerns about violence and abuse then reps can hold awareness days using Usdaw campaign materials such as Freedom from Fear.

Tip - Work as a team. Speak to the other reps in your store/site and share the mapping out. More information on mapping is available in the reps' handbook.

Running a campaign day

Running a campaign day isn't as daunting as it sounds, Usdaw produces a whole range of leaflets, posters, guidance and merchandise to help you run a successful campaign.

Tips

- You don't have to do this alone. Talk to the other reps and members in your store and ask if they would like to be involved.
- Check out the Usdaw website for information on the latest campaigns or speak to your area organiser.
- Think about inviting guest speakers like your local MP.
- You can start a conversation with your colleagues by using Usdaw's surveys. Copies of the latest surveys are available from the Usdaw website or from your local office.

www.usdaw.org.uk

Reasons for joining Usdaw

- **Better pay and conditions**
- **Help and support with problems at work such as attendance reviews, changing hours and wage errors**
- **Free legal cover**
- **Safer workplace**
- **Members offers and discounts**

Membership for week ended 13 January 2018

South Wales and Western	50,512
Eastern	64,016
Midlands	57,052
North Eastern	59,630
Scottish	44,232
Southern	64,470
North West	93,107
Total	433,019



FAQs

I'm not sure if I can do everything.

Don't worry. You're not expected to do everything. In most workplaces, you will have a team of reps to work with. If there are no other reps at your store/site contact your area organiser to see whether they can link you up with reps in your area.

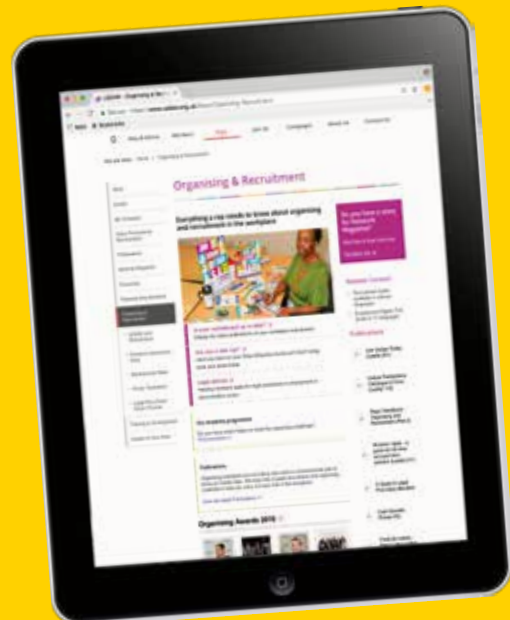
What if I don't know the answer to something?

The first place to look is in your agreement, company policies or staff handbook. In order to help members, it is vital reps familiarise themselves with these documents.

If you still can't find the answer you have a team of people you can turn to. You can ask for help from one of the other reps in your store/site, your area organiser at your local Usdaw office or you can contact the dedicated legal, pensions, health and safety, equalities and support teams at central office. Alternatively, you can go to the Usdaw website which has specialist areas for news, events, workers' rights, legal advice, health and safety, pensions, equality, campaigns and training and development www.usdaw.org.uk

My manager makes it difficult for me to take time off to carry out my union duties. What should I do?

Reps have a legal right to reasonable paid time off to carry out their work. This includes time off for meetings with members and managers. If your manager refuses to follow the agreement then you should raise this with your area organiser as soon as possible.



Recruiting members: inductions

The strength of the union depends on its membership. The more members in Usdaw, the stronger the union's voice when it comes to talking to employers or lobbying MPs.

The best place to recruit is in inductions. You will need to check your agreement about what arrangements apply around being informed of inductions and the time you will get to attend.

Before going into the induction make sure you are prepared.

Your presentation should include your name, which department you work in, the benefits of being an Usdaw member, examples of success stories and a reminder that the company recommends new starters to join.

Completed membership forms need to be returned to your local Usdaw office.

Tip – if you are unsure of how to conduct an induction then you could think about shadowing a more experience rep.

How to respond to concerns raised about joining

I can't afford to join

Union membership is your insurance in the workplace. Not only will the union represent you in a grievance or disciplinary, your union membership also helps you if you have an accident at work.

I can always join later

You can. But just like insurance Usdaw can only help you with problems that happen **after** you have joined. It would not cover you in a situation where you have joined the union only because you have been invited to a disciplinary meeting.

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

You might get the same terms and conditions but you would not get any advice or representation.

If you had a serious problem or accident at work you would have to pay your own legal costs.

I'm on a temporary contract. What's the point?

Unfortunately, the precarious nature of temporary contracts mean staff working on them are more likely to experience problems at work and therefore would benefit from union membership. Many temporary workers have their contracts renewed and end up working in the company for much longer than they anticipated.

January's membership week saw workplaces across the UK set up awareness days to raise the profile of the union. Pictured top right: Tesco Distribution in Livingston; and bottom right: XPO Logistics in Warrington.





FAQs

Can I use the company email to carry out my union duties?

As a rep, you have access to a union noticeboard, telephone, somewhere private to talk to members and lockable cabinet. Some companies allow the use of email but you will need to check your agreement.

I read on Facebook that the company will be making changes in my store. Why hasn't the union informed me of this?

The union does not comment on unsubstantiated rumours and stories. If you have any questions or queries regarding your workplace then you need to check via the official channels such as your area organiser or the Usdaw website.

What's the best way of staying informed on union issues?

- **Emails** - The union will primarily communicate with reps via emails. Therefore, it is important that you set up an email address and subscribe to enews through the Usdaw website. Please note you will not receive any Usdaw emails if you have unsubscribed.
- **Usdaw press releases** – For the latest information and updates check out the news page on the Usdaw website www.usdaw.org.uk
- **Arena/Network magazines** - *Arena* is posted out to all members four times a year. The magazine will give you a good idea of what's happening in the union and summary of some of the relevant issues. The union also produces *Network* magazine specifically for activists. *Network* is more in-depth and will give you updates and guidance to help you in your role. You can contact the magazine team at arena@usdaw.org.uk and network@usdaw.org.uk





Promoting Usdaw's services and benefits

Raising the profile of Usdaw

Raising the profile of Usdaw in your workplace will help you recruit and organise. There are a number of things you can do to raise the profile of the union:

■ **Union Noticeboard**

This should be changed and updated regularly. You can get materials for the noticeboard from your local office, the stationery department at central office or from the Usdaw website where there are new recommendations each month. The noticeboard should also include up-to-date names and contact details of the reps in your workplace.

www.usdaw.org.uk/noticeboards

■ **Usdaw publications**

Usdaw produces lots of different leaflets, posters and merchandise. You can order these from your local office or the stationery department at central office and leave them out on canteen tables and in staff rooms.

The union offers more than just representation. It also offers:

- **cash benefits in times of need**
- **Legal Plus - free legal assistance for accidents**
- **a free will-writing service**
- **free consultation with a solicitor on any non-work-related problem**
- **member discounts and offers for a range of activities from cinema tickets to gym membership**

You can promote these services by holding a campaign day. You can invite solicitors to talk about the Legal Plus scheme or use the website to show your colleagues all the discounts on offer.

CONTACTS

Your local office: **0800 030 80 30**

Central office: **0161 224 2804**

If you want to be the next *activist in-depth*
email: network@usdaw.org.uk

In the SPOTLIGHT



Network puts Academy2 graduate Martyn Hall, from the South Wales and Western division, in the spotlight...

Why did you become active?

A close friend of mine became the subject of a serious investigation at his workplace which could have resulted in his dismissal. I was able to support him by helping his Usdaw rep form a case in his favour. We won the case and it made me realise that I have the ability to help others who might find themselves in a similar situation.

What does being a rep involve?

It's mainly about supporting our members in store. Health and safety has always been a priority for me. Conducting regular inspections of the store while working with the managers has enabled us to proactively look after our members and customers and reduce accidents and injuries.

What are the highs and lows?

I love being able to help members by providing the support and information they need when they need it and liaising with the managers to improve workplace conditions. My least favourite part is not always having the time I would like to devote to union business, especially around festive periods where it can be both challenging and tiring.

Your thoughts on rep training?

Over the past few years I've had the pleasure of attending many union organised courses, nationally and in the division. I've particularly enjoyed courses run by the divisional equalities forum focusing on subjects such as hidden disabilities.

Did you enjoy the Academy?

It was a very worthwhile experience. It provided me with the knowledge and skills to carry out organising activities within the workplace and helped me to approach different situations with confidence. I've increased my knowledge of the union, its rich history and the role it plays within the workplace and the political arena.

Has being active changed you?

I've seen a significant improvement in my communication skills thanks to visiting other workplaces, attending branch meetings and ADM. I've also gained a greater understanding of the relationship between the union and the employer when it comes to representation, influence and decision making. I'm also now more aware of the political environment and its effect.

Do you feel supported as a rep?

The amount of support is more than I could have ever expected. I've never once felt alone. My area organiser, the office staff and all the reps I have met have been

invaluable. It's great to know I can pick up the phone or send an email and know there will always be people who can offer support and advice at a moment's notice.

Any advice for active members?

When you become a rep you'll never look back. All the training and development you receive will enhance your life. There will be challenging times but you'll enjoy the sense of reward gained from supporting others.

Your top tips for reps?

Communication is key. Attend as many of your branch and rep team meetings as you can. Share experiences, knowledge and understanding. Get involved with campaigns held within your local branch and participate in promoting teamwork.

Any news items caught your attention recently?

It was devastating to see Palmer and Harvey going into administration so close to Christmas, a time when many families should have been celebrating. But it's great to see similar companies looking to take on many of those affected by redundancy.

Plans for 2018?

Just after the new year we'll be focusing on membership week and we plan to run a campaign around health and mental wellbeing.

Fact File&trivia

Employer Tesco Pontarddlais
Job Full-time customer assistant
F&F clothing
Lives Swansea, South Wales
Age 43
Joined Usdaw in 1995
Been active since 2013
Union positions held
Branch secretary and health and safety rep.

FAVOURITE TV...

Red Dwarf, Doctor Who, The Big Bang Theory.

MY FAVOURITE BOOK...

Too many to list however Harry Potter and the Order of the Phoenix is currently near the top of my list.

MY FAVOURITE MUSIC... Kylie

FAVOURITE FOOD?

Usually cheesecake although

any chocolate desserts.

IN MY SPARE TIME...

I play the clarinet and saxophone. I also like going for walks and playing with Alfie my Yorkshire terrier and Brooke my Jack Russell.

BEST MOMENT OF YOUR LIFE...

Becoming a proud uncle to my sister's daughter Jessica.

Weathering the storm

John Hannett has been general secretary of Usdaw since 2004. During his tenure he has seen unprecedented change in the sectors Usdaw organises in and the trade union movement.

The seismic shifts in the political and cultural landscape means Usdaw will be facing some new challenges in 2018. John reflects on 2017 and looks ahead to how Usdaw will face these upcoming challenges.

Last year was a difficult year for the sectors Usdaw organises in. How did Usdaw face these challenges?

Last year was a tough year for many sectors across the economy. Retail continued to see increased market competition, especially from the non-union discounters Lidl and Aldi. Wages haven't been rising in pace with inflation. There were restructures, job losses and the administration of Palmer and Harvey.

To meet these challenges Usdaw has been modernising for a number of years. We've made structural changes to ensure we are fit for purpose and financially sound. We adopted the organising model, launched our own Academy programme and introduced Managing Your Patch to support and develop our officials, including how to deliver effective industrial relations. Our Supporting and Developing Reps programme ensures that our reps feel confident in their role and can provide the best advice and support for our members.

Trade union membership is falling despite record levels of people in employment. But Usdaw seems to be bucking this trend. Can you explain why?

Trade unions saw the biggest membership drop since records began, losing 275,000 members last year to slip to 6.2 million, a

4.2 per cent drop.

There are a whole host of reasons for this: a lack of good quality jobs, cuts to the public sector workforce, the rise of the gig economy, eight years of austerity, baby boomers retiring and millennials not signing up.

Usdaw is bucking the trend because we've never taken our eye off recruitment. Last year we recruited record numbers of new members, over 93,000. This was the highest number of new members since 'closed shop'.

This recruitment success was due to a number of factors such as the modernising agenda which implemented our organising strategy. Ultimately this increase was delivered by the hard work of officials, Academy, stand-down and workplace reps.

Are trade unions doing enough to protect workers?

We are trying. But the trade union movement has been under attack since the Conservatives came into power. The Trade Union Act has been designed to make it as difficult as possible for trade unions to fight for their members. By introducing thresholds for ballots, minimum turnouts for industrial action, allowing companies to break strikes by using agency workers, criminalising pickets and compelling us to share details of our campaigns for strike action, the Act threatens to severely impair trade unions.

What challenges lie ahead for the trade union movement?

Insecure employment

Despite the Government's boast that there are more people in work than ever before, insecure work and under-employment plague the lives of millions of workers.

Usdaw has been one of the leading trade unions to raise this issue through the TUC and we lobbied to get a commitment from Labour to tackle insecure work in their manifesto.

Currently we are running a survey to assess the scale of the problem and at this year's ADM we will be launching our EC statement on this very issue. The statement will call for an end to exploitative zero-hours contracts and bogus self-employment and for workers to have a statutory right to contracts that reflect the hours that they normally work.

Brexit

Brexit and how it plays out for working people is going to be a huge challenge. It could have a profound impact on the jobs, rights and livelihoods of our members.

As we approach Brexit, we need to be vigilant in making sure that it isn't used as an excuse to erode hard won rights. Already we are hearing that the Government wants to

abolish the Working Time Directive. They make it sound like it's just red tape and abolishing it would be a good thing for workers. But in actual fact the Working Time Directive is what gives us rights to paid holidays and breaks. Our concern is there will be a race to the bottom in the quest for labour market flexibility and that working people will pay the price for Brexit.

Political Levy

The Trade Union Act and the opting in of new members into the political levy is a vivid example of a government that is ideologically attacking the rights of trade unions. The Conservatives are trying to make it more difficult for trade unions to run effective campaigns and speak out on behalf of their members against government policies that are having a detrimental impact on their lives.

Without a political fund it would be impossible for trade unions to campaign on issues that matter to their members. I recognise that it is up to us to get the message across to our members that politics affects everyone and every aspect of your life from the kind of education you receive to the treatment you get on the NHS.

“Without a political fund it would be impossible for unions to campaign on issues that matter to their members”



Over 18 months after the EU referendum the country remains deeply divided. What can trade unions do to address this?

The only way we can bring people together is to address the root causes of why people voted leave. It was unconstrained globalisation, deregulation, crippling austerity and underinvestment that have had a devastating effect on our communities and Brexit was a response to this. Furthermore, we need to have an honest discussion about the impacts of migration on public services such as the NHS, housing, education and transport. A debate that doesn't involve blaming migrants for all the ills in society.

Our media have a lot to answer for because they churn out negative story after story about migrants, refugees, benefits claimants, Muslims etc. Many of them inaccurate but by then it's too late and the damage is done. For example, last year a newspaper reported that a 'white Christian' child had

been placed with Muslim foster parents who couldn't speak English. The article described the child as being distressed and accompanied the article with a picture of the foster parents.

The woman in the picture was wearing a burka covering her face. The article caused outrage and was seized on by the far right who saw this as tantamount to abuse.

It turned out the picture was not an actual picture of the family. The paper used a stock photo of Muslim family and altered the image to cover the woman's face with a veil. Most notably the girl was being fostered by a mixed race English-speaking family.

Considering what you have just said do you think unions are fairly represented in the media?

Trade unions are always portrayed as trouble makers or as going on strike. The reasons why workers go on strike such as low pay, pay freezes, dangerous working conditions etc. are

usually brushed aside. Instead, many in the media focus on the disruption the strike will cause.

As a lifelong trade unionist, I can tell you that strikes are a last resort for most trade unions. Trade unions are problem solvers. We deal with day-to-day issues such as keeping the workplace safe, representing members, resolving pay queries, lobbying government for changes that improve our members lives.

The position a newspaper takes is determined by its owner. Billionaire press barons who push their own agendas and worryingly have unprecedented access to some of the most senior people in the Conservative party including the Prime Minister. Ideologically these press barons have no interest in portraying the struggles of workers in anything but a negative light.

Is Usdaw still delivering for its members?

Certainly. Firstcall Usdaw continues to deliver for our members with over £13.5 million compensation recovered for our

members during 2017.

Our pay settlements last year were running at 3.31 per cent which is above the national average of 1.97 per cent.

We held a number of successful Freedom From Fear events in Westminster, the Scottish Parliament and the Welsh Assembly. We are working with Daniel Johnson MSP to try and deliver on some of the campaign's legislative aims around protection of workers.

We are continually working on improving the way we communicate with our reps and members via a number of channels such as our website, emails, Twitter, regular e-newsletters and our magazines *Network* and *arena*. Last year *Network* won the TUC 'best communication for reps and activists' award and both *arena* and our Organising Awards were commended.

There will be a lot of challenges coming in 2018 but I'd like to think that the union is in a good position to face those challenges head on.

Usdaw member offers

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

*See Terms and Conditions for individual offers on the website.



SHOPPING

- Apple
- Crown Decorating Centres
- Domestic Appliances
- Flowers
- Magazine Subscriptions
- Usdaw Prepaid Cashback Card
- Usdaw Rewards Cashback
- Virgin Wines



LEISURE & ENTERTAINMENT

- Beer52
- Cinema Tickets
- Frankie & Benny's
- Golf Membership
- Magazine Subscriptions
- National Trust Gift Cards
- Online Ticket Store
- Theme Parks and Attractions
- Virgin Experience Days



INSURANCE

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



MONEY & FINANCE

- Debt Advice
- Financial Advice
- Pensions Annuity Service
- SureSave Savings Plan
- The Co-operative Credit Union



CARS & TRANSPORT

- Car Hire
- Commuter Club
- Fiat
- Usdawdrive
- Vauxhall Cars
- Vehicle Servicing



HEALTH & BEAUTY

- Gym Membership
- Spa Gift Cards and Vouchers
- Usdaw Health Plan
- Usdaw Dental Plan
- Vision Express



HOLIDAYS

- Airport Parking/Lounges/Hotels
- Cottage Breaks
- Forest Holidays
- James Villa Holidays
- Hotels and Short Breaks
- Mini-holidays
- Parkdean Resorts
- Pontins



MISCELLANEOUS

- Funeral Planning
- Gas and Electric
- NUS Extra
- Voice Mobile



NEW OFFERS

BEER52



A better deal for dads

Every year Usdaw organises a campaign spotlight day to raise awareness of parents and carers' rights at work and to press for improvements.

This year's Supporting Parents and Carers Campaign Spotlight Day is on Wednesday 16 May and focuses on campaigning to win a better deal for dads and partners of new mothers.

Usdaw believes that most new dads get a raw deal when it comes to time off work.

After the birth of a baby, dads and partners get just two weeks paternity leave. Furthermore, statutory paternity pay is paid at a flat rate of £140.98 a week (rising to £145.18 in April) and is only available to parents who earn above £113 a week (rising to £116 in April). Usdaw believes that the leave isn't enough and the pay is too low.



We want a better deal for dads and are calling for:

- Longer and better paid paternity leave.
- A right to paid time off work to attend antenatal appointments with the mother. At present dads and partners have the right to attend two antenatal appointments but this right is unpaid and so of little use to many Usdaw members.
- More flexible paternity leave. At the moment leave must be taken within 56 days of the baby's birth or placement and can only be taken in blocks of one or two consecutive weeks. We want dads and partners to have more of a say in how and when they take time off.

In many of our agreements Usdaw has negotiated full pay for paternity leave but where this hasn't been possible dads and partners often can't afford to take the full two weeks leave.

The Government introduced Shared Parental Leave three years ago, giving mothers the option of ending their maternity leave early and sharing the remainder with their partner. This is paid at a flat rate of £140.98 and take up levels are incredibly low. Many families cannot afford the drop in income particularly in the first year of a new baby's life when there are additional pressures on household budgets.

When shared parental leave was first introduced in 2014 the Government expected a low take-up of 2 to 8 per cent but research last year suggested a tiny proportion of men were opting to take Shared Parental Leave, with only one per cent having taken it so far.

But the absence of well-paid rights to time off work for fathers isn't because of a lack of interest. There is clear evidence showing that today's dads want to play a bigger role in caring for their young children. Usdaw wants to ensure that all dads and partners of new mothers can afford to take a decent amount

of leave at the time of their baby's birth.

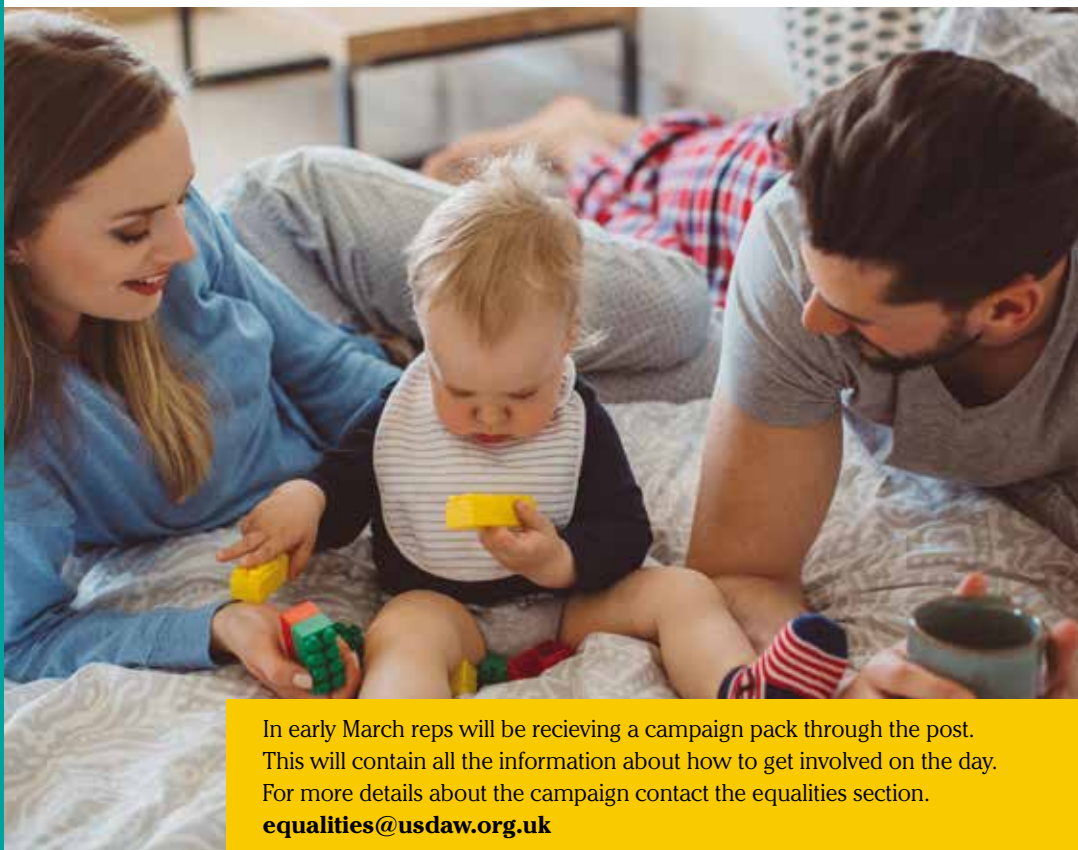
Many studies show that dads who help to look after their newborn children have positive knock-on effects for everyone.

For dads – those who take a decent amount of paternity leave are more likely to take an active role in childcare tasks and to read to their children than those who don't. In an Australian study, fathers who took 10 or more days off work around childbirth were found to be more likely to be involved in childcare-related activities when children were two to three years old.

For children – paternity leave has long-term benefits for a child's learning abilities.

For mums – paternity leave is good for women's careers because when childcare responsibilities fall exclusively on the mother, this reduces women's earnings and their chances of promotion.

Remember you don't have to be the birth (biological) father to qualify for rights at work. Adoptive parents, those in same sex relationships and intended parents in surrogacy arrangements also have rights to time off at the birth of their new baby or when a child is placed with them by an adoption agency.



In early March reps will be receiving a campaign pack through the post. This will contain all the information about how to get involved on the day. For more details about the campaign contact the equalities section.
equalities@usdaw.org.uk

CAMPAIGN DAYS ARE CALLING

Reps took a stand against abuse in the workplace during Respect Week. Campaigns were held across the country in a bid to deliver the message that 'abuse is not part of the job'

Morrisons, Warrington

Experienced Usdaw rep and Academy graduate **Caroline Williamson** was assisted by newcomer **Andrew Spencer** and the rest of the rep team at Morrisons in Warrington for their campaign day in November.

The reps set up a stall at the front of the store to ensure both customers and staff could get involved.

"Everyone was thrilled to see the union taking great pride in supporting our workers, especially in the run up to Christmas," said Caroline, 42, who has been a rep since April 2011.

"On the day we were supported by our local community police officers, who were amazing. They entertained children with finger printing activities and spoke to parents about the campaign. They also gave out free bike lights, house alarms and security alarms for women to attach to their purses.

MP support

"We were also excited to be joined by our local MP Faisal Rashid. He raised the profile of Usdaw and the campaign by putting an announcement in Warrington Worldwide, the local online newspaper, which was really good publicity for us. Warrington police also used their accounts on Facebook and Twitter to promote the event.

"The campaign was easy to organise as all the reps were involved in the planning. We each took on a different responsibility to share the load. We also had full support from store management,

which made things a lot easier, and they even donated two tins of sweets for us to hand out.

"As reps we always try to go the extra mile for our members, ensuring they know we are there for them. Just knowing that members feel supported keeps me motivated."

Fellow in-store rep Andrew is fairly new to the role having only taken up the post earlier this year. He has been working for Morrisons for over 23 years.

"It's going well so far," said Andrew, 52. "There is a lot to learn but I've had great support from my fellow in-store reps and area organiser Karen Davies.

"I've completed the Usdaw Home Study and I'm currently in the middle of my advance training.

"I became a rep because I wanted to help people. I've seen the great work that Caroline and the other reps do in Warrington and I feel privileged to join them. Hopefully I'll be able to make a contribution to a great team.

"I would recommend becoming a rep to anyone, it is a tough role but rewarding. There is always help and advice whenever you need it. I'm keen to get more involved and hopefully I'll get the chance to do stand-down, Summer School and Academy one day.

"The Respect Week campaign drew a lot of support from both staff and customers. Earlier in the year we also held a legal plus day to make members aware of what legal services are available through the union. We're also hoping to have young workers, parents and carers and pension campaigns in the near future."



SUSAN OLECH, SAINSBURY'S MERTON



"Seeing the statistics of how violence and abuse have increased over the last year was truly shocking."



“As reps we always try to go the extra mile for our members in-store, ensuring they know we are there for them.”

CAROLINE WILLIAMSON, MORRISONS WARRINGTON



Sainsbury's Merton

It was all hands on deck for Sainsbury's Merton during their Respect Week campaign day.

In-store reps **Susan Olech, Charles Odulana, Lovely Rahman** and **Mitzi Bent** were supported by stand-down reps **William Akadi, Edwina Fairbrass** and **Pip Akaba**.

Siobhain McDonagh, MP for Mitcham and Morden, also joined the team.

“We've run campaigns in our canteen for two years now so we felt we could handle a larger one

involving the public,” said Susan, 47, who became a rep in 2014.

“We also share our retail space with Marks and Spencer so hopefully their employees caught a glimpse of what union membership has to offer.

“Support from the public was overwhelmingly positive. Lots of people have either worked in retail or other public facing roles. Customers shared stories about the violence and abuse they've suffered at work, which highlighted what a widespread problem this is.

“Reading the campaign

briefing and seeing the statistics of the increase in violence over the last year was truly shocking. This all links in with the Tory's austerity plan as financial strains mean everyone is more stressed, coupled with the cuts in the number of police and closure of police stations. It's really grim and it will only get worse as long as the Tories are in power.

“It was great to have the support of MP Siobhain McDonagh. She was outstanding, chatting to the public and promoting the campaign. She made time for us despite having to rush off for an emergency debate at parliament.

A big success

“This has been our best campaign. Nearly 200 people signed the petition for enhanced legal protection for those in public facing roles.

“It was also great to have the full team involved. All four reps in-store are very active members of our branch. Mitzi has just

completed Academy2, Lovely is considering becoming our learning rep, we're trying to get Charles to go to summer school and I'm standing as a Labour councillor in Wandsworth.

“My top tips for holding a campaign day would be to always have a contingency plan. At the last minute one person couldn't make it for the stall set up but luckily Edwina was able to step in and it all went smoothly.

“If you're a lone rep ask for help. There's likely to be local stand-down reps who will want to be involved. Your area organiser will put you in touch.

“You could also invite your local MP or a councillor, they will want to help and it's good publicity for them.

“I've been a rep since 2014 and I owe my motivation to the support of my branch, in particular Edwina our secretary, who has encouraged and supported me throughout. I'm lucky to be surrounded by such a great team.”

Tesco Easton Middlesbrough

Reps **Simon Galloway** and **John Tyreman** held their Respect Week campaign at the front of their Tesco Extra store in Easton, Middlesbrough. They were joined by local Tesco reps **Paul Garland** and **Ciaran Pinkney**.

“I was very excited to run an event based on a campaign I’m passionate about,” said Simon, 51, who became a rep in July 2012. “Too many people who work in retail are the victims of threats, and in some cases, violence from members of the public who feel that it is somehow okay to treat people in this way. I wanted to make customers aware that abuse is not welcome in any place of work regardless of the season.

“I found the event relatively straightforward to organise. We ordered the materials and then it was a case of liaising with management and fellow reps to

ensure we had a plan for the day.

“It was great to have the support from management and to see them positively engaging with the campaign.

“Staff and customers were very curious to find out what we were doing and it was heartening to see their interest in the campaign.

“I spoke to customers about their stories of abuse at work. A lady who works for the NHS told us about being attacked by a patient who she was trying to treat. To me that is unacceptable.

“The Government could and should be doing more to protect workers. We have been really let down by the Tories who seem intent on voting our rights away when instead they should be fighting for us and strengthening laws to keep us all safe. More needs to be done to protect workers in all sectors and campaigns like Freedom From Fear will hopefully go some way in bringing about vital change.

I live in hope that we will see a Labour government in the not too distant future.

“While I co-ordinated the event, it was great to have the help of my fellow rep John who came in on his day off to help out. Paul and Ciaran have also helped me a lot since I became a rep so having them there was brilliant.”

Teamwork

“I’m lucky to be part of a great team of reps in my area,” said Simon. “We are a constant source of support for each other and we believe in working as a team so we can continue to deliver for members.

“Since the campaign, John has recruited 13 new members who are all very happy that Usdaw will be there to protect their rights at work.

“I’ve always felt that to be an effective rep you have to be there for your members. Sometimes

people just want someone to talk to or get a different perspective on whatever they are going through at the time. There is no greater satisfaction than putting someone’s mind at rest or supporting them through a case and getting a positive outcome for them.

“My top tips for holding a campaign day are to be motivated, have fun doing it and engage with as many people as possible. Word of mouth is a great tool and can go a long way towards getting the message across in a positive way.”



“It was great to have the support from management and to see them positively engaging with the campaign.”

SIMON GALLOWAY, TESCO EASTON MIDDLESBROUGH



“On the day I was interviewed by a local BBC radio station and when listeners heard the interview they came along to see us and to show their support.”

STEVIE CASSIDY (RIGHT), TESCO CORBY



Tesco Extra, Corby

Activist **Stevie Cassidy** is no stranger to campaign days having completed Usdaw’s Academy2 programme in 2017, just two years after becoming a rep. She was keen to test her new skills with a Respect Week campaign day at her Tesco store in Corby.

“Campaigns are a great way of highlighting the big issues that members face in and outside of the workplace,” said Stevie, 30.

“A few of the colleagues here

in Corby have faced abuse at work, so we knew Respect Week would be the perfect opportunity to highlight to both colleagues and customers that abuse isn’t part of the job.

“The event was really easy to organise. The campaign pack from the union was filled with everything we could need.

“We invited the local mayor Matt Keane and leader of the borough council Tom Beattie, both of whom made time for us from their very busy schedules.

Matt is a proud Usdaw member so was eager to get involved.

“We have a number of new reps in store and this was the first big event they have been involved in. It was a good opportunity to show them how it all works. Management were very supportive and even got involved in the activities.

“On the day I was interviewed by a local BBC radio station. This was great publicity because when listeners heard the interview they came along to show their support.

“Many were baffled that this sort of thing could happen in store. Others, who had worked in retail before, were pleased that something was being done to highlight the cause.

“Lots of customers were willing to sign the petition, as were the staff, who also filled in questionnaires and spoke to us about the union and Freedom From Fear.

“We have run many campaigns in store over the past

few years, but this year’s Respect Week campaign has been our biggest yet. We’ve definitely raised the bar for future events.

“Now we need to get our new reps established and ready for the next challenge. So far they’ve all shown great promise and are eager to learn. I can see us becoming a really close team in the future.

Top tips

“My top tips for running a campaign day would be planning and team work. You should always make two plans, the one you want to carry out and a backup in case things go wrong.

“Find a topic that matters. You have to be sure the issue is something that affects members, otherwise you’re not going to get them engaged.

“Always utilise your team of reps and activists. A spotlight day can be exhausting for just one person so share the work load. That way everyone will have a great day.”

PREVENTING BAKERS' ASTHMA

In the second of our features on the HSE's work and health policy we focus on occupational asthma which is a significant risk for Usdaw members who work in bakeries or food factories.

The main hazard for workers in these industries is exposure to flour or grain dust. Some spices and other food additives such as enzymes used as flour improvers are also an issue.

Exposure to flour dust causes:

- irritation of the eyes (conjunctivitis)
- irritation of the nose (rhinitis) and
- irritation of the skin (dermatitis)

However the main concern is that, even at low levels of exposure workers can be sensitised to the dust. This can eventually result in chronic breathing difficulties even when the worker is removed from the environment.



Occupational asthma

Flour dust is the second most common cause of occupational asthma. The annual number of new cases of bakers' asthma has increased over the last ten years while occupational asthma from other causes has been declining. HSE experts estimate that 10 per cent of supermarket scratch bakery workers will have bakers' asthma.

Other Usdaw members who may be at risk work in small craft bakeries, snack

and crisp manufacturing, breakfast cereal manufacturing and other food processing where they could be exposed to flour or grain dust.

Members in stores where frozen bread products are part-baked are not at risk. Members who work in larger plant bakeries are not at high risk because their exposure to flour dust is more limited.

The current Workplace Exposure Level

(WEL) for flour dust is the same as the level for general low toxicity dust.

Speaking on bakers' asthma at the HSE Occupational Lung Disease summit last November, Usdaw health and safety officer Doug Russell called for a much stricter WEL and for stronger enforcement of the COSHH Regulations by Local Authorities and HSE in bakeries and food factories.

Workplace inspections

Safety reps in stores with scratch bakeries can use the checklist below to help them when doing workplace inspections of the bakery.

The riskiest processes are those where flour dust can be inhaled. These include:

- emptying flour sacks into mixers
- handling empty sacks
- weighing, adding and mixing dry ingredients
- hand dusting at tables
- using dough break roll machines
- maintenance and cleaning.

The best control measures are ones that prevent the dust from getting into the air in the first place. These measures include:

- local exhaust ventilation at mixers
- lids on mixers
- use of liquid ingredients instead of powder where possible

- safe handling of sacks to reduce dust levels (avoid dropping ingredients from a height, roll empty sacks carefully from the bottom)
- non-stick surfaces on conveyors and tables
- use of dividing oil instead of hand dusting with flour
- use of dredgers and low-dust flour where hand dusting cannot be avoided
- use of vacuums for cleaning and avoiding sweeping or use of compressed air lines to blow machinery down.

Respiratory Protective Equipment (RPE) may be needed as a second line of defence but it is not a substitute for controlling the dust at source. RPE only protects the worker who is wearing it. RPE only works if it is the right type and is worn correctly. If masks have to be used then all workers who use them need to have face-fit testing to make sure that they do work.

Workers who may be exposed to flour or grain dust should be given health surveillance to check for any symptoms of exposure (eye, nose or skin irritation and/or breathing difficulties).

Bakers' asthma has been a known problem for centuries. The control measures to reduce the risk are practical and well-understood. By implementing them properly, the risk can be eliminated and we can make bakers' asthma a disease of the past.



THE SAFETY REP INTERVIEW NORMA ROBINSON

Health and safety rep Norma is back in her Tesco store in Londonderry after a six-month secondment on the union's Academy last year.

The 52-year-old has been an Usdaw member for 35 years and became a rep in July 2012. She was elected as health and safety rep in February 2015.

"Initially, becoming a rep wasn't something I'd ever thought about doing," said Norma. "It was my personnel manager that encouraged me to put my name forward. She obviously saw something in me and thought I'd be good at the job. I'm so glad I did, it's definitely broadened my horizons.

"I am part of a team of two reps in my store and I'm the only health and safety rep.

"My role involves a walk around once a month making sure all the cleaning materials for spillages are fully stocked, checking the first aid boxes are supplied

correctly, the fire exits are cleared and advising on general health and safety queries.

"Some of the main concerns for members include broken chairs at checkouts and cages with broken wheels. We usually manage to get problems such as these resolved through the staff forums.

"It would be great to devote more time and resources to the role as there's over 360 staff in the store.

"I loved my time on the Academy, a personal highlight for me was talking to migrant workers and signing them up to be members. It was also interesting to have my health and safety hat on going into other workplaces and seeing how different stores and companies operate. I've picked up lots of useful tips from other reps.

"Being a rep definitely gives you a better understanding of the union. I'd encourage everyone to get involved."



Reps at heart of safety

Usdaw has published a banner for reps to use on noticeboards supporting the TUC campaign celebrating 40 years of trade union safety reps.

Usdaw safety reps know their workplace and have legal powers to raise members concerns. Safety reps are the most effective tool that Usdaw has to ensure good health and safety at work, because organised workplaces are safer workplaces.

You can order copies of the banner from your local Usdaw office or from the health and safety section at central office.



HSE targets food and drink manufacture

Employers in the food and drink industry need to manage workplace health risks or face serious penalties say the HSE.

From January to March, the HSE will carry out a programme of nearly 1,000 proactive inspections on the industry. The inspections will focus on the two main causes of work-related ill health.

■ **Musculoskeletal Disorders (MSDs)**

Mainly back pain and upper limb disorders from manual handling or repetitive tasks.

■ **Occupational asthma**

Mainly from exposure to flour dust or grain dust in bakeries, cake and biscuit manufacture and other sites.

HSE's head of manufacturing sector John Rowe, said: "The food manufacturing sector is made up of over 300,000 workers and its health and safety record needs to improve. This inspection initiative will look to ensure effective management and control of targeted health risks. Food manufacturing companies should do the right thing by protecting workers' health; everyone has the right to go home healthy from work."

Usdaw safety reps in the industry can find out more about the inspection plan by reading the operational guidance for inspectors on the HSE website or by contacting Usdaw's health and safety section.

Musculoskeletal Disorders in food manufacturing explains what inspectors should be looking for when inspecting for MSD prevention.

www.HSE.gov.uk/search/0090.pdf

Occupational asthmagens, carcinogens and Respirable Crystalline Silica in manufacturing industries includes details for occupational asthmagens such as flour dust in the food industry along with other respiratory hazards in other industries. In particular Appendix 1 (pages 12, 13) covers flour dust and Appendix 13 (pages 36 & 37) explains the enforcement expectations.

www.HSE.gov.uk/search/0089.pdf

CONTACT health&safety@usdaw.org.uk : 0161 249 2441



Your Pictures



PICTURED L-R
First row: Tesco Middlewich promote pensions awareness; Legal Plus day at Tesco Reading West; Revisiting the 'Too much on your plate' campaign at Tesco Extra Stretford.

Second row: Usdaw national officer Mark Todd visits DHL Sainsbury's in Kilsby; Campaigning outside M&S Bluewater.

Third row: Celebrating Legal Plus at Tesco Extra Redruth.





A dedicated space to share your news, views and achievements. Let us know what you have been up to and you could win £50! Please send letters/emails and photos to either of the addresses given above. We reserve the right to edit all letters.

Respect for Shopworkers' Week roundup

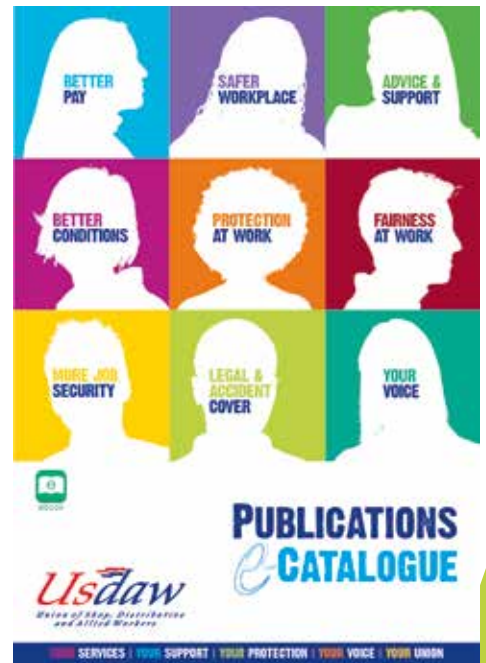


PICTURED L-R
First row: Market Place Reading; Tesco Hattersley; Tesco Bidston Moss.
Second row: Tesco Crediton; Tesco Perth.
Third row: Tesco Port Talbot; Tesco South Tottenham; Tesco Yate.
Fourth row: Sainsbury's Clifton Down; Co-op Food Erdington; Midcounties Co-op Norton Canes.



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