

NETWORK



JUL/AUG
2015

The bimonthly magazine for Usdaw Activists

www.usdaw.org.uk

LATEST NEWS

MEMBERSHIP WEEK

ACTIVIST IN DEPTH



Discount stores in union's sights

... WAREHOUSE CONFERENCE ... LGBT GET-TOGETHER ... ACADEMY1 ...



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Comment

General secretary John Hannett

Usdaw faces another battle to stop the Government's plans to allow local councils to deregulate Sunday trading, but rest assured we won't shy away from this fight. Our members oppose it, many retailers oppose it and so do many shoppers, so we will be doing all we can to make the sensible, common-sense case to retain the current restrictions as set out in the 1994 Sunday Trading Act.

We now know the Tory chancellor expects low paid workers to bear the brunt of his austerity measures after he announced a four-year freeze on in-work benefits for millions of people in his emergency July Budget.

Chancellor George Osborne also announced:

- Tax credits and Universal Credit to be restricted to two children, affecting those born after April 2017.
- Income threshold for tax credits to be reduced from £6,420 to £3,850
- Working-age benefits to be frozen for four years - including tax credits and local housing allowance, (although maternity pay and disability benefits will be exempted).

In a major departure for the Conservative Party (who opposed the introduction of Labour's National Minimum Wage), the Budget also included the introduction of a new national living wage for all workers aged over 25, starting at £7.20 an hour from April 2016 and set to reach £9 by 2020.

This may give an estimated 2.5 million people an average £5,000 rise over five years however, it will not compensate low paid workers for the massive reductions they face in in-work benefits. In addition by excluding the under-25s it could also see an army of lower paid young workers unfairly penalised.

Mencap link

As part of Usdaw's 125th anniversary next year the executive council decided we should link up with Mencap, the charity which works to encourage and support people with learning disabilities to get into work.

More details of this tie up will be released later in the year but in the meantime I hope our reps will join me in promoting the work of Mencap and taking practical measures to help them in their work.



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 Union of Shop, Distributive
 and Allied Workers

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Regulars

Want more Usdaw?

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 Google **Flickr/UsdawUnion** to browse pages of union photos from conferences to campaigns and recruitment.



NORTHERN IRISH REPS AND OFFICIALS ON THE MARCH IN DUBLIN

Campaign at Dunnes

Usdaw's campaign for recognition at Irish retailer Dunnes Stores took on an international dimension when a delegation from the North joined trade unionists in the South to march to the company's head office in Dublin.

Usdaw's delegation joined Irish unions Mandate and Siptu in the colourful demonstration held in early June. The Irish Congress of Trade Unions also supported the event, which attracted more than 3,000 people.

Area organiser Michala Lafferty co-ordinated the union's team. "This campaign

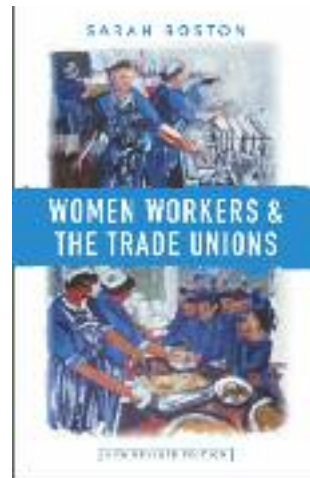
is all about fighting for recognition, union representation, job security and fair pay at this very successful company who at present are refusing to talk to the unions across Ireland.

"Many thanks to the activists who joined the march. We all had a great day and it was fantastic to join up with our fellow trade union members in Dublin.

"The rally attracted widespread support and coverage in the media. I'm hopeful Dunnes workers will be encouraged by this and join Usdaw so we can take the campaign forward."



Women's key role in unions



The involvement of women in trade unions is often overlooked but a new updated book from Sarah Boston helps redress that imbalance.

Women Workers and the Trade Unions has been described as 'well-researched, lucid and readable' by one expert. It traces women's involvement from the 1830s to the present day and provides essential reading for anyone interested in the history of trade unions. More at:

www.lwbooks.co.uk

■ *Network* has five copies to give away free to the first five readers who email the editor at: network@usdaw.org.uk

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returned to members.

- They provide affordable loans, at competitive interest rates. Free loan protection insurance is offered at no cost – and should a member die, any outstanding loan is settled in full.
- They are owned by and run for the benefit of members – you share in their success.

To find out more and to become a member: www.co-operativecreditunion.coop

The co-operative credit union



Tories want shops to open all hours

Usdaw has vowed to fight chancellor George Osborne's plans to give local councils the option of allowing a Sunday trading free-for-all.

The plans, outlined in the Budget could give elected mayors and councils powers to relax laws included in the 1994 Sunday Trading Act which restricts shops over 3,000 sq ft to six hours opening.

General secretary John Hannett said: "Despite twice consulting on this issue since 2010, and being persuaded against extending Sunday trading, the chancellor is trying to deregulate by the back door.

"Any proposal to extend Sunday trading hours misunderstands the retail sector. The last thing that retailers need is a race to open 24/7 with a big increase in overheads and no increase in revenue through the tills.

"We will vigorously campaign against such a proposal and we would be looking for the Government to learn from their two consultations and failed trial period by leaving alone the existing Sunday trading arrangements agreed by the main stakeholders in the retail industry.

"It will also have a massive impact on the distribution



network, drivers and warehouse staff will face further upheaval in their sector.

"The Government hasn't learned from its own hastily brought in trial of extended Sunday trading hours during the London Olympics – that was an almighty flop.

"This 1994 Act is a great British compromise, which

has worked well for over 20 years and gives everyone a little bit of what they want. Retailers can trade, customers can shop, staff can work; while Sunday remains a special day, different to other days and shopworkers can spend some time with their family. Our campaign starts right now."

Reps star at gala event

Nominations are now being sought for the 2015 National Organising Awards which recognise the hard work and commitment of Usdaw's 11,000-strong team of activists.

This year will see an additional category added to the eight so reps can nominate themselves or a colleague for one of the following awards:

- Most Promising New Activist
- Health and Safety Rep
- Union Learning Rep
- Individual Recruitment
- Individual Organising
- Team Recruitment and Organising
- Campaigns
- Equalities
- Outstanding Achievement

Nomination forms have been sent out to all reps and branch secretaries and the closing date for their return is September 25.

Nominations are considered by the respective divisional councils who then nominate their winners to go forward to the executive council who decide the national winners.

Now in its 11th year the awards night is unique in the trade union movement and firmly established as a premier event in the union's calendar.

General secretary John Hannett said: "This is one of the best nights the union holds.

"It's a fitting way to say a big 'thank you' to reps who do a tough job all year round.

"Their work as volunteers is invaluable and I'd urge all of our reps to think about getting involved in the nomination process."

The national ceremony will be held at a top Manchester hotel in January next year.



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Tesco reps - get ready

September this year will see the three-yearly elections for Usdaw reps (except health and safety and union learning reps) in all Tesco stores and dotcom fulfilment centres.

Reps play a crucial role when it comes to representing the views and interests of members in Tesco and negotiating improvements to the pay package and the overall terms and conditions of employment.

Reps also have a say and input on a wide range of issues that matter to Usdaw members such as attendance, performance, structure changes, *Moving People around the Business* and other work-related issues.

Taking on the rep's role can be challenging. However, it can also be an incredibly rewarding and positive experience, especially when you see what a real difference you can make to the lives of members.



Usdaw already has thousands of knowledgeable and experienced reps doing a fantastic job. We hope they will stand for re-election and continue to make their contribution to the union.

However, there are plenty of opportunities for new reps to come forward in these elections and existing reps can play their part to encourage wider

participation among members.

In-store and on-site reps should prepare now. Your local Usdaw official or a member of the Tesco Support Team can offer further information or advice.

The communication process for the rep elections will begin from 7 September so look out for further details coming to your Tesco stores and sites.

Number crunching...

- Unemployment stands at 1.81 million despite the number of people out of work between February and April falling by 43,000, the Office for National Statistics (ONS) said. The jobless rate was 5.5 per cent, the lowest level since August 2008. The total number of people now in work is 31.05 million people. The employment rate for women hit a record high of 68.6 per cent.
- UK retail sales rose by 0.2 per cent in May, a slowdown from a rise of 0.9 per cent in April, after shoppers bought fewer clothes.
- The decade 2001 to 2011 saw home ownership fall and renting rise in England and Wales. In 2011, 64 per cent (15 million) of the 23.4 million households were owner occupied, a decline from 69 per cent in 2001, the first fall in a century.

Tribunal fees set for review



A slump in tribunal claims was revealed in Ministry of Justice figures as the Government announced there would be a review of the impact of employment tribunal fees.

New figures published in June show that the number of single employment tribunal claims brought by individuals between the first quarter of 2015 — at 4,229 — was 25 per cent lower than over the same quarter of 2014. And single claims were 69 per cent down on the first quarter 2013 — shortly before employment fees were introduced.

When fees were introduced in 2013 the Coalition Government promised to review their impact and this will now take place and

be completed by the end of the year and will take into account a wide range of evidence.

The TUC welcomed the review, but warned that it must not be a 'political stitch-up'. General secretary Frances O'Grady (above) said: "Tribunal fees have been a gift for Britain's worse bosses allowing many to flout the law.

"Charging people up to £1,200 to pursue a claim has priced thousands out of justice and ruined lives.

"This review is a welcome, if long overdue, announcement. However, it must not shy away from telling hard truths. It has to be transparent and prepared to recommend abolishing the current system."

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Leadership vote call

Reps are being urged to help sign up their members as Labour Party Affiliated Supporters so they can have a say in who becomes the Party's next leader.

The election for the new leader of the Labour Party will take place between 14 August and 10 September.

Members can get a vote in the leadership election by registering as a Labour Affiliated Supporter for free. In previous elections all members have had a ballot paper, but now the Labour Party is running the ballot directly, members will only get a vote if they sign up as a Labour Affiliated Supporter.

Reps in England and Wales will have received a special pack with full details and forms to sign up members as Labour Supporters.

General secretary John Hannett said: "With the debate taking place about the future direction of the Labour Party, it is more important than ever that our members make their voices heard."

"It is vital that the issues affecting Usdaw members are part of the discussions during the leadership election and Usdaw members need to be directly involved in deciding who the next leader of the Labour Party will be."

"The best way to tackle many of the issues facing Usdaw members is to work to make sure that we have a Labour government."

"This means that Usdaw, and individual Usdaw members, need to be actively involved in the Labour Party, championing the interests of working people and working hard to get Labour candidates elected across the country."

"To have a strong voice within the Labour Party, we need as many of our members as possible to sign up as Labour Affiliated Supporters. Reps like you are the key to recruiting Labour Supporters."



On the ballot paper...Andy Burnham MP



...Yvette Cooper MP



...Jeremy Corbyn MP



...and Liz Kendall MP

How you can help sign up members

- Put up the poster available on the back page of this issue of *Network* (more copies are available from central office) on your union noticeboard.
- Sign up members in your workplace as Labour Affiliated Supporters using the forms in the reps' mailing.
- More details on Labour Affiliated Supporters, why they are so important, and what you can do to recruit them are in *Resource Sheet 6: Labour Affiliated Supporters*.
- More details, forms and information from central office by emailing: politics@usdaw.org.uk

Make sure you get your vote

- To have a vote in the Labour Leadership Election, you need to sign up as a Labour Affiliated Supporter. This can be done in a number of ways and is quick and free.
- Sign up online by noon, Wednesday 12 August. Go to: support.labour.org.uk or
- Complete a Labour Affiliated Supporter form and return it to the politics office at central office by Monday 10 August. Call 0161 224 2804 for a form.



Win a trip to Brighton!

Activists who sign up four or more members as Labour Supporters and return the forms before August 10 will be entered into a free prize draw with the winner (and a friend) being treated to a weekend in Brighton and meeting the new leader during the Labour Party conference in September.

Activists can sign up as

many members as they like and the more groups of four they complete the more entries they will get in the draw. Don't forget to fill in a Labour Supporters form yourself – then you'll only have three more to sign up to get your first entry in the draw!

More information from: politics@usdaw.org.uk

IN BRIEF...

Race for Labour's deputy leader

Meanwhile, five MPs have secured the support of at least 35 of their parliamentary colleagues to stand in the election for Labour's deputy leadership. Tom Watson, Caroline Flint, Ben Bradshaw, Stella Creasy and Angela Eagle will compete to replace Harriet Harman.

Members who register as Labour Affiliated Supporters will get a vote in this election too. The winner will be announced at the special conference on 12 September.

Mayoral hopefuls for London 2016

The shortlist for Labour's candidate to fight the London Mayoral election next year is: Diane Abbott MP, Tessa Jowell, Sadiq Khan MP, David Lammy MP, Gareth Thomas MP and Christian Wolmar.

Scottish Labour leadership vote

The election to replace former Scottish Labour leader Jim Murphy began in June with the result to be announced on August 15. MSPs Kezia Dugdale and Ken Macintosh are the two candidates.

The election for the deputy leader will be held at the same time. The candidates are Richard Baker MSP, Gordon Matheson leader of Glasgow council and Alex Rowley MSP.

Members in Scotland who signed up to be a Labour Affiliated Supporter did get a vote in the ballot.

scottishlabour.org.uk

The Transatlantic Trade and Investment Partnership - TTIP



Stephen Doughty shadow minister for trade and industry outlines the Labour Party's position on the controversial TTIP.

Much has been debated in recent months on the proposed EU-US trade deal, the Transatlantic Trade and Investment Partnership (TTIP).

It is welcome and vital that this deal is receiving scrutiny from trade unions, civil society and business alike. I have already heard legitimate concerns voiced by people from across the UK, including Usdaw members.

These include risks that TTIP could include insufficient exemptions for the NHS, and other public services; that it could lead to serious legal challenges; and that it could challenge transparency and accountability – as any Investor-State Dispute Settlement (ISDS), even a reformed one, could create the perception of transferring power away from people.

We also need to look at any benefits TTIP could provide for Britain's workers and industries. We know from recent history that balanced trade deals can also have a positive impact on jobs and growth. It is crucial then that any EU-US trade deal delivers benefits for Britain's workers, businesses and consumers.

Trade deals also provide unique opportunities to properly regulate global trade. This means we need careful and reflective thinking. In a rapidly changing

global economy we are increasingly trading with countries, for example China, whose labour laws do not match our high standards.

A balanced TTIP, one that promotes, rather than weakens social, labour and environmental standards, regulating a quarter of all global trade, could provide a welcome departure from this race to the bottom.

Just as unreservedly accepting the trade deal before it's finalised would be short sighted and counterproductive, so too would be rejecting it outright.

Labour has instead constructively set out our parameters and told the European Commission and the current Government that we would not support a deal if our red lines are not met, including that:

- Public services, including the NHS, must be exempt from TTIP;
- strong labour rights in the EU must be the baseline on which to build, and strong commitments from the US must be secured;
- transparency and accountability must be put at the heart of TTIP; and
- TTIP must not challenge our ability to adopt and implement laws and regulations as we see fit.

Labour is not prepared to support a deal that is unfair to the British people, which is why we will be campaigning hard to ensure that proper provisions on labour and environmental standards are included to prevent social dumping, pressures on wages and hampering our efforts to tackle climate change.

In setting these red lines we are displaying our values. But the absence of those safeguards in the first place is a reflection on David Cameron's values too.

Referring to reasonable fears about safety, fairness, transparency and democracy as

'nonsense' while asking for unreserved trust in his approach, is typical of the PM's "flashman" approach and the lack of engagement within the EU, occupied as he is with assuaging his Eurosceptic cabinet members and backbenchers alike.

When he gave the green light to the European Commission to start negotiating a trade deal with the US, he would have been well-advised to keep a much closer brief on what was being discussed.

The negotiations on TTIP show why we need a strong voice in Europe, arguing for fairer trade with a social and economic dividend.

Neither isolating ourselves from the global economy nor from Europe is the answer. Only by working with our partners can we secure a fair and just deal. Trade deals can work – but only if we work together to get them right.

Stephen Doughty is the Labour and Co-operative Member of Parliament for Cardiff South and Penarth, and he tweets @SDoughtyMP

He added: "I worked for many years on international trade agreements outside and inside government, and was an activist in campaigning against elements of trade deals that did not deliver for the least well off globally.

"I also know that more open international trade, with strong frameworks, can deliver prosperity and opportunity. The devil is very much in the detail when it comes to ensuring fair and empowering trade relationships around the world.

"I look forward to working with colleagues in Westminster, the European Parliament, in business and industry, and in our trade union movement on crucial issues in the months to come."

Usdaw policy opposes TTIP

Stephen Lord (Sainsbury's Yorkshire) moved the following proposition which was voted in by delegates at this year's ADM:

This ADM calls upon the Executive Council to oppose the Transatlantic Trade and Investment Partnership (TTIP).

This treaty includes a number of worrying clauses deregulating a number

of areas including finance, genetically-modified organisms and fracking.

Most worrying of all is the Investor-State Dispute Settlement (ISDS), which will allow companies to bring claims against countries at an international tribunal. This could be used by companies to force their way in to taking over parts or all of our public services including the NHS.



Confidence booster...

Lifelong learning is opening doors for hundreds of members as they learn new skills and boost their confidence.

Network caught up with lifelong learning project worker **Neil Chapman** from the Midlands division and some of his learning reps.

"Thanks to our dedicated team of Union Learning Reps (ULRs) in our division the learning project continues to go from strength to strength," said Neil.

"We're hoping another 35 ULRs from across retail and distribution will sign up this year."

Lynn Witt is one of four mobile ULRs working with colleagues across the division. She works at Tesco Stafford and covers North Birmingham. **Julie Day** works at Tesco Hleanor and covers Nottinghamshire and Derbyshire and **Fiona Kerr** works at Tesco Coventry 4 and covers the Coventry area.

"I love my role and I'm lucky to be working with a well-organised team who are helping to deliver learning to hundreds of members in their workplaces," said Lynn.

"This year we've held checkout

learning days in Tesco New Oscott, Stafford Extra and Telford Madley,

"In Rugeley Tesco we have eight people doing Usdaw's home study course and two personnel managers have signed up for the mental health awareness course.

"And at Tesco Uttoxeter we have two members on distance learning courses.

"Apart from the functional skills courses in maths, English and basic IT there are courses ranging from courses in languages to care and management of diabetes to team leading and business and administration.

"Members can learn at their own pace too through distance learning and accredited courses and there is also a British sign language course available.

"Study can be completed in course books or online, and we have members doing the Usdaw pensions home study course too.

"All of our reps will tell you one of the most common remarks from members is 'we didn't know Usdaw did this sort of thing' and once they get the learning bug, there's no stopping them."



CHECKOUT LEARNING TESCO EXTRA WALSALL

...for all workers

It's not just retail members who are getting on the learning bandwagon, Network spoke to distribution reps at Tesco dotcom...

Learning rep **Kevin Brett** is aiming to deliver learning to hundreds of members at his distribution centre in Aylesford in Kent.

The 63 year-old has been the ULR at the site for four years. "Lifelong learning hasn't really taken off yet so I've been working closely with project worker **Mitch Pressnell** to promote learning at our site," he said. "We have more than 900 staff and 84 per cent membership, so the potential to get members interested and involved is massive.

"I spoke to my personnel manager Sue Vincent, who was fully

supportive and we organised an on-site open day in July.

"We put posters up and I also made sure I spoke to new starters during their inductions so they were fully aware of the opportunities lifelong learning offers.

"The day went very well indeed. **Gareth Williams**, who is the regional learning centre manager, spent time with members discussing what courses were available either online by distance learning or locally.

"One of our drivers was interested in a basic French course. There was also interest in a food hygiene course and some of the equality and diversity courses.

"Now that we've raised the profile the aim is to keep people interested so we are planning another day in October."



LIFELONG LEARNING TESCO DOTCOM AYLESFORD

Work study methods in focus at conference

Network spoke to reps and senior union officials at June's warehouse and distribution conference

Warehouse staff have nothing to cheer following the election of a Tory government that plans further attacks on unions and workers' rights, deputy general secretary **Paddy Lillis** told conference.

"They intend to raise strike ballot thresholds and voter turnout to make it easier to render strikes illegal," he said. "Our members rarely go on strike, it's always a last resort but it is an important bargaining tool during negotiations, it helps concentrate the employers' minds.

"The Tories also want to weaken our links with the Labour Party, slash in-work benefits for our members and take us out of Europe so workers' rights can be cut.

"So, it's clear we are facing additional challenges but we are the biggest distribution union in the UK. In the last few years we have secured above inflation rises despite the massive upheaval in the sector.

"We know agency workers are still being exploited which in turn undermines the core workforce's terms and conditions. That's why Usdaw is part of a TUC legal challenge over how the Agency Workers regulations in the UK – and the use of the Swedish Derogation – is implemented.

"We know that one of the toughest challenges is performance targets with employers wanting more work but for less pay. Workers need the union to negotiate for them at a site and a national level and the key to distribution workers getting a fair deal is trade union organisation.

"We have well-organised depots with high membership and good teams of reps but in some sites we can do better in terms of recruitment and organising. That's why we have invested in our Academies, in stand-down reps, in supporting new and experienced reps to help them do their job and give them all the resources they need to provide an effective service to members.

"The warehouse and distribution sector is a key sector for the union and this conference plays a crucial role in bringing reps together to share information, exchange experiences and more importantly help each other to make improvements at their workplaces."

Ian Scullion

Delegates were intrigued by a comprehensive insight into how performance management (or work study) operates from head of management services **Ian Scullion**.

The technicalities, methods and implementation were explained with the use of short films and practical exercises where activists could try their hand as 'assessors'.

"Effective performance management can only work where there are reliable work measures," said Ian. "It cannot work where artificial data or synthetic measurements are used."

He explained that techniques have moved on since the stop watch and clip board days with high tech 'tablets' used to record, capture and analyse data.

It was a subject which resonated with almost all of the delegates who had varying degrees of and experience with performance management at their sites. Although many were unaware the union has this expert facility available to reps.

"My department is happy to deal with any enquiries from our reps and if needs be visit sites to advise on the systems in place at their depots," added Ian.

"We expect work study levels that set achievable and fair targets and ensure the working conditions are right to achieve this.

"It can be a bit of a heavy subject at times with standards, measures, methods and terminology which can put people off. But we're here to put our reps in the picture and make sure their working conditions are fair and match the industry guidelines."

With such a positive response from delegates the management services team could be getting quite a few calls from warehouse reps in the coming months.



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Warehouse conference delegates at the Daresbury hotel in Warrington

John Whyte

Convenor **John Whyte** and his team of 15 reps look after more than 500 members at the busy Waltham Point Sainsbury depot in Essex.

It is a 24/7 site that throws up the whole range of industrial relations issues for the reps to manage. “We deal with everything from absence to performance and while we have a good relationship with management if something needs escalating to the next level we do it,” said John.

“I don’t believe in a ‘them and us’ approach. I promote a positive dialogue, that doesn’t mean compromising, and I make sure I speak to all of the reps and members by working the various shifts on site.

“This was my first warehouse conference and I was very impressed. The presentation we had on work study was very informative and I’ll be calling Ian’s department in the future.”

Paul Duggan

Morrisons rep **Paul Duggan**, who looks after more than 600 members with his team, was also at his first conference and welcomed the chance to talk to other delegates about what goes on at their sites.

“It was good to hear the union’s

stance on a range of issues and to know we are being listened to was very reassuring,” he said. “It’s a tough sector and we’re working hard to improve things at our Sittingbourne site. We’re also looking to increase our reps numbers, currently at five, at the depot.

“It was useful to hear how other reps deal with problems and like many I didn’t know we could call on the management services department at central office for help. Absence, rather than performance management, is a big issue at our site at present. We also have around 15-20 per cent agency workers too.”

Jack Fedorov

One of the newest reps at the conference was Latvian born **Jack Fedorov** who works at Phoenix Healthcare as a fork lift truck driver. A UK resident for the last ten years he has worked in a number of sectors before working at Phoenix for the last six years. He has been a rep for 16 months.

“I liked this weekend because it was very informal, informative and relaxed but at the same time gave you the chance to talk to other delegates,” he said.

“These opportunities don’t come

up very often and I learned a lot. Comparing situations and problem solving was talked about the most by the delegates and was very useful.

“At our depot we have three reps and meet regularly with on-site management and also meet up with reps from the sites across the UK at our joint committee meetings.”

Catherine Comer

One of two women at the conference **Catherine Comer** works at the 24/7 Tesco Widnes depot as an order picker. Her team of five reps look after more than 350 members at the site which opened five years ago.

“This was my first conference and it was a real eye-opener,” she said.

“It was good to have all the same type of worker in the room because usually we are outnumbered by retail reps at other events so this gave us a great opportunity to focus on the common issues we share across the sector. It was a chance to compare my site with others which was very interesting.

“I’ve been involved in work study at our site but it was good to learn more about it from Ian. I came away with some good ideas and I’d definitely encourage other reps to come to the conference.”

Pictured below from left to right: deputy general secretary Paddy Lillis, head of management services Ian Scullion, and reps John Whyte, Paul Duggan, Jack Fedorov and Catherine Comer



Academy1 welcomes the new class of 2015

South Wales and Western division: (l-r) Donna Morris, Laura Crompton, Martyn Hall, Keith Lewis, Emma Hughes, Stephen Kingwell and Justin Smith.

Eastern division: (l-r) Karen Allison, Takis Zachariades, Mark Putman and Edna Young.

Midlands division: (Clockwise from left) Cheryl Wilson, Peter Ilic, Saj Sayani, John Williams, Carol Taylor, Shelley Middleton and Hugh Bonnick (inset).

North Eastern division: (from top) Paul Garland, Paul Huish, James Dietsch, Steven McLeod, Janet Haggis, Cathy Kirk, Kim Bowler, Trish Baldwin, Elizabeth Langley, Karen Heppell, training officer Tracey Houton and Patrica Beadle (inset).

Scottish division: (l-r) Neil Fitzpatrick, Edwina Gover, Chris Polonis, Angela Morgan, Jonathan McCartney, Ian Munro and Claire McKee.

Southern division: (l-r) Tony Havill, Agnes Bamodu, Natasha Love, Ricky Brown, Sue Esders, Trevor Howson, Sherene Nelson-Cruddas, Gary Barnett and Elaine Humphreys.

North West division: (Clockwise from left) Hitesh Mistry, Liam Mooney, Caroline Williamson, Joanna Corrigan, Gary Veldhoven, Denise Callaghan, Beverley Jamieson and Desiree Jones.

Academy1 2015 is up and running with seven teams of activists spending six months recruiting and organising across the UK.

Usdaw's unique training programme is now in its 13th year and has trained hundreds of reps to become expert union ambassadors.

The six months are spent working closely with their coach (an area organiser) complimented with spells of intensive training with their divisional training officers.

Network will be following the Academy1 trainees as they progress through the year, visiting shops, factories and distribution sites nationwide.



South Wales and Western



Eastern



Midlands



North Eastern



Scottish



Southern



North West

ALDI AND LIDL IN SIGHT

Discounters Lidl and Aldi are keen to promote their cheap prices but much less likely to publicise their hostility to trade unions.

Activists targeted stores across all divisions in June to reach out to staff (some who have joined already) and offer them the benefits and protection of union membership.

General secretary John Hannett said: "In the 21st century it's disgraceful that some companies still have a 19th century attitude to trade unions.

"Workers in the discount sector have as much right as anyone else to join a union and make the case for better terms and conditions.

"These companies are hitting the headlines in terms of growth but their attitudes to trade unions have to be exposed.

"The best people to speak up for staff are the workers themselves organised in a professional trade union like Usdaw with more than 120 years experience in the retail trade.

"There are no no-go companies for Usdaw as this campaign has highlighted and we will continue to offer our services to staff at Aldi and Lidl."

Network has seen an internal email memo sent by Aldi to its store managers telling them to call the police if union recruiters refuse to leave the premises or company-owned land.

In the email Aldi states 'it does not believe it is in the interests of its staff or customers for it to recognise Usdaw' and encourages store managers to 'dispose' of any recruitment material left in the stores.

It also claims it acts in the best interests of its staff on pay, conditions, and health and safety.

The company email says it is also 'not committing anything to writing as it's likely to end up in union hands'...at least it was right on one issue!



Officials and reps drive the recruitment campaign at Lidl and Aldi stores across the country



1. Lidl Rusholme, Manchester
2. Aldi, Pitsea
3. Lidl, South Wales
4. Lidl, Thornhill Southampton
5. Lidl, Battersea
6. Lidl, Poole
7. Usdaw the Trade Union for Aldi Workers (leaflet 411) available at www.usdaw.org.uk/aldi
8. Usdaw the Trade Union for Lidl Workers (leaflet 412) available at www.usdaw.org.uk/lidl

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MEMBERSHIP WEEK

28 SEPTEMBER – 4 OCTOBER 2015

Speak to your **manager** now about time off to organise a stall in the canteen, or time off to talk to new starters/ non-members.

Order recruitment **leaflets** and promotional materials now to avoid delay.
Visit:
www.usdaw.org.uk/membership-week for more information.

Arrange your team of reps and activists on to a rota so that everyone can **get involved** and join in with recruiting.

Contact your area organiser or local office for **help** and **advice** about membership week.
Visit: www.usdaw.org.uk/contact for details.

Take lots of **pictures** of your campaign and email them to:
network@usdaw.org.uk with details of your event and who was involved.

If you're on Twitter or Instagram make sure you follow **@UsdawUnion** for updates and pictures throughout the week. Tweet and post your pictures using **#JoinUsdaw**.

Use your recruitment leaflets on the day to tell non-members about all the advantages of joining Usdaw. Don't forget you can also direct them to the website for more information.



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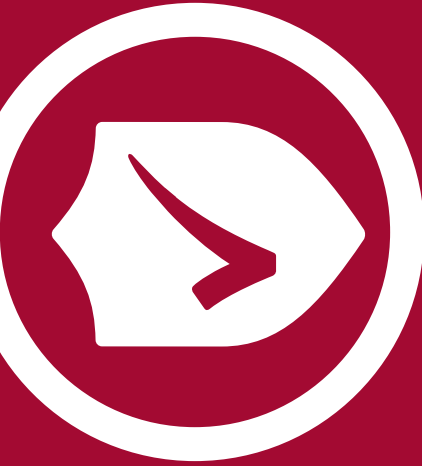
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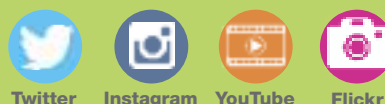
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MEMBERSHIP WEEK 28 SEPTEMBER - 4 OCTOBER

In the spotlight Stephen Peaty



Eastern division's Stephen Peaty talks to Network about his experiences as a rep...

I became active because...

I wanted to make sure things were done the right way and that people were treated fairly and everything was upfront.

The best thing... about being active is you can make people's lives better and it gives you a good feeling about yourself.

The downside... there isn't one for me I enjoy what I do.

What advice would you give to other budding reps? You have to be a people-person, friendly and be sure it's what you want to do.

Being an activist ...

I have changed and with the training courses I have been able to take a lot back to work and I feel great helping new and experienced reps on-site.

Which training courses have you done?

Reps parts 1-3, health and safety 1-2, Union Learning Rep 1-2, summer school1 and Academy1.

I met some great people and made friends for life at summer school and while on the

Academy I visited different workplaces and signed up around 300 members.

What's been your best moment as a rep?

Getting the divisional nomination for our site for the Team Recruitment and Organising Award in 2013 and going to the national event in Manchester. This is a great night and while we didn't win the national award it was fantastic to meet all the other reps and the senior union officials there.

How does the branch operate?

The committee meets every month and we also hold branch meetings monthly. We also meet management as and when necessary. After our reps' meetings we let the members know what's going on by using the noticeboard and talking to them face-to-face. One way or another we make sure everyone gets regular updates.

What are the biggest issues for your members?

Job security, pay and management/staff relations.

Recruitment at our site... is good, we have a great team of ten reps and at the moment we have 930 staff, with 630 members, that's around 62 per cent density.

Would you change Usdaw?

No, I think it works well as it is.

Have you been to the ADM?

Yes, three times and I made a speech on my first visit. It was a great experience and I took a lot from the conference.

If I was prime minister...

I would introduce the Living Wage.

What impact has the Tory government had on your members?

The members feel very low and it looks like the Tories are going to cut in-work benefits too.

Why are you a member of the Labour Party?

Because they stand up for working people. I've been a member for many years.

What's next...

Looking ahead maybe apply again for Academy2 or consider going to summer school2 next year and aim to get the membership on-site up to 100 per cent.

We are looking for the next volunteer for our activist in-depth series, email Network to tell your story



network@
usdaw.org.uk

Fact file & trivia

EMPLOYER *Tesco*

OCCUPATION *CDA driver*

LIVES *Hainault, Essex*

AGE **60**

JOINED USDAW: **2012**

USDAW ACTIVIST SINCE: **2012 although I was active with the TGWU for 35 years ('not as good as Usdaw though')**

UNION POSITIONS HELD: **Rep and branch secretary North London Tesco C1**

I SPEND MY SPARE TIME: **Fishing with my son**

MY FAVOURITE...

TV.. *I love all sports coverage*

MUSIC.. *anything from the '70s and '80s*

HOLIDAY DESTINATION...

Difficult to choose but one from Cyprus, Goa, Italy and Malta but I always like coming home to England



Latest appointments

One retirement and three reps have joined the staff..

John Crick

South Wales and Western's John Crick, 60, will retire in August after 25 years' service with the union.

John, a former Usdaw and T&G shop steward was appointed area organiser in 1990 when he joined the staff at the Swansea Office. Two years later he transferred to the Plymouth office and back to his native north Devon.

"I became active within the trade union movement when I worked in engineering after I left school," said John.

"And my involvement continued with Usdaw when I started working for Tesco in 1986 at their former distribution site in Bristol.

"This is where my activism took off as I was heavily involved in the redundancy situation. I also served on the divisional council.

"I'm very lucky to have had 25 years doing a job I really enjoy. I've worked with some great people.

"One of my proudest memories as an official was watching our reps at the former Hilliers food factory in Plymouth, which was destroyed by fire in 2005, rallying round and working so hard together for our members, after such a heart breaking and tragic event.

"I'll miss my colleagues and our dedicated reps but I'm looking forward to having the time to work through my bucket list and tick a few things off; whether that be standing on the Great Wall of China or mastering the art of playing the British Grenadiers on the recorder!

"And of course my beloved Manchester United and Plymouth Argyle as always will continue to take up a large part of my life."

General secretary John Hannett said: "All the very best to John, he's done an excellent job for the union over the last 25 years.

"Everyone in the division and nationally wish him well for the future."

Gary Renwick

Academy graduate Gary Renwick is the new area organiser at the Bury-St-Edmunds office and took up his new role in May.



John Crick



Gary Renwick



Joanne Luckett



James Lees

The 45 year-old former Makro rep became active four years ago and quickly progressed through both Academies in 2013 and 2014 and was also a joint winner of the Individual Organising Award at the 2014 national event.

Originally from Scotland, Gary moved south to the Makro Rayleigh store in Essex from the company's Hillington store in Glasgow in 2011.

"The job's going really well," he said. "I'm settling in and thankfully I've a good team of reps in my area who are well-organised and active.

"There's plenty to do and the Academies have been an ideal training ground for this role. I became active to stand up for people and being an organiser gives me the chance to do even more."

Joanne Luckett

Another Academy graduate Joanne Luckett is the new area organiser at the London office.

The 52 year-old joined Usdaw when she started working for Tesco in 2003 and two years later took on the role of union rep.

She also spent time as a store manager and team leader during her time with Tesco.

"My area organiser Angie Walsh

encouraged me to become more active," said Joanne, who comes from a strong trade union background and is originally from the east end of London.

"I did some stand-down and then completed both Academy1 and 2.

"I was overjoyed when I found out I'd got the job.

"I'm looking forward to working out of the London office and helping workers in a variety of challenging situations."

James Lees

James Lees is the new area organiser based at the Andover office in Southern Division.

The 32 year-old former Co-op store manager from Reading joined Usdaw four years ago and soon became active as a Sata rep after encouragement from his area organiser.

"I had fantastic support and so I learned very quickly," said James.

"I particularly enjoyed stand-down and the interaction with different people. I'm hoping to be just as supportive with my reps as they turn to me as their new area organiser.

"I'm looking forward to a new start and the challenges as well as the move down to Bournemouth."



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Dealing with epilepsy

A new TUC guide is now available to help union reps support members with epilepsy, writes equalities officer Ruth Cross.

Usdaw members with epilepsy may be covered by the Equality Act. This means their employer would have to make reasonable adjustments to aspects of their job to help them cope with their condition at work. Even where seizures are controlled by medication the member may still be entitled to additional support at work.

These adjustments will vary depending on what the member needs but they could include things like not counting sickness absence related to epilepsy when looking at the member's absence percentage.

The TUC guidance has examples of more reasonable adjustments. It also looks at the different types of seizures and the vocabulary we should avoid when talking about epilepsy.

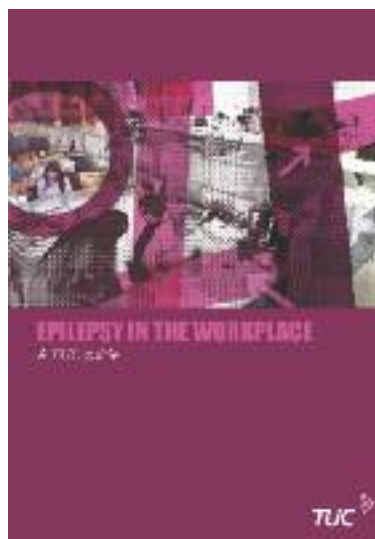
There are more than 600,000 people in the UK with epilepsy, which is a condition where a person is likely to have epileptic seizures.

A seizure happens when there is a sudden burst of intense electrical activity in the brain. This disrupts the way the brain normally works so the brain's messages get mixed up.

During a seizure a person might not be aware of what is going on around them and may lose control of movements, bodily functions, feelings or reactions.

What happens in a seizure depends on what part of the brain is affected. It is common to feel very tired and confused for a while afterwards.

Most people have their seizures controlled by medication but this does not guarantee they won't have them and epilepsy can have other effects such as problems with memory, concentration and depression and anxiety.



Epilepsy in the Workplace – A TUC Guide: You can get a copy for free at: www.tuc.org.uk

You can also contact the equalities section on 0161 224 2804 or by emailing: equalities@usdaw.org.uk



**equalities
@usdaw.org.uk**

Usdaw reps at TUC conferences...



Usdaw's women's delegation...



...and the black workers' delegation

Gender on the agenda

Unequal pay, sexual harassment, pregnancy discrimination and much more was on the agenda at the annual Women's TUC conference held earlier this year.

Conference also discussed a new TUC report looking at financial abuse, a problem for large numbers of women trapped in financially abusive relationships, often without any access to money for essentials, emergencies or for their children. Conference agreed that the introduction of Universal Credit threatens to make the problem worse for women by further reducing their access to independent income and placing yet more control in the hands of the abuser.

The event gives women from across the trade union movement the chance to come together and agree the issues that unions need to be campaigning on over the coming year.

Race equality in focus

Usdaw delegates spoke on a range of issues at the TUC Black Workers' conference in April including why many black workers still feel reluctant to report incidents of racism and race discrimination in the workplace.

Delegates also heard that in recent years racist remarks from customers have been on the increase. Conference agreed that clear, practical workplace guidance for reps from the TUC would be enormously useful.

Usdaw's delegation used the conference to meet up with other union activists from black minority ethnic backgrounds to discuss their specific concerns and decide what issues they believe are priorities.

These are then brought back to Usdaw and discussed within the equality structures before being taken up in the union's campaigning and organising work.

On the shopfloor with active reps

Teams of reps, helped out by the Academy trainees and their local officials are busy bringing the benefits of union membership to their work colleagues, Network caught up with some of them...

Morrisons Kingsbridge, Torquay

Sainsbury's rep **Linda 'Li' Grant** has taken full advantage of every opportunity offered to her as a rep over the last six years and now she is on Academy2 putting her skills to the test working with new reps.

"I've had excellent training and support and I'm enjoying working more closely with a variety of reps and encouraging them to organise their own workplaces better," said Li, 32, from Newton Abbot in Devon.

"I'm the only Academy rep in my area which stretches over 80 miles from Kingsbridge in South Hams in Devon to Lyme Regis in Dorset.

"I'm working with the 'big 4' Tesco, the Co-op Group, Morrisons and Sainsbury's, as well as various other sites including Poundland, Argos, Bookers and AAH Pharmaceuticals.

"Most of my role is organising and developing the reps so they feel confident and know how and where to go for help and support.

"I'm also working on a few campaigns to run in July and August. The idea is to support the reps in the planning stages so they can then go on to run their own campaigns.

"I worked closely with reps **Ian Barnett** and **Paul Blackmore** from the Morrisons store in Kingsbridge in May where we organised an event to profile the union's benefits to staff.

"It went really well, both reps grew in confidence and benefited from having time out to talk one-to-one to staff.

"But the challenge is yet to come as quite a few of my stores don't have any reps or are new stores. I'm really looking forward to making some positive inroads and hopefully signing up some new activists."

Morrisons Penylan, Cardiff

Cuts to workers' rights topped the agenda for the team of reps at the Morrisons store in Penylan Cardiff during Membership Week.

The special session was used to inform members of the changes and to encourage non-members to get protected and join Usdaw.

"It was a great subject to highlight, especially the big increase to the costs of taking a case to an employment tribunal," said experienced rep **Ceri Davies**, 53, who is out on stand-down from her own store, Sainsbury's in Thornhill, Cardiff.

"Stand-down is a great opportunity for any rep who wants to improve."

"It was important the reps made it clear that as an Usdaw member these costs would be taken care of for them by the union.

"And there was a lot of interest as members realise more cuts could be on the way."

Ceri, who is also a health and safety rep, has come a long way since she signed up to become a rep three years ago. Having worked hard to organise her own store with the help of her fellow reps and the support of officials in her division, she is now testing her skills at other stores in the division.

"Stand-down is a great opportunity for any rep who wants to improve. It takes you out of your comfort zone a little but you have support all the way.

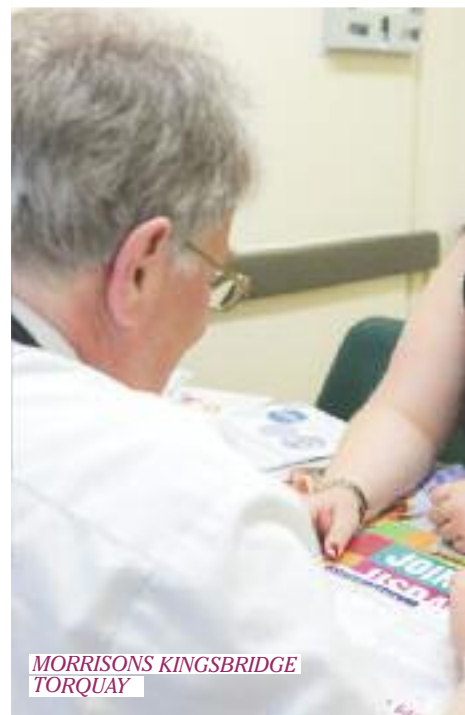
"It's a great feeling knowing that you are working with reps like **Keeley Tattersall** and **Gareth Lenahan** at the Penylan store, helping them to build their confidence and improve their techniques. After all it's not that long ago I was in their shoes."

Morrisons Troon, Scotland

Morrisons rep **Helen Kerr** organised a Legal Plus Day in her Troon store in



MORRISONS PENYLAN
CARDIFF



MORRISONS KINGSBRIDGE
TORQUAY

Ayrshire during Membership Week.

"It helped to highlight the union in a very positive way, which is exactly what I wanted it to do, to let members see for themselves that it is worthwhile joining," said Helen, 53, one of two reps at the store.

"I've been working closely in recent months with fellow rep **Gordon Millar**, who wasn't available on the day, as well as our area organiser John Todd, to think of ways of highlighting the union, especially to non-members and holding a Legal Plus Day in our store worked perfectly.

"Not only was it a success on the day but it has generated a lot of questions since too.

"People have asked how FirstCall works and if they could call on the legal service at any time, there's been a lot of interest.



View the Recruitment and Organising gallery on the [UsdawUnion flickr page](#)



MORRISONS TROON
LEGAL PLUS



TESCO
BLETCHLEY

“It was especially pleasing to see a lot of our younger workers eager to find out more about the legal service as well as the union.

“And our manager was very supportive also.

“I learned a lot from it too, although it was a bit of a testing experience I surprised myself at how well I did on the day.

“We’re looking forward to holding another event fairly soon as we think it’s important to keep the momentum going.”

Tesco Bletchley, Milton Keynes

The reps at the Bletchley Tesco store in Milton Keynes did their bit for Labour’s pre-election campaign and invited prospective parliamentary candidate **Andrew Pakes** and local Labour councillor **Hannah O’Neil**

“Holding union events in-store has really helped improve our relationship with members.”

along to one of their recruitment days.

“Staff took full advantage of the opportunity to put their questions to Andrew and Hannah just weeks before the general election,” said rep **Jean Weeks**, 46, who helped organise the event along with night rep **Steve Mullen** and union learning rep **Ken Beeley**.

“We not only raised the profile of the union and the Labour Party but we also signed up six new members, it was very successful.

“We’re a well organised team and try to hold regular campaign days

across the year.

“Staff as well as managers now look forward to them and are always very supportive.

“We ran a very successful Freedom From Fear campaign at the end of last year and an equally successful Parents and Carers day in June.

“Holding union events in-store has really helped improve our relationship with members.

“They know instantly who we are and how to get hold of us and that as their union rep we are there for them whenever they need help or advice.

“The events are beneficial for us as reps too as we grow in experience and confidence with each one we organise.

“It was a pity we couldn’t celebrate a victory for Andrew after the general election, but I’m happy we showed our support.”



www.usdaw.org.uk

Membership Week spotlight

Usdaw reps took full advantage of April's extra Membership Week...

Sainsbury's, Whitby

Membership Week provided the ideal opportunity for Sainsbury rep **Phil James** to help new rep **Beth Noble** organise a workers' rights event in their Whitby store in Yorkshire. Phil has been a rep at the store since it opened just over two years ago while Beth has been a rep for five months.

"I spoke to Beth earlier on in the year and she stepped up in March and she's proving to be a great asset," said Phil, who is also a health and safety rep, union learning rep and political activist.

"I thought we'd make a good team and five months into her role she's looking the part."

"I'm looking forward to organising and working with Beth on more campaign and union days in the future as they provide the right environment for her to test her skills and improve her confidence."

Beth, who is now also a union learning rep, added: "It was a bit daunting at first as I'd only been a rep for a month when we ran the workers' rights event in our store canteen.

"Getting involved with lifelong learning has added an extra dimension to my union role.

"People like the whole idea of learning something new either on their own or together with their work colleagues and friends because it doesn't seem like learning, that's what makes it more appealing.

"Phil been brilliant, he's put me right at ease and I've learned a lot from him. I'm still learning and that's what makes the role so enjoyable."

Morrisons distribution, Kent

Warehouse worker **Paul Duggan** has been learning his trade as a rep for three years and with the union's support he is clearly moving in the right direction.

"I've taken advantage of every

opportunity to develop and as a result I'm much more confident in my ability," said Paul.

"I've learned how the union works and where to go if I need help and support. I've also learned about employment law, safety law, workers' rights, the list goes on.

"I've been to summer school and also applied to go on the second one this year.

"I was a first-time speaker at my first ADM in April and I went to my first warehouse conference in Manchester in June."

The 26 year-old former agency worker is one of a team of five reps looking after 600 members at the Morrisons distribution site in Sittingbourne in Kent. He is also a health and safety rep.

"We've all worked consistently to improve things at our depot.

"I worked closely with rep Natasha Love, who is also the union learning rep, and my area organiser Paul Reynolds in April to organise a successful event during Membership Week. And it paid dividends with new members and reps signing up.

"I'm on stand-down at the minute working in retail. It's interesting and a real eye-opener and the issues are not much different.

"It's good to work on my own while at the same time knowing that help and support are close at hand if needed.

"Being a rep has given me a real feeling of achievement, just knowing that you have the ability to make a difference is what it's all about."

Tesco Dotcom, Enfield

Teamwork was the order of the day at the Tesco dotcom store in Enfield as reps organised a Legal Plus Day during Membership Week and recruited 19 new members and two new reps.

"We all got involved in the planning and also took part on the day, and we were delighted with how well it went," said driver **Stephen Peaty**, 60, who has been a rep for



MORRISONS DISTRIBUTION KENT



SAINSBURY'S WHITBY YORKSHIRE

three and a half years. He is also a health and safety rep and union learning rep.

"We have a great team of ten reps and a staff of more than 900, membership is running at around 64 per cent, so it's going well.

"We've all had plenty of training so there's a vast amount of experience to hand and we are all very supportive of each other.

"I've been on all the reps' courses including summer school and Academy1 and I also sit on the Tesco forums.

"Members were keen to sign up for private appointment times to get legal advice from the solicitor and it really highlighted the union and of course our excellent legal service.

"We also had lots of enquiries about the free will-writing service and



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TESCO DOTCOM
ENFIELD



ACADEMY2
ORGANISING OFFICERS

some members signed up on the day and others took the information away with them so they had more time to look into it.

“Everyone said how good it was and how much money they could save by taking up the free will offer.

“We are all keen to hold another one in the future.”

In numbers...

Membership for week ended:
27 June 2015

South Wales & Western	. 50,592
Eastern	65,228
Midlands	56,712
North Eastern	59,217
Scottish	45,461
Southern	60,453
North West	92,787
Total:	430,450

ACADEMY2 IN 2015

This year saw the biggest intake of Academy2 trainees with almost 30 activists all ready to spend six months' secondment with the union to recruit and organise across the UK.

Only graduates of Academy1 are eligible to apply for Academy2 and it represents the ultimate training experience available to reps.

Academy2 trainees work in tandem with their Academy1 counterparts and an area organiser in their divisions to support the union's 11,000 strong team of reps in shops, warehouses, factories and offices.

Now in its eighth year Academy2 has played an integral part in the union's growth and has been an ideal recruiting ground for future area organisers. Deputy general secretary Paddy Lillis, who oversees the initiative, is delighted with its progress. “Both

Academy1 and Academy2 are the envy of the rest of the trade union movement,” he said.

“The fact that both Academies have done so well is testimony to the talent Usdaw has in its ranks of activists.

“It's not easy to get on the Academies because reps spend six months out and about in different workplaces and often in different sectors.

“For example you will see retail reps going into warehouse and distribution sites and vice versa and this isn't easy. But what it does do is take people out of their own comfort zone and tests their skills on recruitment, organising and communications, and, more often than not, proves to those individuals that if they have the commitment and strength of character they can and will succeed.”

Global equality tops the bill at LGBT weekend



LGBT DELEGATES IN MANCHESTER WITH GENERAL SECRETARY JOHN HANNETT AND PRESIDENT JEFF BROOME



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Activists from the LGBT community gathered in Manchester in June for their third national get-together. Network was there too....

The national LGBT get-together was held over two days and saw delegates from the union's seven divisions meet up with senior union officials to discuss equality, bullying and harassment and how the union can help. Workshops and guest speakers allowed the activists to share experiences, discuss problem-solving and allowed the reps to network.

General secretary John Hannett and deputy general secretary Paddy Lillis took part in a Q&A session while the weekend was organised by the equalities section. Usdaw president and national equalities chair Jeff Broome was there too.

Graham Newport

The recent public vote in Ireland to legalise same-sex marriage and other landmark equality laws proves

change is possible, Scottish division's Graham Newport told delegates.

"However, while legislation can be put in place and laws introduced, it's attitudes that need to change," said Graham, who is also vice chair of the STUC LGBT committee.

"The evidence shows that bullying and harassment in the workplace towards people because of their sexual orientation or gender identity is still prevalent," he said. "We need to make people aware that biphobia, homophobia and transphobia still goes on in the workplace."

Graham called on the delegates to anonymously share stories of bullying and harassment to help the STUC and Usdaw approach companies and tackle these issues. "Most LGBT people are constantly and unconsciously thinking 'am I safe?'," he said. "We all do it nearly every single day, but we shouldn't have to worry about it at work, or in society."

Speaker: Ryan Prout

It's still a crime to be lesbian, gay or bisexual in over 70 countries worldwide, the TUC's Ryan Prout told delegates.

"In some parts of the world LGBT people face life imprisonment, flogging and the death penalty," he said. "They are also denied the right to freedom of association, freedom of assembly and freedom of expression. They continue to face hate-motivated violence and discrimination in jobs, healthcare and education because of their sexual orientation or gender identity."

Ryan, an LGBT activist and TUC LGBT committee member, encouraged activists to look at the TUC charter on International LGBT Solidarity. "Effective change comes from within a society," he added. "But the importance of international solidarity is a vital part of the struggle for LGBT communities across the world."



visit: www.usdaw.org.uk/lgbt

In conversation with...Will Peters

Will Peters, 31, works for Tesco and sits on the North West divisional equalities forum. He's passionate about Usdaw and equality and has been to all three LGBT get-togethers.

"People who come to this conference walk in as delegates and walk out as friends," said Will. "It is really great to see.

"I'm learning more and more. Here you meet people from different workplaces but they've dealt with the same situations, you can build a huge colleague base from all over the country."

Will considers himself an ambassador for equality in his workplace: "When I've got my equality hat on I create a lot of energy in store, I pick people up when they're down and hopefully I motivate them to be themselves," he said. "There will always be this qualm about LGBT people, that they're different, but we're all human at the end of the day."

...Peni Bee

Ocado driver and marshal Peni Bee became an Usdaw activist to be the voice of LGBT workers in Stevenage. "I've been subjected to prejudice in the past so I thought maybe I can help some of the other people at work," said the 40 year-old. "I'm quite a positive person anyway, but not everyone can be positive like me and I'd like to be their voice and give them the support that they need."

Peni went to ADM in April as a delegate. "I was overwhelmed by how well structured it was and it definitely prompted me to get more involved in the union.

"There's no substitute for coming to events like this, it boosts your confidence and it's interesting to see how Usdaw supports LGBT members.

"The union has been very supportive to me and running this weekend is a really good step forward."

...Ray Brunnock

Newport Tesco night worker Ray Brunnock, 28, has been a member for 10 years and a rep for three.

"I love getting involved with campaigns and being able to make a difference for people," he said.

Ray is a recent graduate of Usdaw's Academy1. "It was really good, the progress you can make and what you

can achieve is amazing. It's also made me realise that there's a lot of other support out there from fellow reps across the country. The whole experience made me a better, and a much stronger person and rep."

Ray is a first-timer to the LGBT get-together. "It's really good, very productive. I was quite nervous as I didn't know what to expect, but when you're here you can understand why we have an LGBT get together. I'm glad the union do it and I think it is important to LGBT members."

...Julie Haycroft

Julie Haycroft works for the Co-op at their Lincolnshire head office. She joined four years ago and was elected a rep a year later. "I knew it was something I had to do. It's like having an insurance policy, you never know when you might need that support," said the 44 year-old.

"As a rep I wanted to help other people. I could see that others didn't have the confidence to speak up and I knew that I could speak up for them.

"I've definitely changed since then. What you see is what you get. Being with Usdaw has helped me with that as well, it's such a strong network of people.

"Events like this open your eyes to the problems other people have and how they deal with them and it makes you realise there is a group out there that can help you."

...and Dawn Milward

Tesco Newbury rep Dawn Milward was at her first LGBT get-together. "The nervousness was unreal, but I know I can be myself at these sorts of events because these people have experienced the same things I have," said the 31 year-old.

"Before Usdaw I used to cower in the corner, I never used to speak to anyone, I used to be the person on the outside, but now you can't shut me up," said Dawn "I've got more confidence from this conference as well, I'd never stand up in a group and talk but everyone is so welcoming."

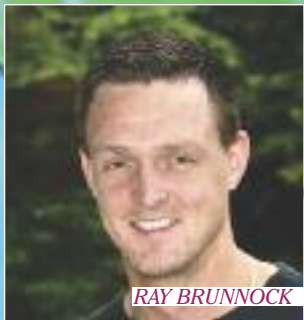
Dawn believes coming to events like this one is vital for reps: "The amount of knowledge and experience you can get is amazing. If you're an LGBT member then get here! It's changed my outlook. I've met so many new reps and realised the struggle isn't just mine."



JULIE HAYCROFT



WILL PETERS



RAY BRUNNOCK



PENI BEE



DAWN MILWARD



RYAN PROUT



GRAHAM NEWPORT



PADDY LILLIS

Is worry tying you up in knots?



Activists made this year's Spotlight Day one of the most colourful in years as they took the union's message to shops, high streets and warehouses across the UK in June.

This year's theme was 'Is worry tying you up in knots?' and was a direct call to members to speak to Usdaw about what is worrying them at work. This could be hours changes, low pay, job security, health and safety, time off for caring responsibilities or money worries.

The Spotlight Day is part of the union's award-winning Supporting Parents and Carers campaign and aims to promote the many options for union members to seek help from their local rep, area organiser or one of the charitable organisations, for example, on mental health and debt advice.

General secretary John Hannett said: "Usdaw is the campaigning union and these events like Spotlight Day, Respect Week, Legal Plus and Pensions Awareness Days and our Membership Weeks bring together reps and officials to showcase the many benefits of union membership.

"We have to keep reminding members we are here to listen, advise and support them whenever and wherever they need our help.

"Many thanks to all of the reps who took part in this year's Spotlight Day."



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MORRISONS SWINTON



MORRISONS NEWQUAY



MORRISONS RIVERSIDE



TESCO EXTRA YORK



MORRISONS REDDITCH

Money worries?
Do you need debt advice?



TESCO GAYWOOD KING'S LYNN



TESCO TWICKENHAM



TESCO GAYWOOD KING'S LYNN

Worried about juggling work with looking after the kids?
Worried about your caring responsibilities?



Your Letters &

tweet deck

Our favourite tweets to @UsdawUnion...

@JuliaHB34

Congratulations Sam on all your hard work and your Adult Learners Week campaign! #ALW15



@SMJ1981 *Enjoyed the Shop stewards part 1 @UsdawUnion #Warrington bring on part 2*

@AngieNormandale

I've applied to join @UsdawUnion. I'm liking the spotlight on carers and parents.

@JohnSlinger *Very glad to have become a member of @UsdawUnion @Usdaw4Labour*



Proud of Pride

Just wanted to say thank you to *Network* for a copy of the free *Pride* DVD. I look forward to showing my husband the story I have been going on about since November.

Sarah Harford, rep, South Wales and Western division

Perfect recipe!



Christine Mitchell (above), a rep at Tesco Bank, took the opportunity to publicise our merchandise with celebrity chef Gordon Ramsay when she bumped into him at the Iron Man event in Staffordshire in June. Christine's godson was with the Ramsay 100 team raising funds for Scottish Spina Bifida Association, Cancer Research and Action Against Hunger and raised over £3,000.

Craig Smith, area organiser, Glasgow office

Food bank thanks

Thanks to delegates at the LGBT conference who donated 10 boxes to the Manchester Foodbank. @McFoodbank were overwhelmed and tweeted the picture below with thanks.



Demo calls for humane treatment



Around 400 campaigners came together in a demonstration outside Scotland's only immigration removal centre in South Lanarkshire to call for an end to detention in the immigration system at Dungavel.

Lawrence Wason, divisional officer, who spoke at the event said: "We want to see a different, more humane immigration system, and we want to see the UK living up to its global responsibilities and providing safe haven for those who need it."

"The people behind these walls are not a threat to our country. They are just people looking for a better life. We can

have an asylum system without the need for detention."

The STUC recently called for meetings with detainees over concerns that some of them may be on hunger strike, and in March wrote to the home secretary with the request.

It came after figures obtained by BBC Scotland revealed that dozens of detainees have been held at Dungavel for many months and, in some cases, for more than a year. The home secretary has refused the request.

Graham Newport, Usdaw activist and STUC LGBT committee vice chair

Pensions awareness day at Tesco



Pension awareness campaign in Tesco Cheltenham. From left: reps Kate Ashby, Steve Newman, Danny Jovicic and area organiser Paul Adams. The campaign was a great success thanks to the reps.



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Reps and members in the picture

Young workers team up to support CRY



Every year Usdaw's national young workers' committee help raise awareness and funds for its chosen charity.

This year Cardiac Risk in the Young (CRY) was the beneficiary, so we organised fundraising events at the union's Annual Delegate Meeting in Blackpool. The fancy dress disco and raffle (and collection buckets outside the conference hall) were a great

success and thanks to the generosity of Usdaw members, £1,425.36 was raised.

Usdaw is delighted to have had the opportunity to work with CRY and to be able to make a contribution to the excellent work that they do.

(Above, John Hannett and Paddy Lillis add their support).

Dean Wilson,
Young workers' committee

Celebrating Legal Plus in-store



A Legal Plus campaign at Tesco Madeley with help from Rowley Dickinson solicitors, area organiser Sarah Hughes, organising officer Cheryl Wilson and other store reps. A very successful day was had by all.

Branch officers' course in session



June saw the latest batch of branch officers take part in the tailor-made residential course held at the national training centre in Warrington

Half a century of service for Chris



Congratulations to retired Midlands area organiser Chris Smith who has reached the outstanding milestone of 50 years' Usdaw membership.

Chris retired from the union six years ago having worked as an official at both our Nottingham and Kegworth

offices for 19 years, following many years as an active rep.

It was very pleasing, in fact a privilege, to be able to present the award to Chris in recognition of such loyal and long-standing membership of our union.

Gavin Dadley
Midlands divisional officer

Jeanette celebrates her 30 year award



Congratulations to Jeanette Barron from Tesco East Didsbury who recently celebrated 30 years' Usdaw membership.

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Politics Office at Central Office
by Monday 10 August 2015.



 **Usdaw for
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