

NETWORK

THE BIMONTHLY MAGAZINE FOR USDAW ACTIVISTS – JANUARY/FEBRUARY 2019



TOP CLASS REPS

USDAW'S ACTIVISTS HONOURED

Usdaw

TIME FOR BETTER PAY

Usdaw has set up a petition calling for the Government to introduce better pay and rights for all workers. We need your help to reach 100,000 signatures and guarantee a debate in Parliament.

SIGN AND SHARE THE PETITION

www.usdaw.org.uk/T4BP

£10 PER HOUR MINIMUM WAGE

MINIMUM 16 HOUR CONTRACTS

RIGHT TO 'NORMAL HOURS' CONTRACT

NO TO ZERO HOURS CONTRACTS



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NEW YEAR NEW CHALLENGES

Welcome to the first issue of *Network* for 2019, which is packed full of news and updates on Usdaw conferences and campaigns. This issue gives you in-depth coverage of our prestigious annual Organising Awards that celebrate the very best recruiters, organisers and campaigners in the union.

Usdaw kick started the year by launching a Time for Better Pay petition which has collected over 16,000 signatures in just over two weeks, but we are continuing to push for 100,000 signatures that would trigger a parliamentary debate.

At the time of writing it was unclear whether the UK would leave the EU with a deal or whether it would crash out. What we do know for sure is that the Conservatives record on employment rights is poor and that they have failed to engage with trade unions on the issue of maintaining employment rights post-Brexit. That's why we are urging MPs to seek



legal guarantees to ensure that these hard-won rights are protected once we leave the EU.

The Government's shambolic attempts to extricate us from the EU have left the country in the dark about what's going to happen next and what a post-Brexit future will look like.

Whatever happens over the coming months and years, we must not let our differences divide our great nation even further.

Usdaw General Secretary

Paddy Lillis



Paddy Lillis, Dave McCrossen and Amy Murphy host the Organising Awards.

SIGN AND SHARE THE

**TIME FOR
BETTER PAY**

PETITION

www.usdaw.org.uk/T4BP

THANK YOU

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PETITIONING FOR BETTER PAY

Usdaw general secretary Paddy Lillis has launched a Time for Better Pay petition on the gov.uk website.

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

The findings clearly showed that low paid workers were struggling to pay gas and electricity bills; missing rent and mortgage payments and missing meals to pay for essential bills.

In response, Usdaw launched its Time for Better Pay campaign last year which aims to tackle the causes of in-work poverty and develop an economy where going to work guarantees that people can afford a basic standard of living.

Usdaw general secretary Paddy Lillis said: "Since its launch, the campaign's message of ending the scourge of in-work poverty has resonated with our reps and members and has been well received in the press.



"To build on the campaign we have also launched the Time for Better Pay petition. The petition is now the fastest growing on the .gov website, having passed 16,000 signatures in less than three weeks. This means the Government now has to respond to the petition.

"However, the union is continuing to push for 100,000 signatures that should trigger a parliamentary debate. That's why I'm urging reps and members to sign

the petition and share it with friends, family and colleagues."

petition.parliament.uk/petitions/234531

TIME FOR BETTER PAY AIMS:

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



@UsdawUnion



UsdawUnion



UsdawUnion

IN BRIEF

PRIMARK

Primark returns to Bank Buildings' extension after the Belfast store was gutted by a major fire in August last year. Around half the staff are returning to the site, which is now open to customers. The remaining staff are guaranteed to be paid for the contractual hours until at least April next year.

MBE HONOUR

Usdaw rep Maureen Loxley has received an MBE for her work in the trade union movement. Maureen has been an active member of the union for over 20 years at a time when it was not easy for Black women to do so. Maureen's achievement will be covered in more detail in a later edition of Network.

RETAIL LOSSES

According to the British Retail Consortium around 70,000 retail jobs were lost in the final months of 2018 and nearly a third of retail businesses plan to shed staff in the coming months. A number of factors have played a part in this such as shoppers reining in their spending and switching to buying online; coupled with retailers' costs rising.

DEBT RISES

Household debts have reached a record average of £15,385. The TUC said debts rose sharply in 2018 as years of austerity and wage stagnation forced households to raise their borrowing.

USDW CAMPAIGNS UPDATE

LOBBYING GOVERNMENT

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

The union believes that an increase to £2,000 in the small claims threshold will leave tens of thousands of injured workers without legal representation and worsen workplace health and safety standards by making it less likely that negligent employers will be penalised.

Udaw general secretary Paddy Lillis said: "We are very disappointed that MPs approved unfair and unnecessary measures that will significantly restrict access to justice for injured workers. The government say that the bill will tackle a whiplash epidemic but they fail to mention that insurers will receive an annual gift of £1.3bn.

"Our campaign continues, because the threshold increase for employer liability cases has yet to be adopted

through the statutory instrument process. We will be seeking a vote of the whole House of Commons and asking MPs to support our campaign."

OFFENSIVE WEAPONS

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

Udaw supports the strengthening of the law but there is no protection for shopworkers who will be responsible for enforcing the sale of these items.

Currently, the Home Office Minister does not accept the crucial role shopworkers play in enforcing the law on age-restricted sales.

Udaw general secretary Paddy Lillis said: "Our proposals for the protection of shopworkers have received cross-party support, so we hoped the Government would support new legislation. However, we welcome the opportunity to meet and explain why the amendments should be accepted.

"While the measures outlined are a step in the right direction, we are still hoping that Peers will support amendments to the Bill as it goes through the House of Lords."



YOUNG WORKERS' WEEK 11 – 17 MARCH 2019

HELP MAKE A DIFFERENCE

Udaw will be holding a National Young Workers' Week from 11 – 17 March 2019.

The week is an opportunity for union activists to reach out to young workers and share the campaigning work that Usdaw does on issues that are important to them. The theme of this year's campaign will be Time for Better Pay. The campaign aims to tackle the causes of in-work poverty and develop an economy where going to work

guarantees that people can afford a basic standard of living.

Events will be taking place all week, perhaps outside a local college or a street stall, recruiting young workers and encouraging them to play an active role in the union. Young worker reps are being encouraged to talk to non-members in their store about the campaign.

For more information please contact your local office.

SAVE OUR SHOPS

USDAW FIGHTS FOR THE BELEAGUERED HIGH STREET WITH A NEW RETAIL STRATEGY

The retail sector is facing one of the most challenging periods in its history.

General secretary Paddy Lillis said: "The Government's High Street Report makes a series of recommendations which go some way to tackling the problems on the high street and across the wider retail sector.

"We urge the Government and expert panel to engage with us, support our strategy and give shopworkers a voice in the future of retail."

Usdaw's proposed strategy for the future of retail is based on three key strands:

- A new economic frame to support and develop the sector including a comprehensive review of commercial rents and business rates; reform of tax laws; and closing the gap between CEO pay and workers.



- Introduce a range of measures to tackle the issues affecting workers in the sector including minimum pay of £10 per hour; minimum contracts of 16 hours (for those who want them); and the right to an employment contract that reflects an individual's actual hours of work.

- Change the narrative to ensure retail jobs are viewed as 'real jobs' by getting a commitment from employers/government to invest in skills within the retail sector; a robust strategy on how to deal with automation; and a seat for Usdaw on the Expert Advisory Panel on High Streets.

MARKS AND SPENCER

MORE CLOSURES HIT THE HIGH STREET

Marks and Spencer announced a further 17 store closures, putting over 1,000 jobs at risk.

Usdaw national officer Dave Gill said: "We've seen a fourth wave of closures announced, which is devastating news for the staff in those stores and the uncertainty continues for everyone else. This piecemeal approach to reorganising is extremely distressing for the staff.

"Usdaw has thousands of members working for Marks and Spencer and the staff now need, more than ever, the representation and support of an independent trade union. We again urge M&S

management to abandon their long-held resistance to recognising Usdaw as the union to represent its staff.

"At this time of great uncertainty, staff need to be assured that an experienced and knowledgeable trade union is interrogating the company's business case for this reorganisation, ensuring that all avenues to save jobs are explored and staff are treated with dignity, fairness and respect.

"We are providing our members with the support and representation they require throughout this difficult time."



IN BRIEF

ZERO-HOURS

From April to June 2018, the number of workers on zero-hours contracts decreased from 883,000 to 780,000 which equates to 2.4 per cent of the working population.

DURHAM MINERS

The organisers have launched a campaign to raise £25,000 to improve and develop the annual event, which will take place on 13 July. Last year more than 200,000 people attended which drove up the costs of the free festival.

DEBENHAMS

The collapse of Patisserie Valerie cafes has dealt a fresh blow to Debenhams as the café chain closed outlets in department stores. Seventeen Debenhams stores will no longer have café concessions leaving the retailer with floorspace that isn't earning money.

ASDA/SAINSBURY'S

The Competition Markets Authority (CMA) has indicated that it is likely to extend its investigation into the proposed merger. The eight-week extension will allow the authority to review whether or not the merger poses a substantial risk to competition or adversely affect consumers.

HMV

Sports Direct founder Mike Ashley is reported to be in talks with HMV about buying the business.

LGBT HISTORY MONTH – FEBRUARY

CELEBRATE DIVERSITY

LGBT history month is celebrated every year in February. It's an important opportunity to shine a light on the lives and achievements of LGBT people and show solidarity with LGBT communities around the world.

LGBT History Month first started in the USA in October 1994. It was then initiated in the UK by Schools OUT in February 2005. Both were based on the creation of the highly successful Black History Month.

The aim is to promote diversity and equality, increase the visibility of LGBT people and their lives, raise awareness and work towards making institutions safer spaces for the LGBT community.

It's sometimes easy to think that equality has been achieved, but in the UK and around the world Lesbian, Gay, Bisexual and Transgender people face discrimination, violence and harassment on a daily basis just because of who they are. Closer to home, Northern Ireland is the only country in the UK that still bans civil marriage for same sex couples and



Usdaw is supporting the Love Equality campaign for equal marriage rights.

Ushaw reps stand up to support equality at work every day and we want you to celebrate with us.

LGBT history month is run by a voluntary steering group but local organisations and individuals are invited to create their own events.

Check out the new LGBT History Month webpage for ways to get involved! www.usdaw.org.uk

EMPLOYMENT RIGHTS AND BREXIT

PROTECT HARD WON RIGHTS

Ushaw is concerned that the current deal to take the UK out of the EU does not guarantee maintaining employment rights. Europe has delivered core employment rights that Ushaw members rely on, such as: paid holidays and proper rest breaks; safeguards against discrimination; equal treatment for part-time workers; information and consultation in the workplace; TUPE rights for transferring workers, and important health and safety protections.

General secretary Paddy Lillis said: "The Conservative record on employment rights is poor and this government has completely failed to

engage with trade unions on the issue. This means we have little faith that the Government would deliver on any promises and we oppose MPs accepting anything short of legal guarantees on maintaining existing employment rights and implementing all new rights that the EU adopts after Brexit.

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



WHAT IS UNIVERSAL CREDIT?

Universal credit (UC) is a new benefit that is being introduced by the government for people both in and out of work.

This single benefit is replacing the previous system of working-age benefits and tax credits. All the following benefits are being rolled into a single payment under UC:

- Working Tax Credit (WTC)
- Child Tax Credit
- Housing Benefit
- Income Support
- Job-Seekers Allowance
- Employment and Support Allowance.

When will UC be rolled out?

Universal credit was introduced in 2013 with around 1 million people being migrated on to the new benefit. Due to the numerous

problems inherent in the system the Government has once again had to delay moving people onto universal credit. They are planning to begin moving the majority of people onto UC from 2020 and they expect this process to be completed by 2023.

What are the issues with universal credit?

Most claimants will be worse off. The original purpose of simplifying universal credit has been undermined by a series of cuts. The introduction of the benefit cap, a freeze to working age benefits, the reduction of working allowances, the removal of the first child premium and the two-child limit for new claimants have meant a real cut in support for working families.

Delay in receiving first payment

There is a delay of at least five weeks from when a person makes a claim and before they receive their first payment. This is causing serious financial hardship for thousands of families and there is evidence that when universal credit comes into an area the use of food banks rises.

It's much more difficult to make a claim

Claims must be made online, and there is little or no support for those who struggle with their IT skills or don't have access to the internet.

Payment is assessed and paid monthly, not weekly

This causes significant difficulties to four-weekly paid staff because there is one month every year where



fundamentally overhauled because:

- It is pushing people into financial difficulty.
- There is evidence to suggest that in areas where universal credit is rolled out the use of food banks goes up.
- It is incredibly complex and the DWP is already struggling to manage existing claims.

Usdaw general secretary Paddy Lillis said: “Despite the number of organisations raising serious issues about the design and impact of universal credit the government has so far neglected to address these concerns.

“Usdaw has been at the forefront of the campaign to stop the rollout of universal credit.”

WHAT HAS THE UNION DONE SO FAR?

Usdaw is not a benefits advice organisation therefore the first step was to gain a better understanding of how universal credit affects Usdaw members.

Usdaw’s ‘Time For Better Pay’ survey included questions on universal credit and the results demonstrate that members are struggling.

Made the argument

Usdaw has been highlighting the problems with universal credit for a number of years. This has included lobbying MPs and bringing motions to the TUC congress and to the Labour Party Conference.

Campaigned

Usdaw’s ‘Time For Better Pay’ campaign has included calls for changes to universal credit.

Over 1,000 members lobbied their local MP supporting the union’s campaign for a fairer deal for everyone being moved from tax credits onto universal credit.

Joint work with CPAG

Usdaw has teamed up with the Child Poverty Action Group (CPAG)

to highlight the issues caused by universal credit.

Gained concessions from the Government

Following intense pressure from Usdaw and other organisations, the Government has made some changes to UC. However, these don’t go far enough and Usdaw will be keeping up the pressure for the roll out to be halted until the issues have been resolved.

Join the conversation

Have you got a universal credit story to tell? If you have been affected by universal credit we would like to hear your story, to help us strengthen our campaign messages and build up a picture of how UC is affecting Usdaw members.

www.usdaw.org.uk/yourUCstory

they receive two pay packets in the assessment period, and thus their benefits are either drastically reduced or stopped entirely the following month.

The ‘claimant commitment’

This is a contract between the claimant and the Department for Work and Pensions and may include requirements about what they will do to look for work or increase the number of hours they work. Failing to do so, can result in ‘sanctions’ to the amount of benefits received in the future.

What is Usdaw’s position on universal credit?

Usdaw believes that the roll out of universal credit should be immediately halted and the system

I NEED ADVICE ABOUT MY BENEFITS – WHERE CAN I GO FOR HELP?

Usdaw cannot give direct advice about benefits, but we can signpost members to get in touch with charities and organisations who can give expert advice, to help you make your claim if you need it, and assist you with an appeal if you believe there has been a mistake.

Citizens Advice Bureau

www.citizensadvice.org.uk

Money Advice Service

Helpline : 0300 500 5000
www.moneyadviceservice.org.uk

Gov UK

Information on government services, including benefits,
www.gov.uk

REPS SHINE AT USDAW AWARDS

The union celebrates exceptional activists from across the country at glittering ceremony.

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

The ever-popular event took place in Manchester and saw talented and committed reps from all seven divisions attend a ceremony to celebrate the very best recruiters, organisers and campaigners in the union.

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

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

"Our reps have engaged in a wide range of campaigns defending workers' rights and promoting the work of the union. It's this grassroot support that helps the union win important victories that directly benefit our members. In addition, it's our reps who put themselves on the line to make sure that companies are adhering to their agreements and providing a safe and legal environment for their employees.

"Without our reps, Usdaw would not have made such fantastic

progress over recent years.

"Despite the challenges on the high street we still have membership levels we can be proud of. Our dedicated team of reps and officials signed up almost 94,000 new members in 2018 and our total membership was over 431,000 at the end of the year.

"This year, like every year, we received an exceptionally high standard of nominations, therefore I congratulate every nominee.

"I also want to take this opportunity to thank the thousands of reps who have not won awards but have worked hard on behalf of the union. Reps who expertly juggle their work and union duties as well as their family commitments to ensure that Usdaw members receive the best support possible."

MOST PROMISING NEW ACTIVIST MARK JEFFERY

Since becoming a rep in early 2018 Mark found himself embroiled in difficult wage negotiations at Tayto in Corby. Mark worked through the discussions and excelled at communicating the complexities of the deal to his members. He also played a vital role in winning an enhanced recognition agreement with provision for three extra reps.

"I'm absolutely buzzing. It's the first time I've been nominated so I didn't think I would win," said Mark. "It's been really hard work with some very tricky, but successful, pay negotiations. The event is amazing and I'm really happy to be here."





THE NATIONAL WINNERS
Back row (l-r): Mary Flynn, Tommy Ryan,
Michaela Parsons, Margaret Baxter,
Dawn Cobb and Ray Stuart.
Middle row (l-r): Michael Anderson,
Tracy Jane White, Nikki Fitzsimmons
and Mark Jeffery.
Front row (l-r): Jeanette McKnight,
Joanne Carleton and Cheva Collins.



General secretary Paddy Lillis, deputy general secretary Dave McCrossen, TUC deputy general secretary Paul Nowak and president Amy Murphy present the Primark Belfast team of reps with their award.

HEALTH AND SAFETY REP AWARD RAY STUART

When health and safety standards in his Tesco store reached an all-time low, Ray could no longer stand by and let things deteriorate further. He took on the role of health and safety rep and has overseen a dramatic uplift in standards. Timescales for important repairs, once measured in weeks, have been reduced to days.

"I attribute a lot of my success to the Usdaw tutors and my area organiser," said Ray. "Without their support I wouldn't be here. My manager is very supportive of me and we work together to resolve issues. I'm delighted I've won."

EQUALITIES AWARD MICHAEL ANDERSON

Michael has an exemplary track record of campaigning for the rights of ethnic minority and migrant workers. He's a regular speaker at ADM and the first Usdaw member of the STUC Black Workers' Committee. Michael, who works at Tesco, takes an active role in promoting equality issues among fellow members.

"Trade unions are some of the biggest organisations in society and

equality is an important part of this movement," said Michael.

"If you want change then you will find that this is normally driven by the unions. I'm amazed and surprised I won."

UNION LEARNING REP AWARD TRACY JANE WHITE

Tracy is renowned for opening the doors of Lifelong Learning to as many members as possible. However, she upped her game even further when Tesco introduced online payslips. When Tracy saw her colleagues were struggling she took her iPad into all her local stores and helped her colleagues become familiar with the new system.

"I'm really proud of the work I've done around mental health," said Tracy. "It's really important to raise awareness and remove the stigma around it. I'm also the Dementia Champion and I've been trying to get people to talk about dementia."

"When my name was called out I just sat there thinking someone else had won. I'm still in shock. Everybody deserves a round of applause and a pat on the back just for getting nominated."

CAMPAIGNS AWARD MICHAELA PARSONS

Michaela excels at promoting Usdaw to the general public – a skill that comes in handy for Aldi, Lidl and Marks and Spencer campaigns.

A passionate advocate for the vulnerable, Michaela played a key role in driving a Period Poverty campaign by raising awareness of the issue among workers and the public.

"I work on nights in Tesco so it's important to promote Usdaw campaigns like you would on days," said Michaela. "This is the first time I've been nominated and the first time I've won. I'm shocked and speechless and that doesn't happen very often! The event is absolutely fantastic and I'm really happy to be here."

TEAM RECRUITMENT AND ORGANISING AWARD PRIMARK BELFAST

When the Belfast branch of Primark was gutted by a fire in August 2018 the Usdaw reps excelled themselves during the discussion over the fate of their members. Thanks to their efforts, all staff were retained and

paid their contractual hours, with opportunities for redeployment to nearby stores.

Jo Carleton, Mary Flynn, Jeanette McKnight and Cheva Collins accepted the award on behalf of the Primark reps team.

"It's been a really difficult time for all our colleagues. We've spent the last five months supporting them with the challenges they faced working in different locations. We've also been working with the company to ensure our members were financially supported during this time. We are delighted and over the moon with this award."

INDIVIDUAL RECRUITMENT AWARD TOMMY RYAN

Tommy's energy, skills and firm-but-fair attitude see him regularly bring in impressive recruitment figures. Keen to leave the union standing in good stead when he eventually steps down, Tommy takes the time to mentor other reps.

"I'm totally overwhelmed at winning the award," said Tommy. "My success with recruiting has largely been down to a good working relationship with the Tesco management team. I have also been very lucky to have a great support network which includes my area

organiser, the office staff and the divisional officer who are always ready to help. When you're a rep you're part of one big team."

INDIVIDUAL ORGANISING AWARD NIKKI FITZSIMMONS

Nikki, an Academy graduate with a background in Tesco store security has done vital work to improve the safety of the stores in her area. She is also keen to promote the union's campaigns, having organised successful Parents and Carers, Checkout Learning and Freedom From Fear events.

"I'm absolutely ecstatic. I didn't think I would win as I'm still relatively new to the role," said Nikki.

"The event is wonderful and it's great to be here. I'm really proud of getting 24/7 security in an express store where previously they had none. The problems with shoplifting and abuse have gone down while membership has gone up."

OUTSTANDING ACHIEVEMENT AWARD JOINT WINNER

DAWN COBB

Dawn always goes the extra mile and plays a part in her members' working lives from the day they join. She is eager to help other members in their personal development

and is also a great communicator of information, which has helped her members get to grips with the changes to skills payments in Tesco during 2018.

"I'm an Usdaw rep and a health and safety rep so I do a lot of recruitment in store," said Dawn. "Recently, we lost our night shift and went on days. I had to coach 19 members of staff while going through the changes myself. I'm overwhelmed I've won. It's fantastic to know that the union recognises and appreciates the work you do for members."

OUTSTANDING ACHIEVEMENT AWARD JOINT WINNER

MARGARET BAXTER

Margaret proves that union activity doesn't have to end when you retire from work. A member of 44 years' standing, Margaret continues to campaign on women's and all trade union issues. She sits on the retired members' committee and was a trailblazer for representation of women within Usdaw.

"I'm just completely stunned. I don't feel like I've done anything more than what thousands of our members do day in day out. It's such an honour to win and I will treasure this award."

DIVISIONAL WINNERS IN THE SPOTLIGHT



SOUTH WALES AND WESTERN DIVISION

STANDING (from left):

Stuart Esslemont, Darren Jelfs, Mike Walker (deputy divisional officer), Debbie Wilson (executive councillor), Elliot Osborne (executive councillor), Tracey Lowther (divisional council chair) and Dave Woodhams.

SEATED (from left): Dale Duddridge, Phil Birkett, Crian Williams, Anne Meacock, Nick Ireland (divisional officer), Helen Couppleditch and Dawn Cobb.

Continued...



EASTERN DIVISION

STANDING (from left): Steven Collins, Jason Bragg, Simon Vincent (executive councillor), Jacqui Cross (divisional council chair), Nigel Scully (divisional officer), Chris Henry (deputy divisional officer), Jacqui Thurgood (executive councillor) and Michael Cossington.

SEATED (from left): Emma Padden, Geoff Page, Ray Stuart, Tommy Ryan, Jean Bridger, Maurina Joseph-James and Paul Foot.



NORTH EASTERN DIVISION

STANDING (from left): Mike Dixon (executive councillor), Brian Loughhead (executive councillor), Joanne Thomas (divisional officer), Neil Hutchinson, Jack Pashley, Allan Ross and Scott Castelow.

SEATED (from left): Trevor James Francis, Cathy Godfrey (deputy divisional officer), John Tyreman, Tracy Jane White, Angela Partington, Maxine Watson and Michaela Parsons.



SOUTHERN DIVISION

STANDING (from left): John Barstow (executive councillor), Tom Hemmings, Jiri Marek, Rick Hammond, Gary Drew and Jamie Armstrong.

SEATED (from left): Edwina Fairbrass, William Dew, Debbie Randall (executive councillor), Sue Merrell (divisional officer), Sujata Patel (divisional council chair), Sue Prynn (deputy divisional officer) and Jackie Gilmore.



MIDLANDS DIVISION

STANDING (from left): Gavin Dadley (divisional officer), Warwick Maddison, Janusz Sitkowski, Kate MacLeod (executive councillor), Andrea Watts (executive councillor), Gareth Davies (deputy divisional officer), Mark Jeffery and Jackie Hendry (divisional council chair).

SEATED (from left): Cezar Andronic, Simon Willmott, Nikki Fitzsimmons, Jackie Stevens, Sara Farrar, Bill Rana and Robert Parry.



SCOTTISH DIVISION

STANDING (from left): Richie Venton (executive councillor), Tracy Gilbert (deputy divisional officer), Stewart Forrest (divisional officer), Daniel Waddell, Jean Hession (executive councillor), Neil MacDonald (divisional council chair) and Lee Moore.

SEATED (from left): Ashley Dunbar, Michael Anderson, William Brammer, Lillias Peden, Jim McFadyen, Roseann McAllister and Fiona Mackintosh.



NORTH WEST DIVISION

STANDING (from left): Joanne Carleton, Mike Aylward (divisional officer), James Jones (executive councillor), Chris Winwood (executive councillor), Emma Cunningham, Maureen Hurst, Amanda Bailey-Coll (deputy divisional officer), Brenda Shaw (executive councillor), Billy Smith and Tony Clare (deputy divisional officer).

SEATED (from left): Mary Flynn, John Goodwin, Richard Henry Rigby, Margaret Baxter, Terry Adair (divisional council chair), Gaz Phillips and Linda Wylie.



Ten minutes with... **KAREN O'NEILL**

Network spoke to Scottish activist Karen O'Neill about her time on the union's Academy programme and being part of the big team of 15 reps at Tesco Bank in Glasgow.

Tell us about your job and why you became active with Usdaw?

I've been working full-time at Tesco Bank for five years now as an underwriter. I became a rep about four years ago, quite quickly after signing up to be a member. I was keen to get involved straight away. I wanted to help create a good working environment for staff, make sure they know their rights and

ensure management were treating their employees fairly and with respect.

How many reps are part of the team at Tesco Bank?

There are 15 reps looking after 900 members over six floors, it's a really big site. We also have two health and safety reps and two lifelong learning reps.

We all work really well together and split our duties accordingly. We each try to represent colleagues who work in different departments to our own to avoid conflicts of interest and this also ensures that all the reps meet and get to know

different members across the building.

What's involved in being a rep at Tesco Bank?

In general, it's making sure our colleagues have the support they need, whenever they need it, and helping them to have a voice at work. As a rep I've been involved in dealing with a variety of situations and representations from everyday issues in the workplace to personal issues affecting colleagues in their home life too.

Mental health is often something that crops up. It's great that it's now a subject that's more openly

talked about. I'm also involved in other union activity such as wage negotiations.

Do you feel confident in your role as a rep?

Yes. I feel that I could deal with any challenge I'm faced with thanks to the training and skills I've learned through Usdaw. Attending federation schools has been particularly useful as they've focused on particular topics such as pensions and mental health. Additionally, my experience on the Academy has been invaluable. The skills I've learned through Usdaw are not just useful in the workplace but in everyday life too. If there's ever anything I'm unsure about I know I can contact the union for support.

Tell us more about the Academy, did you enjoy it?

It was a really enjoyable experience and I learned a lot about the union and myself. Usdaw trust you to go out and be in charge of your own diary, visiting workplaces you've never been into before and being an advocate of the union. There were some challenges, I was banned from a store because the management didn't like the union being there, but times like that only made me stronger. The Academy makes you realise your weaknesses and turn them into strengths. I met lots of people and now when I'm out and about in Glasgow there are so many faces I recognise and so many people to say hello to.

Did the Academy help you overcome any personal battles?

While I was on the Academy my uncle passed away a week after being diagnosed with stomach cancer. It was a very difficult time. I was struggling to carry on as I was grieving and just wanted to give it up, but I knew that my uncle would've wanted me to do well and that gave me the strength to carry on and do the best that I could do.

Thankfully I completed the course and I'm really proud of what I have achieved.

What have you been up to since the Academy?

Since coming back from the Academy, I've been to a federation weekend and I spent a month out on stand-down. Going out on stand-down following the Academy was a really great experience, I felt like I was 'tooled up' to the max. It gave me the opportunity to put everything I'd learned into practice. It was the run up to Christmas too so I was inundated with inductions.

What are you hoping to do next?

I've just been accepted onto this year's Academy2 so I'm over the moon, I can't wait to get started. I've also submitted a proposition for Usdaw's Annual Delegate Meeting in May and I'll be attending as a delegate and hoping to get up and speak on the rostrum. I've never been before so I'm really excited. I think I'll learn a lot from the experience and it will give me a real confidence boost. I'm just taking things one step at a time. I love being a rep and the responsibilities that come with it. I truly believe I've found my calling and I'm excited to see what the future holds.

ALL ABOUT KAREN

Where do you live?

In Glasgow with Stuart, my partner of 18 years, and our daughters Rebecca (11) and Jessica (13).

How do you like to spend your spare time?

I don't get much spare time but when I do I love spending time with the family and going to the cinema.

Favourite food? Mexican
Favourite film? True Romance
Favourite clothes? My jeans
Favourite music? I love music in general but my favourite is house.

If you could instantly become an expert in something what would it be?

The Law. I would love to know all about it.

If you could take three things to a desert island with you what would they be?

Suntan lotion, because I burn really easily, my favourite music and my family.

Any hobbies?

I used to be a Scottish champion at Karate but had to give it up due to injury. I would love to take it up again and aim for my black belt.



IF YOU WANT TO BE THE NEXT ACTIVIST IN-DEPTH EMAIL: NETWORK@USDOW.ORG.UK



SATA REPS TALK BREXIT, BULLYING AND AUTOMATION

It was a full house at the Village Hotel in Warrington for the biennial SATA conference in November.

The conference was attended by Usdaw general secretary Paddy Lillis who gave delegates an update on the work he'd been doing during his first 100 days in office.

"We all have much to be proud of in our union," said Paddy. "We've bucked the trend of falling union membership with our organising model and we're highly regarded as the campaigning union.

"Our newest campaign, Time for Better Pay, is based entirely on

policy agreed by our members at ADM, and on the results of a survey sent to every single member. The survey had a staggering 10,500 responses telling us about the impact of low pay and insecure work. It's been receiving good attention in the media and from politicians. Over the next 12 months we will be bringing it to life in workplaces.

"Our reps and officials are working hard, often in difficult circumstances, to deliver the very best deal we can for our members. We have some really tough times ahead. However, with our hard-hitting, member-led campaigns, a strategy for growth,

not just in numbers, but in influence and the very best reps in the trade union movement I'm confident that we are strong enough to weather the storm."

BREXIT AND EMPLOYMENT

Following a turbulent few weeks of Brexit negotiations Joanne Cairns, deputy head of Usdaw's research and economics department, gave delegates an update on Brexit and the possible impact on employment rights.

Joanne reiterated Usdaw's position. "The UK is leaving the European Union on 29 March 2019.



Delegates at the Sata conference in November last year

The situation changes every day so it is impossible to predict what will happen next. However, Usdaw's position is absolutely clear. Workers should not pay the price of Brexit.

"In recent years, more and more UK workers have relied on the principles of EU law to defend and enforce their workplace rights. Any deal must maintain workers' rights such as equal pay, holidays and health and safety protections.

"The UK is heavily reliant on EU trade and any barriers or tariffs are likely to hit the poorer regions of the country hardest. We remain open to all options on this – single

market, customs union or any other arrangement.

"Going forward, Usdaw will be working with the TUC and the Labour Party to seek the best possible outcome for our members."

AUTOMATION

Usdaw research assistant Matt Johnson gave delegates a presentation on The Future of Work and Automation.

"Automation is the technology by which a process or system is performed with minimum human assistance," said Matt. "Developments in technology have

advanced rapidly and up to 30 per cent of jobs could be at risk.

"This is a priority for Usdaw because we have significant numbers of members in sectors that are most likely to be impacted such as retail, warehousing and transport.

"Usdaw's Future of Work survey found that 64 per cent of members support increasing investment in technology in the workplace; only a third said they received adequate training and 75 per cent were not confident that the employer would provide adequate training when new technology was introduced in the future.



“The key issues for us as a union are how to mitigate the impact on workers, how to minimise job losses and how to make sure workers benefit.

“We will need a coherent strategy to deal with automation that should include the legal right to collective consultation; training, education and upskilling for workers; a robot tax; looking at schemes such as a universal basic income to support those that are displaced and ensuring improved productivity leads to higher wages, a shorter working week and a younger retirement age.”

NATIONAL OFFICER'S REPORT

Usdaw national officer Daniel Adams gave delegates an update on the sector and an overview of developments within the union.

- NACO merger – The merger of NACO (the National Association of Cooperative Officials) into the Sata section of Usdaw following a ballot which resulted in 82 per cent voting in favour of the merger.
- Restructuring – Continued to see significant restructuring exercises that have hit Sata members hard as employers have looked to reduce costs and streamline their businesses.
- Tesco's decision to close its call centre operation in Cardiff in 2017 and transfer operations to Dundee has probably had the single biggest impact on Sata membership in the last two years.
- Industrial retail strategy – the union has developed a comprehensive industrial strategy that looks at the economic framework, business rates,

commercial rents and reforming the tax system to create a level playing field between online and 'bricks and mortar' retailers.

BULLYING AND HARASSMENT

Usdaw equalities officer Jo Bird gave a presentation on bullying and harassment.

“Bullying and harassment are issues that go to the very core of what we as trade unionists believe in,” said Jo.

“The right of every worker to be treated with dignity and respect in the workplace. Unfortunately, it's a right that isn't a reality for many members.

“Bullying costs the UK economy around 18 billion pounds a year in lost productivity, absenteeism and staff recruitment costs. Most of the surveys into bullying show



that around 1 in 10 workers have experienced bullying at work in the last two years and almost half of all workers have experienced ill treatment.

"It is difficult to identify due to a number of reasons: there is no legal definition nor is there a specific law against bullying; a wide range of behaviours can be classed as bullying and it can vary according to the context and the perceptions of the people involved.

"That's why the way we perceive bullying needs to move away from the classic bullying stereotype of someone shouting and think more broadly about ill treatment and low-level negative behaviours such as undermining and belittling. Behaviour that isn't one-off but is repeated and can go on for months if not years."

WHAT IS SATA?

Sata

*Supervisory, Administrative,
and Technical Association*

Sata is the professional and managerial section of Usdaw, one of Britain's largest trade unions with over 430,000 members. Sata negotiates for staff in retail, wholesale, distribution, home shopping and a large number of process industries.

Sata is a specialist section that pursues their members particular interests. Usdaw helps Sata

members by negotiating better pay and conditions.

Being a member of the union also gives you the opportunity to have a say in issues that affect your working life.

As a member of Sata you have access to professional advice about your rights and will be supported by our highly trained union reps and officials.

USDAW MEMBERSHIP INCLUDES

REPRESENTATION IN MEETINGS

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

FREE ACCIDENT COVER

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

MEMBER OFFERS AND DISCOUNTS

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

TIME FOR BETTER PAY

Going out to work should mean a decent standard of living for everyone. That's why Usdaw is calling on the Government to tackle low pay and insecure work through our Time for Better Pay campaign.

WHAT ARE WE CALLING FOR?

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

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

We believe that these rights would go a long way towards tackling in-work poverty and the UK's mental health crisis.

**SIGN AND
SHARE THE
PETITION**

£10 PER HOUR MINIMUM WAGE

MINIMUM 16 HOUR CONTRACTS

RIGHT TO 'NORMAL HOURS' CONTRACT

NO TO ZERO HOURS CONTRACTS

We want the Government to take workers' concerns seriously.

A petition has been set up calling for them to introduce these improvements for all workers as soon as possible.

www.usdaw.org.uk/T4BP

We need 100,000 signatures to guarantee a debate in Parliament on our Time for Better Pay Campaign.

JOIN *Usdaw* TODAY

As well as the petition, we're using all available avenues to make sure that politicians understand that workers need stronger employment rights.

The more members we have, the more likely it is that their experiences and concerns will be listened to.

Joining the Union gives you protection at work, and a stronger voice. If you haven't already joined, please talk to your workplace rep. You can also join online at www.usdaw.org.uk/join



MemberOffers

CARS & TRANSPORT

Car Hire
Fiat
Startrescue
Usdawdrive
Vauxhall Cars
Vehicle Servicing

HEALTH & BEAUTY

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

HOLIDAYS

Airport Parking, Lounges & Hotels
Cottage Breaks
Forest Holidays
James Villa Holidays
Mini-holidays
Novasol Holiday Homes
Parkdean Resorts
Pontins

INSURANCE

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

LEISURE & ENTERTAINMENT

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

MONEY & FINANCE

Debt Advice
Financial Advice
Mortgage Advice
Pensions Advice
Pensions Annuity Service
The Co-op Credit Union

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MISCELLANEOUS

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PROTECTING WORKERS FROM VIOLENCE AND ABUSE

Respect Week provides the ideal opportunity for reps across the country to play an active role in one of the union’s biggest campaigns – Freedom From Fear.

Over 1,000 events, organised by Usdaw’s reps, took place across the UK in November to raise awareness of the violence, threats and abuse that retail staff are frequently subjected to.

ROGER BOURNE TESCO PARK FARM, ASHFORD

The Southern divisional equalities forum used Respect Week to hold a successful joint anti-racism and Freedom From Fear campaign at forum member Roger Bourne’s Tesco store in Ashford.

“This part of the country has a lot of migrant workers working in retail jobs and with the political issues surrounding Brexit, racist incidents have been on the rise,” said Roger, 53, who joined the forum a year ago. “We wanted to highlight the abuse that some of our members from diverse backgrounds are subjected to on a daily basis and spread the message that it’s not acceptable.

“Planning the campaign day was really straightforward thanks to the supportive management at the store. They were happy to cooperate and facilitate whatever we needed to make sure the event could go ahead.

“On the day, we set up our stall in the foyer so that we could speak to staff and customers as they were

entering the store and ask them to fill in the campaign survey. The feedback from the day was really positive and we managed to collect over 100 signatures.”

Roger has been a rep and health and safety rep at the store since 2013. He is an active member of the union and has attended union events such as the annual delegate meeting and black members’ weekend workshop. He’s part of a team of four reps at Park Farm who are all keen to ensure their colleagues are supported at work.

“At the end of the day we just want to be there for the members and make sure they have access to the help they need, when they need it.

“From a personal perspective, I’ve learned so much over the last five years with Usdaw and I’m really grateful for the development opportunities.”

JENNY SALISBURY TESCO EXTRA LINCOLN

Activist Jenny Salisbury became an Usdaw rep in 2010. She’s also a health and safety rep, union learning rep, branch chair and has been a member of the Eastern Tesco divisional committee since 2016.

There are seven Tesco divisional committees each comprising

of 14 elected Usdaw reps who meet four times a year. The reps discuss developments within the company, share knowledge and experience and develop campaigns and priorities. The committee took responsibility for organising the latest Respect Week campaign at Jenny’s store in Lincoln.

“A campaign needs everyone’s support to make sure it’s a success,” said Jenny, 50.

“At Tesco Lincoln we are a strong team of 11 reps, including health and safety and union learning reps, looking after 300 members. We’ve also got a great manager who supports our union work and ensures our campaigns run smoothly.

“The in-store reps got involved in the Respect Week campaign day alongside the divisional committee which was great and allowed us to really push the campaign message and speak to lots of people.

“The colourful campaign materials and branding really helped to attract people’s attention and as a result we were able to start conversations about the value of the campaign.

“At the end of the day we felt we had done our best and given the public a greater understanding of the union’s work.”

A CAMPAIGN DAY NEEDS EVERYONE’S SUPPORT TO MAKE SURE IT IS A SUCCESS FROM START TO FINISH

MEMBERSHIP FOR WEEK ENDED 19 JANUARY 2019

South Wales & Western	49,940	Scottish	44,323
Eastern	62,078	Southern	63,935
Midlands	56,830	North West	91,865
North Eastern	60,666	Total	429,637



The Southern divisional equalities forum running their dual campaign



Jenny Salisbury and James Palethorpe during Respect Week at Tesco Extra Lincoln



L-R: Simon Webb, Yvette Cooper MP, Co-op worker Angela Skinner, Usdaw area organiser Liz Hampson and Allan Ross



Yvette Cooper MP listens to shopworker Sandra Potter

CO-OPERATIVE SUPPORT FOR UNION CAMPAIGN

Respect Week took prominence at Co-op Food where events were supported by local MPs in alliance with the Co-op's 'Safer Colleagues, Safer Communities' initiative.

In the North East, local MP Yvette Cooper joined staff and Usdaw stand-down reps Allan Ross and Simon Webb at Co-op Airedale in Castleford to raise awareness about the union's campaign and take action towards protecting the workforce.

SIMON WEBB

"We had a really positive response to the campaign, customers entering the shop wanted to know more and were queuing up to sign the petition," said Simon, 58, who has been a rep at Tesco Express in Wakefield since 2013.

"I completed Academy1 last year and Co-op Airedale was one of my assigned stores so I was familiar with the store and the staff. It was great to see Co-op staff and management fully committed to the campaign and several colleagues came in on their day off to help.

"Yvette Cooper MP arrived in the early afternoon and we had a good chat about Freedom From Fear. She was happy to sign the petition and I was impressed with her knowledge about the union and its campaigns. Support from Yvette and other MPs is crucial.

"I work in a Tesco Express and they don't have the same security

as the larger stores. The amount of abuse and violence is on the rise and it's become part of everyday working life. It shouldn't be like this and staff need to make sure they are playing their part by informing management and shift leaders of all incidents so that they are recorded and can be dealt with appropriately.

"One of the reasons I wanted to get more involved with the union was because I was having problems at work and felt management were not listening to my concerns. Being dyslexic I struggled with communication and wanted to voice my concerns in a more assertive way with more confidence. Having just completed Academy1 my confidence and motivation is at an all-time high, it's been the pinnacle of my time with Usdaw."

ALLAN ROSS

"I was drawn to becoming a rep to help people, but I also discovered that being active is really rewarding," said Allan, 45, who has been a rep at DHL in Castleford since 2013. "It has its ups and downs, but knowing that members have confidence in you to do your utmost for them is very fulfilling. I love that the role is always challenging me and testing my knowledge which keeps me on my toes and drives my motivation.

"I've been out on stand-down for the union and Co-op Airedale is one of the shops that we look after so it was nice to get involved with a campaign there.

"Usdaw's Freedom From Fear campaign is so worthwhile. It's

opening people's eyes to the violence and abuse that staff can be subjected to at work and it's important we continue to fight for the issue to be taken seriously.

"It was great to see Yvette take time out of her very busy schedule to show her support. Hopefully the campaign will continue to make a difference as it's a problem that affects a lot of shopworkers."

CO-OP SUPPORT

Usdaw general secretary Paddy Lillis welcomed the Co-op's commitment to the Freedom From Fear campaign and their initiative to take the safety of Co-op colleagues seriously.

"Abuse and violence in the workplace is a huge area of concern for the union and that's why we launched our Freedom From Fear campaign 15 years ago," said Paddy.

"For our members working in retail, the focal point of the campaign is 'Respect for Shopworkers Week'. This event gives the union the opportunity, at this key time of the year, to put out the message that 'abuse is not part of the job'.

"Both the Co-op and Usdaw recognise that violence and abuse of shopworkers is unacceptable and a serious problem. And I really welcome the Co-op's strong statement that 'nothing is more important than protecting our colleagues now and in the future'.

"By working together, we can deliver real change both in Co-op shops and in the legal framework to protect workers."

THE FREEDOM FROM FEAR CAMPAIGN IS OPENING PEOPLES EYES TO THE ABUSE STAFF ARE SUBJECTED TO

9 OUT OF 10
YOUNG WOMEN
HAVE EXPERIENCED
SEXUAL HARASSMENT
IN THE LAST 12 MONTHS

HARASSMENT IS NO JOKE

Sexual harassment does not just happen in Hollywood or Westminster. One of the challenges facing trade unions and other campaigners on this issue is to ensure that the voices of working people right across the UK are heard no matter where they work.

Usdaw has a vital role to play in speaking up for members affected by sexual harassment who because they work part-time, on insecure contracts or low hours contracts have relatively little labour market power and therefore less of a voice.

In 2017 the union surveyed its members to find out more about their experience of sexual harassment. The survey found:

- The majority of women in Usdaw – 7 out of 10 – have experienced

sexual harassment at some point in their working lives.

- Overall 6 out of 10 women have experienced sexual harassment in the last 12 months.
- 9 out of 10 young women have experienced sexual harassment in the last 12 months.
- For most women sexual harassment consists of banter, so called jokes and remarks about their physical appearance.
- Nearly 1 in every 10 women has experienced sexual assault.
- For most women sexual harassment happens at work.
- Most women did not tell their employer about the harassment. The majority of those who responded to the survey were women. Usdaw's findings echo the

findings of a major study conducted by the TUC into sexual harassment which found that women in Europe are almost three times as likely to be subjected to sexual harassment as men, and that over half of all women in the UK have experienced sexual harassment at work.

However younger men and gay, bisexual and trans men are also at increased risk compared to men as a whole.

The view that sexual harassment is just a joke or that women who are upset or offended by it lack a sense of humour is still widespread.

Many of the women who responded to our survey or came to an Usdaw get-together shared their experiences of how hard it can be to get colleagues or managers to take

T OF 10 NG WOMEN E EXPERIENCED JAL ASSMENT IN LAST ONTHS

sexual harassment seriously.

Comments like 'he doesn't mean anything by it', 'that's just his way' or 'can't you take a joke' are common.

The law makes it clear that the intention of the person making the remark is not as important as the effect the remark has on the person on the receiving end. The fact that a person might attempt to excuse their behaviour by saying that it was only meant as a joke is not a legal defence in a sexual harassment case.

To find out more about how you can help to tackle sexual harassment at work and to read the survey report visit:

www.usdaw.org.uk/SHSurveyResults

SPOTLIGHT DAY 2019: WEDNESDAY 15 MAY



The union is using this year's Supporting Parents and Carers Spotlight Day on the 15 May 2019 to highlight the many pressures working parents and carers are currently under.

Over two thirds of Usdaw members are juggling paid work with caring for someone and it has never been harder to balance the two.

Rushing out to work, unsure if you can get back in time to pick up the kids, trying to find time to shop and cook, needing time off to take a relative to a hospital appointment, worrying what your hours might be tomorrow or next week and if they will fit round family life – all of this can leave parents and carers feeling that there aren't enough hours in the day.

As well as feeling that there is too much to do, parents and carers can struggle to find hours of work at the right time of the day or the right day of the week. Where parents and carers can't get the hours they need, they often feel they have no choice but to accept a contract on reduced or short hours as that's all that is on offer.

This is particularly the case for women who still take the main responsibility for bringing up

children and for caring for elderly or disabled relatives. Seven out of ten Usdaw members on short hours contracts are women.

All of this is why the union has decided the time is right to focus on this issue and press government to give all workers a minimum 16 hours per week contract (if that is what they want) and family and carer friendly rights from day one of employment.

Getting involved in Spotlight Day doesn't have to be hard work – you can do as much or as little as you like. You could put the campaign poster up on your union noticeboard, ask members to fill out the campaign survey, ask your team of reps to talk to members and non-members about the union's campaign or organise a campaign stand.

Look out for your campaign pack which should land on your doormat in late February. This will tell you everything you need to know about how to get involved on the day. If you receive a copy of *Network*, you should also receive the campaign pack. If you don't receive a pack or would like to find out more about the campaign contact the equalities section at:

equalities@usdaw.org.uk

BUILDING A STRONGER UNION

Usdaw activists pull out all the stops to showcase the union during January Membership Week

The first Membership Week of 2019 took place at the start of the year with reps across the country making a collective effort to promote Usdaw and build on the union's membership within their own workplaces and beyond.

Reps and activists spent the week running events, supported by their fellow Usdaw members and officials, to try and encourage their non-member colleagues to join.

Lots of events were centred around the union's flagship campaign, Time For Better Pay, which aims to tackle the causes of in-work poverty and develop an economy where going to work guarantees that people can afford a basic standard of living.

Colleagues and members of the public were encouraged to support the campaign and sign a petition calling for the Government to introduce improvements to workers' lives with immediate effect.

Reps also used the union's other important campaigns, including Legal Plus and Lifelong Learning, to show their colleagues the many additional benefits of being a member.

Usdaw general secretary Paddy Lillis thanked the reps for their dedication and for supporting one of the most important events in the calendar. "The union is only as strong as its membership, and so the more members it has, the stronger the union's voice will be," said Paddy. "In every workplace there are non-members who haven't

realised the benefits of membership. From advice and representation at work to free legal advice and discounted offers.

"Membership Week is a great opportunity to showcase the union's work, encourage our colleagues to join and help protect their rights at work.

"As always, a massive thank you to our reps who work tirelessly, and voluntarily, day in, day out for the union. With your dedication we will continue to grow stronger and make a real difference to the lives of our members."



Co-op DC, Lea Green, St Helens





Sainsbury's Thornhill with Cardiff North MP Anna McMorrin



Ikea Croydon





MEN



MEMBERSHIP WEEK

Tesco Extra, Inverness



Ladbrokes, Glengormley, Newtonabbey NI

Muller Milk and Ingredients, Trafford Park, Manchester



MAKING SAFETY TOP PRIORITY

Network takes a look at the responsibilities and rights of the workplace health and safety rep

Usdaw members work in a wide variety of workplaces and face a wide range of risks to their health safety and welfare at work.

The role of the health and safety rep is crucial as independent research has proved that workplaces with active trade union health and safety reps have the best health and safety record.

Health and safety reps are the eyes and ears of the union in the workplace and can play an essential part in protecting their colleagues at work. This is because reps have a working knowledge of their workplaces, access to high-quality training and can rely on guidance and support from union experts.

The rights of health and safety reps are enshrined in law. The law clearly defines their legal functions which enables them to act on behalf of members and raise issues with management. The law also gives unions the power to elect reps.

WHAT DO REPS DO?

The core activity of health and safety reps are based on their legal functions in the Safety Representative and Safety Committee Regulations and include:

- Investigating complaints from members and potential hazards.
- Investigating accidents and dangerous occurrences.
- Taking up health and safety problems with management.
- Carrying out regular health and safety inspections of the workplace.

- Taking part in health and safety committees where they are set up.
- Receiving health and safety information from the employer.
- Representing workers in discussion with inspectors from the enforcing authorities when they visit.

Employers must consult with the union on any matters affecting the health and safety of members and must provide reps with reasonable facilities and assistance including time for trade union training and for carrying out their legal functions in the workplace.

Over the last 40 years reps have used these legal functions to improve standards in workplaces, to check that the employer's health and safety policies are working, to talk to members and non-members about risks and any issues or concerns and to negotiate real improvements that make workplaces safer for everyone.

ISN'T IT ALL TOO TECHNICAL?

You don't have to be an expert on health and safety or on the law to be a rep. Your primary function is to represent the workers.

It is your employer's responsibility to manage health and safety and to involve experts when they need them. If a rep does need some technical advice the health and safety section at central office is available to help.

WHAT SUPPORT DO REPS GET?

Don't worry, you won't be thrown in at the deep end. Reps have access



to first class training. If you do get stuck, your area organiser or more experienced rep will be on hand to provide guidance and support.

The union provides a range of materials that reps can use to get started and to raise issues in the workplace including leaflets, posters, guides and toolkits.

The Usdaw website is an excellent resource for reps and has a dedicated health and safety section that allows instantaneous access to the latest news and updates.

If you need to talk to someone about a health and safety issue then you can contact the health and safety section at central office for advice and assistance. And there are



lots of ways to network with other reps in your workplace, your branch or your division to share experiences and support each other.

HOW CAN REPS DELIVER FOR MEMBERS?

The best thing that reps can do is to be an active voice for workers on health, safety and welfare issues.

Reps need to talk to the colleagues they represent to find out their issues and concerns.

There is nothing wrong with talking to non-members as well as members, health and safety problems don't discriminate between the two.

A good way of doing this is by

raising awareness of Usdaw's presence. You can do this by holding a stall to promote a campaign or asking colleagues to fill in the latest Usdaw survey. Always keep some membership forms handy when talking to non-members.

Reps also need to be organised themselves – the Usdaw health and safety reps' handbook offers practical advice.

Future editions of *Network* will look at how reps can use their legal functions most effectively – by organising inspections, investigating accidents, using safety committees or other consultative structures and running campaigns on health and safety issues.



FINE DELIVERED

A courier service has been fined £120,000 after an agency worker was hit and run over by a fork lift truck.

The employee at Alternative Parcel Company Overnight suffered serious injuries to both legs.

An HSE inspector said: "Employers have a responsibility to both devise safe methods of working and to provide the necessary training to their workers.

"They must ensure agency staff are given inductions so that they can work safely."

CONTACT

Health and safety officer

Doug Russell
0161 249 2441

Health and safety assistant

Tony Whelan
0161 249 2474

General health and safety enquiries email:
healthandsafety@usdaw.org.uk

Usdaw Website
www.usdaw.org.uk/healthandsafety

EMPLOYER'S RESPONSIBILITY FOR WEATHER PROVISIONS

HSE STATISTICS IN FOCUS

The annual Health and Safety Executive (HSE) statistics on injury and ill health at work found:

- The estimated cost of injuries and illness caused by work in 2017/2018 was £15 billion.
- 1.4 million workers suffered some form of work-related ill health – the single biggest cause was work-related stress with 595,000 cases.
- 144 workers were killed at work and 555,000 injured.

In response, the trade union backed Hazards Campaign updated its report *The Whole Story*. The report explains how the HSE figures seriously underestimate the numbers who are killed in work-related incidents as well as the numbers who die from work-related health conditions.

See the HSE stats at: www.hse.gov.uk/statistics

Read the report at: hazardscampaign.org.uk/search
Whole Story



At this time of year snow and ice can cause problems across the country and employers should have plans in place to deal with winter weather before it happens.

Employers have a duty to maintain a reasonable temperature in indoor workplaces at all times and heating systems should be regularly serviced. The Approved Code of Practice to the Workplace (Health, Safety and Welfare) Regulations states that 16 degrees Celsius (or 13 degrees Celsius for physically strenuous work) is normally the minimum requirement. In some indoor workplaces where this cannot be done employers should try to minimise the time spent in the cold.

If the heating breaks down employers should make temporary arrangements such as hire heating, provide free hot drinks, relax uniform and dress codes and give more frequent breaks.

For outside workers, reducing exposure, protective clothing and

access to somewhere warm for rest breaks are required.

Usdaw's guide *Too Cold for Comfort* (leaflet 399) answers frequently asked questions on this topic, from what the regulations say to what practical steps a rep can take to resolve an issue.

www.usdaw.org.uk/399

For professional drivers, employers should take extra precautions to make sure vehicles are safe and drivers know what to do if the weather gets too bad. Drivers should ensure they are also prepared by checking the forecast and wearing the appropriate clothing.

In Scotland, the Scottish Government and STUC have agreed a fair work charter for severe weather. Following the disruption caused by bad weather in early 2018, it is designed to support employers to manage the impacts of severe weather on workers and their business, by adopting fair working practices.

Visit www.gov.scot/publications/severe-weather-charter

WE ALL HAVE DIFFERENT AREAS OF EXPERTISE

Network speaks to **Keith Childs** an Usdaw rep, health and safety rep and union learning rep working at Tesco in the Southern division...

Q. WHERE DO YOU WORK AND WHAT'S YOUR JOB ROLE?

I work full-time as a delivery driver at the Tesco customer fulfilment centre in Erith, South East London.

My day starts at delivery dispatch where I receive my van pack and equipment. From there it's off to the vehicle for inspection and then on the road to the customers' homes. I deliver the shopping so I'm the customer facing side of the delivery system.

Q. WHAT UNION POSITIONS DO YOU HOLD?

I became a rep in September 2017. A month later I became a health and safety rep and then in September 2018 I became a union learning rep. My union duties are varied. I ensure my members concerns are voiced appropriately and heard effectively, likewise I ensure they receive the best representation during disciplinary matters. By working in partnership with the company, I try to ensure the union and the employer treat the members fairly and appropriately. I'm also a union learning rep where I encourage and engage with the membership to expand our growing educational services, running courses and improving member opportunities.

Q. ARE YOU PART OF A TEAM OF REPS IN YOUR WORKPLACE?

I'm just one of 14 reps in store where there are over 450 members. A few of the team are long serving reps and some of the team were just recently elected. It's a pleasure to help ease the newer reps into the role and see how they progress. The support of the longer serving reps is crucial

as we all have different areas of expertise and knowledge.

Q. WHAT'S INVOLVED IN YOUR ROLE AS H&S REP?

The health and safety aspect of the role is one of the most challenging, it can often require considerable technical knowledge and involve delicate discussions and problems. I have a responsibility to ensure a safe working environment, from inspecting the workplace for hazards, to investigating accidents and being consulted on changes to working practices and safety considerations. I also work with my employer to deal with any issues and concerns that arise and I provide insight into best practice.

Q. HAVE YOU MADE ANY CHANGES AT YOUR WORKPLACE AS HEALTH AND SAFETY REP?

It came to light that some members were experiencing tiredness and fatigue in their roles as drivers. I raised this in the department and then escalated it to a more senior manager. By working together with Tesco we were able to address the problem. We've now seen a marked reduction in the number of accidents in our store.

Q. HAVE YOU ATTENDED ANY UNION EVENTS?

I attended my first road transport conference last year and really enjoyed it. The opportunity for discussions around regulation of the sector and other issues affecting us as a union for professional drivers was very useful.

For me, the highlight of the conference was the opportunity to debate with other reps and share our knowledge and experience. There's always room for new skills, which helps make us all better reps.

Q. WHAT KEEPS YOU MOTIVATED?

I dislike seeing people treated unfairly and I like being able to give them a voice to raise their concerns. As reps we have a responsibility to our membership. The health and safety role gives reps legal rights to ensure employers follow the legislation and holds them to account if they fail to do so. I find the role extremely rewarding and I'm grateful for the strength and support the union offers.



Keith Childs

SUMMER OF STUDY

Reps looking to boost their confidence, network with other activists and learn more about the union are invited to apply for Summer School 2019.

Usdaw's First and Second Series Summer Schools will take place again this year in September. Applications are now being received for the popular week-long residential training courses.

WHAT IS SUMMER SCHOOL?

Summer School 1 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 and reps work in small groups and liaise closely with their tutor.

Summer School 2 is also a week-long residential course and is open to more experienced reps who have already been to Summer School 1.

Reps choose one of four topics around the subject of organising in the workplace to study during the week between politics, women, trade unions and health and safety.

WHEN AND WHERE DOES IT TAKE PLACE?

Summer School takes place every year in early September and runs from Saturday to Saturday. This year, Summer School 1 is taking place from 7-14 September and Summer School 2 from 21-28 September.

All classes, activities, accommodation and meals are at Wortley Hall, an 18th century workers' stately home set in 26 acres of gardens and woodland in Yorkshire. Take a peek at www.wortleyhall.org.uk

WHO CAN APPLY?

The course is open to all members,

not just union reps, but priority is given to members who have undertaken training, or who can demonstrate a degree of commitment to the union.

WHAT DOES IT COST?

Accommodation, travelling fares and appropriate allowances for members successfully granted a place at Summer School will be paid for by the union. Most employers will also provide paid release.

HOW DO I APPLY?

Application forms are sent to branches in early January and can also be requested from the education department at central office – call 0161 224 2804.

Application forms must be signed off by your branch and received by your divisional officer no later than Thursday 28 March 2019.

Each divisional council decides who will represent their division and nominations go before the executive council in June. Applicants who have been awarded a place will be informed shortly after.

SUMMER SCHOOL GRADUATES...

Last year's Summer School 1 saw 43 members complete the week-long course. *Network* spoke to two students about their experience...

DAMIEN SEAGER

"My overall experience of Summer School was an extremely positive one," said Damien, 31, a rep at Tesco Stroud. "I particularly enjoyed learning how to chair meetings and the process of forming a proposition and following its journey through to

the Annual Delegate Meeting.

"The tutors are very supportive and knowledgeable and my classmates always made it a fun and an enjoyable environment. Everyone looked out for each other and after seven days we were sad to go.

"Summer School allowed me to network within the union and build close friendships and I truly believe it's helped me in my role as a rep.

"It was the most intense, yet fun, week of my life. The workload can be heavy, the hours are long, but what you achieve at the end of it makes it all worthwhile."

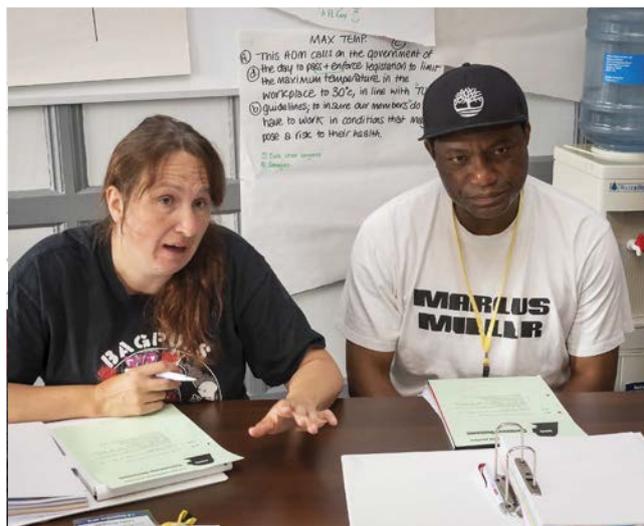
JOANNE MATTHEWS

Summer School helped Tesco rep Joanne overcome her fear of public speaking and boosted her confidence.

"I absolutely loved Summer School and met lots of fellow reps who have now become good friends," said Joanne, 45. "The most challenging aspect for me was getting up and speaking in front of people. I've always been nervous about public speaking but I was able to overcome my fear thanks to the support of the tutors and the other reps.

"The tutors are amazing, they are with you every step of the way and do an amazing job. Summer School gave me a confidence boost, lifelong friends and a sense of achievement. I've just successfully completed two weeks of stand-down and the skills I learned were definitely put into practice. I fully recommend it."

For more information about Summer School and the application process visit www.usdaw.org.uk/summerschool



UNION ANNOUNCEMENTS



Suzie Green

SUZIE GREEN

Suzie Green is retiring after 12 years working as an area organiser in the South Wales and Western division.

Prior to joining the staff, Suzie worked at Tesco in Devon for 20 years, becoming active with the union in 2001.

“As an area organiser you’re involved in team meetings, representation, planning and organising, new rep inductions, recruiting and generally supporting the members,” said Suzie, 58.

“My favourite part of the job has been developing the reps – increasing their confidence and teaching them to organise in their own workplaces. Seeing them progress is priceless.

“It has been an absolute pleasure to work for Usdaw. It has certainly taught me a variety of life skills. My divisional officers and deputy divisional officers have been wonderful. “And without a doubt I will mostly miss my colleagues, the secretaries and the reps – many of whom have become dear friends.”



Daniel Reid

DANIEL REID

Former rep and Academy graduate Daniel Reid is the new area organiser working out of the Edinburgh office.

Daniel joins Usdaw from Tesco distribution in Livingston where he worked as a flexible warehouse operative for nine years. Since 2015 he’s been part of a team of 14 reps looking after 1,200 staff and was involved in representing Tesco distribution at a



Lloyd Townner

national level during pay negotiations.

“The knowledge and experience I gained as a rep and organising officer helped prepare me for this job,” said Daniel, 29. “I’ve had the opportunity to meet lots of people and get an idea about their struggles and how best we can support them. The Academy also revealed how relevant our Time For Better Pay campaign is to members who are struggling financially.

“I’m looking forward to helping and representing the members and making sure they get the best service on offer.”

LLOYD TOWNER

Usdaw’s new area organiser in the Southern division is former rep and Academy graduate Lloyd Townner.

Lloyd joins Usdaw from Sainsbury’s Hempstead where he worked as a driver for 12 years. He became a rep and health and safety rep in 2014 and was elected as branch secretary in 2017.

“I became a rep because I felt management were not listening to staff. We only had one rep and I wanted to help,” said Lloyd, 51, who will be working out of the Faversham office. “Since then I’ve completed the home study which led me to an employment law diploma and in the past two years I’ve completed both Academies and stand-down.

“I am a strong believer in fighting for members’ rights. I look forward to the new challenges ahead and developing and working closely with a team of reps.”






at **WWW.USDAW.ORG.UK/WIN**

Sponsored by Usdaw Health and Dental Plan. Closing date 24 March 2019. Terms apply. www.usdaw.org.uk/healthplan



WHAT'S THE STATE OF YOUR PENSION?

Usdaw's guide aims to explain the different types of pension available and how they work

Most people put off thinking about their pension until some point in the future. But in a climate where businesses are engaged in a race to the bottom and cutting back their pension provisions wherever they can, it's never been more important to know where you stand when it comes to your retirement plans.

That's where our newly updated Pensions Guide comes in. Packed with useful information on all aspects of this complex subject, it should be the first port of call for any member wanting to increase their understanding

of their pension arrangements. You'll find advice and guidance on occupational and state pensions, the laws that govern them and your rights as a member of a pension scheme.

If your members are still puzzled by pensions, you could also hold a Pensions Awareness Day – the pensions section at Usdaw central office will be happy to help you organise one.

Read the guide online at: dtp.usdaw.co.uk/PensionsGuide or order your copies from the post and despatch section at Usdaw central office.

For a complete list of Usdaw publications and to order visit:
dtp.usdaw.co.uk/PublicationsCatalogue

NEW IN!

Leaflets

Workers' rights – a guide for full-time and part-time workers (Leaflet 211)

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

Training for Members – The OU (Leaflet 367)

Member Offers (Leaflet 398)

Usdaw the Trade Union for Aldi Retail Workers (Leaflet 411)

Usdaw the Trade Union for Lidl Retail Workers (Leaflet 412)

Training for Members – Summer Schools (Leaflet 431)

Discrimination: Sexual 'Banter' at Work... It's not OK (A7 Leaflet 434)

Lone Working in the Convenience Sector

Sexual Harassment Survey

Sexual Harassment Campaign Order Form

Posters

Usdaw The Union for Young People at Work (Poster R54)

Join Usdaw Today – The Union for Argos Staff (Poster R64)

Sexual Harassment A4 Posters (SH1, SH2, SH3)

Online courses

Fit for Maths
usdaw.org.uk/fitformaths

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

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

Pensions home study
www.usdaw.org.uk/pensionshomestudy

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

OVER TO YOU

Email your thoughts and pictures to us at:

network@usdaw.org.uk

or write to:

**The Editor, Network, Usdaw,
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Manchester, M14 6LJ**

BAGS OF GENEROSITY

I just wanted to say a huge thank you to all at Usdaw who donated towards the Homeless Appeal again this year.

We were able to put together a good mixture of bags for both males and females (and a couple of dogs!).

We filled and delivered 60 rucksacks to The Wellspring in Stockport for The Rucksack Project, as well as extra donations of gift sets, toiletries, trainers and coats.

Thank you for your continued support and generous donations over the last three years.

Your contributions will make a huge difference to those that need it the most this winter.

*Laura Clingan
Usdaw central office*



HELP FOR MANCHESTER'S HOMELESS

Staff at Usdaw's central office in Manchester raised a fantastic £412 for the homeless during our Christmas raffle this year.

The money raised will go to North West homeless charity 'A bed every night' – a new initiative set up by Manchester Mayor Andy Burnham to make sure there will be a bed, and provisions, every night for every single person who sleeps rough in Greater Manchester.

A massive thank you to everyone who bought tickets and helped us raise this record-breaking amount for such a fantastic charity.

Sarah Sherborne
Usdaw central office



ON A MISSION TO HELP

We'd like to say a massive thank you to everyone who has donated to our collection for The Wood Street Mission Christmas Appeal.

The festive season can be a real struggle for many parents. Not only is there the expense of presents and a Christmas dinner, there's also the extra cost of providing meals for their children, when they might normally receive free school meals during the week.

Once again our kind-hearted colleagues at Usdaw central office have donated toys, food and gifts which will make a huge difference to many of Manchester's poorest families.

Jane Jones and Paula O'Dowd
Usdaw central office



Pictured L-R: Showing Racism the Red Card at JD Williams in Shaw, Oldham; and Woodend Tesco Aberdeen; Recruitment day at Argos Redhill in London; and North West Labour conference with MP Rebecca Long-Bailey.



Pictured L-R: Usdaw members at the STUC rally in Glasgow; Legal Plus campaign with Bates, Wells & Braithwaite solicitors at Tesco Ponders End extra in Enfield; and Mental health awareness at Tottshaw Next DC, Bradford.



Pictured L-R: Diwali celebrations at Tesco CFC Croydon; and Showing Racism the Red Card at the Co-op store in Liskeard, Cornwall and Respect for Shopworkers at Morrisons Reading with Matt Rodda MP and local Councillor Rachel Eden.

SUPPORTING PARENTS & CARERS

Usdaw

Campaigning
For Equality

Spotlight Day 15 MAY 2019

Juggling work with being a parent or caring for someone can be difficult ...

“My hours often change and this makes it difficult for me to be there for my kids when I need to be.”

“I’ve reduced my hours at work to make time to care for my dad but this means my pay has gone down too.”

“I sometimes feel that I have so much to do I don’t know how I’m going to fit it all in.”

Usdaw is campaigning for family and carer-friendly working rights to be available to ALL workers, from day one of employment.



Usdaw

**NOT ENOUGH
HOURS
IN THE DAY**

For information on how to get involved, look out for the campaign pack in March.

website: www.usdaw.org.uk/spc
email: parentsandcarers@usdaw.org.uk

#SPC2019

