

NETWORK

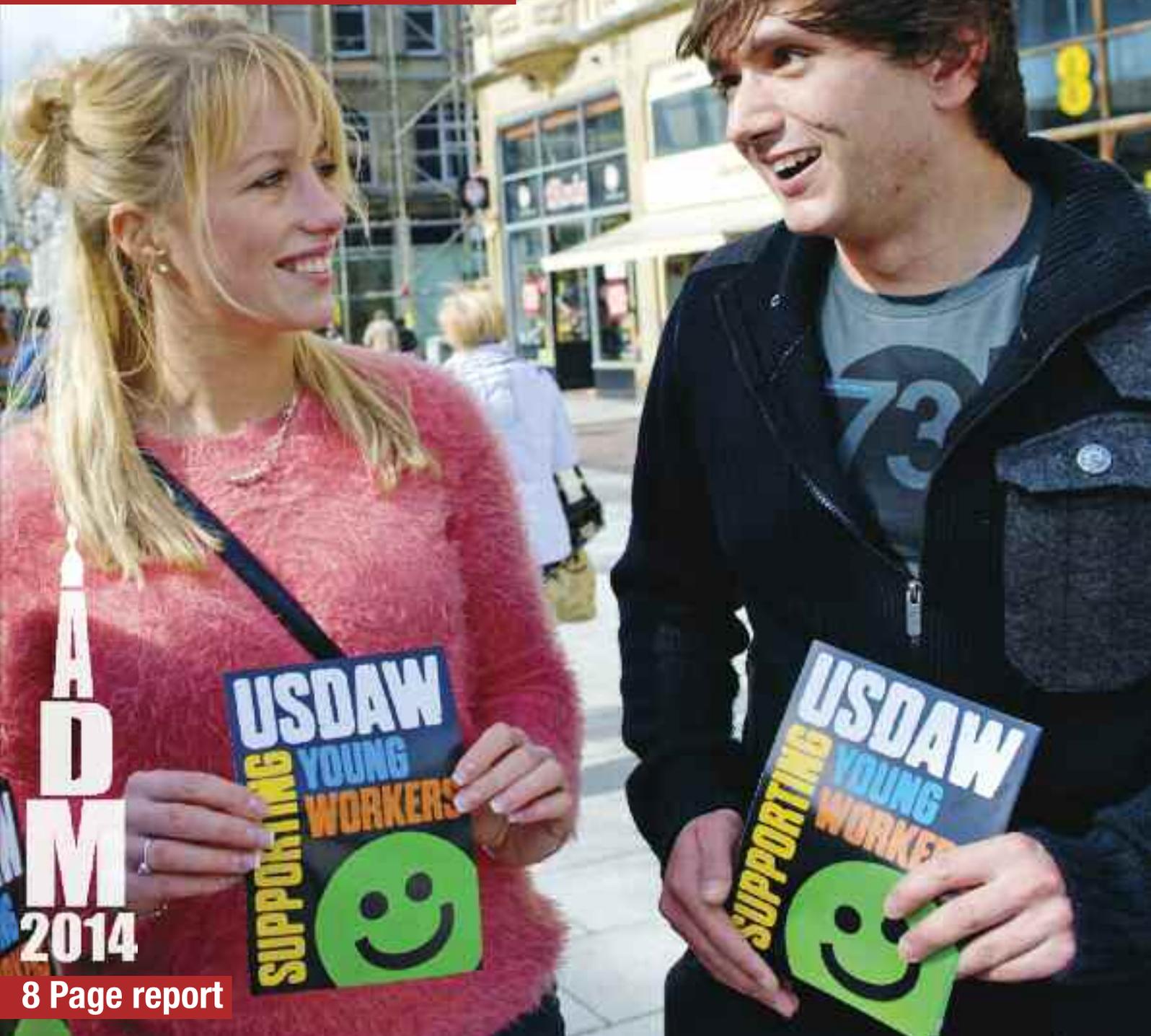


MAY/JUN
2014

The bimonthly magazine for Usdaw Activists www.usdaw.org.uk

Action all areas

YOUNG WORKERS SPEAK UP



AD
M
2014

8 Page report

••• LEGAL PLUS ••• SCOTTISH INDEPENDENCE ••• EQUALITY ISSUES •••



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Comment

General secretary John Hannett

Democracy is central to the political health of the UK and while I understand people's disillusionment with politics it is always disappointing when voters do not use their vote – whether that's in local or general elections or in internal union elections.

This dissatisfaction, even apathy, was brought into sharp focus in the recent European Union (EU) elections when just 34 per cent of eligible voters took the trouble to cast their vote. UKIP were the winners but their anti-European, anti-immigration and all-round negative politics is not something I support.

For all its faults the EU did not decide that the UK had to have a bedroom tax, or had to cut benefits for disabled people, or had to cut taxes for millionaires.

Nor did the EU force the Coalition to cut tax credits, raise VAT to 20 per cent, or introduce fees for tribunals or allow employers to exploit workers with zero-hours contracts. All of these decisions were taken by the Tory-led Government.

The vast majority of Usdaw members do not belong to a political party but that's not to say they don't care about political decisions taken on their behalf. Issues like employment rights, the NHS, education and housing are all decided by politicians – that's why using your vote is so important.

It's less than 12 months to the next general election. UKIP does not have the answers for Usdaw members, in fact, even if it could form a government its priorities would be to cut your rights at work and privatise the NHS.

By 2015 Usdaw members will have had five years of austerity and despite economic statistics suggesting a recovery of sorts, our members haven't noticed any improvement in their standard of living.

It's at this election where using your vote is vital to ensure that you and your family return a government committed to fairness and equality for the many not the few. Only the Labour Party can deliver for our members, but it will only get the chance if you use your vote next May – this is the election that really counts.

Finally, congratulations to those Usdaw members who stood as local Labour candidates and won their seats – never an easy task – and good luck to them over the next three years.



Usdaw
FOR THE PEOPLE
AND THE WORKS

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Voters shun EU elections

A turnout of just 34 per cent, only one in three voters, saw the United Kingdom Independence Party (UKIP) victorious in the UK's 2014 European elections, winning 27.4 per cent of the vote and adding 11 new MEPs, while the Liberal Democrats lost all but one of their

representatives.

Labour finished in second place, with 25.4 per cent of the vote and seven new MEPs, while the Conservatives were third at 23.9 per cent, losing seven representatives.

The Green Party added one MEP, while the British National

Party lost both its MEPs.

In Northern Ireland Sinn Fein, the Democratic Unionist Party and the Ulster Unionist Party won one seat each.

In the English council elections also held on May 22, 161 local authorities were up for re-election, Labour gained 324

seats while the Conservatives lost 236 and the Liberal Democrats lost 310 seats. UKIP gained 161 seats

■ The latest YouGov polling statistics puts Labour on 35 per cent, the Conservatives on 34, UKIP on 13, and the LibDems on nine per cent.

Party	%	Votes		MEPs	
UKIP	27.49	4,352,051	+10.99	24	+11
LAB	25.40	4,020,646	+9.67	20	+7
CON	23.93	3,788,405	-3.80	19	-7
GRN	7.87	1,244,975	-0.75	3	+1
SNP	2.46	389,503	-0.34	2	0
LD	6.87	1,087,633	-6.87	1	-10
PC	0.71	111,864	-0.13	1	0

Dagenham deal



Usdaw signed a new agreement with Tesco in March, which covers the new Distribution Centre in Dagenham, the company's largest fresh food site in the UK.

"I'm delighted with the agreement which will see a full complement of reps in place," said Eastern divisional officer Dave McCrossen.

"We had a series of meetings with the company to finalise the

details of the agreement and it works for both sides.

"I'd like to thank area organiser Angie Walsh and our reps Simon Vincent and Tony Edwards, who have transferred from the now closed Harlow site, for their hard work in making this possible.

"Special thanks also go to rep Sue Perridge for the many hours she spent recruiting at the site."

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Westminster lobby on Sunday trading

A Conservative MP's attempt to sneak deregulation of Sunday trading into a government Bill has been slammed by Usdaw as 'incoherent' and 'confused'.

Philip Davies MP for Shipley tried to amend the Coalition's Deregulation Bill, in an attempt to repeal the Sunday Trading Act or extend Sunday trading hours.

General secretary John Hannett said: "These amendments are incoherent and threaten to take us back to the confusion of the late 1980s and early 1990s, which dogged the retail industry."

"On the one hand Mr Davies wants the complete deregulation of Sunday trading, but then goes on to propose a series of changes that would keep Sunday trading regulated. He is trying to face both ways at the same time."

Usdaw was quick to



THE DELEGATION OF REPS WITH JOHN HANNETT (CENTRE) MAKE THEIR POINT ON SUNDAY TRADING

respond and took a delegation of reps to Westminster to lobby MPs to support and protect the current legislation. They won widespread backing from Labour MPs.

John Hannett also reminded business secretary Vince Cable MP of the promise he made during the passage of the Olympic Sunday Trading Bill, where he stated from the

dispatch box, 'any move towards the abolition of the UK's Sunday trading laws would require new legislation, a full consultation and extensive parliamentary scrutiny.'

John Hannett added: "The Government was very clear in their commitment to a full consultation and extensive parliamentary scrutiny and that promise was crucial to MPs

agreeing the Olympic Sunday trading suspension.

"The Sunday Trading Act offers a fair compromise largely retaining Sunday as a special day and giving shopworkers a breather in an otherwise 24-hour a day sector. I would strongly urge Mr Davies to withdraw the amendments. It would be a scandal if the Government supported them."

Reps at black workers' conference

The Government's austerity measures and their disproportionate impact on black communities, the barriers to employment and apprenticeships, and the need for extended leave agreements all featured heavily at the TUC Black Workers' Conference held in London in April – thanks to Usdaw's delegation who made sure that issues affecting black workers in the union were fully discussed.

Deputy general secretary Paddy Lillis also spoke during a panel debate on building stronger unions and emphasised the need for

Usdaw's membership to reflect the diversity of both the retail and distribution sectors. "We know that black and Asian members sometimes struggle to make their voices heard both at work and in the union," he said.

"It's important that we create space, so that we can hear from this section of our membership and ensure that the specific issues that affect black workers are right at the heart of the work unions do."

The Conference was chaired by Usdaw's Maureen Loxley who was re-elected for another year.



DELEGATES AND OFFICIALS AT THE TUC CONFERENCE IN APRIL

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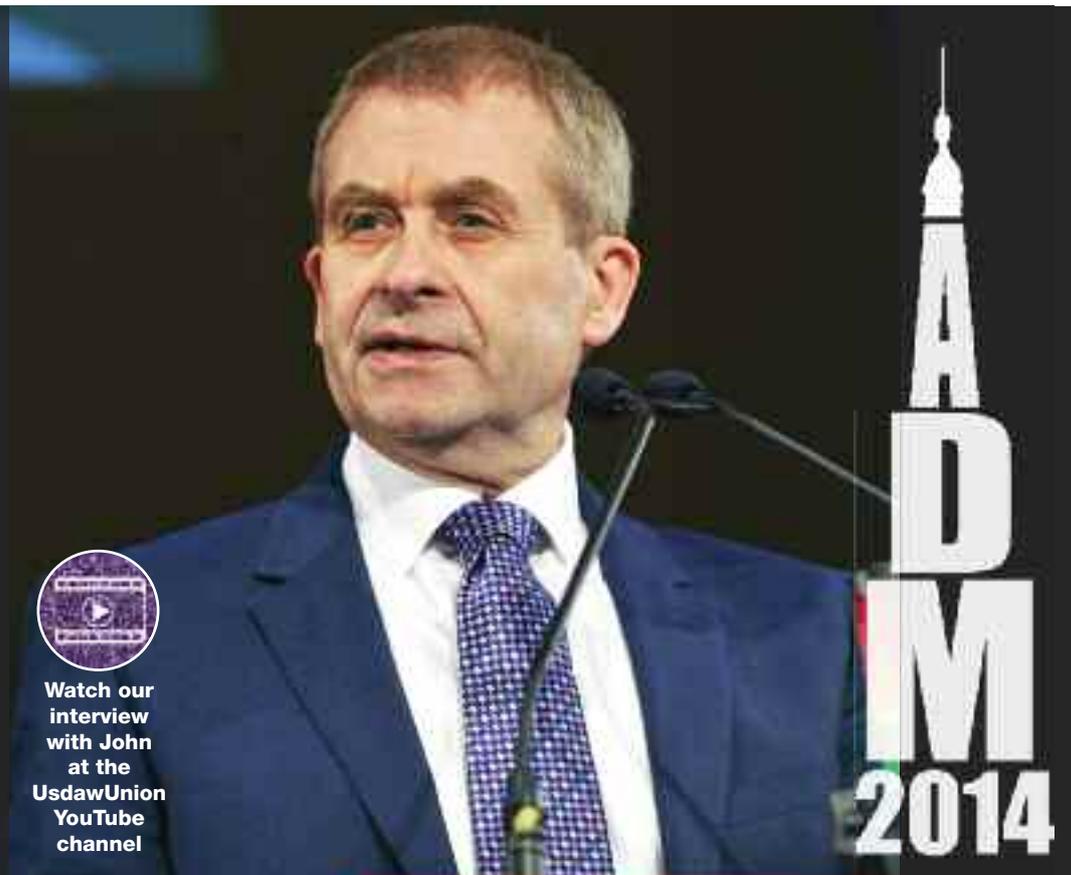
The 68th Annual Delegate Meeting (ADM) saw 103 propositions make it on to the Final Agenda Paper during a packed four-day conference at the Winter Gardens, Blackpool, in May.

More than 1,000 delegates and officials, watched by more than 350 visitors, worked non-stop to discuss all the issues important to Usdaw members.

Three executive council statements were also presented on *Zero-Hours and Short-Hours Contracts*, *Supporting Members With Mental Health Problems* and *Campaigning for Usdaw Members in Elections*.

President **Jeff Broome** chaired the ADM, with executive councillor **Barbara Wilson** chair of standing orders committee (responsible for the smooth running of ADM). General secretary **John Hannett** and deputy general secretary **Paddy Lillis** replied to all of the debates on behalf of the executive council.

Network was there too and reports briefly on some of the main debates. You can also find more pictures on the website and a full verbatim report will be sent out to branches later in the year.



Watch our interview with John at the UsdawUnion YouTube channel



Sick pay schemes not good enough

Statutory sick pay and most company schemes are 'woefully inadequate' for workers with long-term illnesses, **Tony Aylward** (Hull) told conference.

"Employees with cancer, multiple sclerosis, HIV and other conditions covered by the Equality Act should receive full pay for a minimum of 12 months," he said.

He called on the union to

lobby the Government to improve statutory sick pay and to negotiate with employers as a matter of priority to make these changes. "Members and their families don't need the added worry of inadequate sick pay when they are off ill for lengthy absences. Companies have a moral and financial obligation to do this and while it will only affect a small number of people it will make a massive

difference to them."

Seconder **Avril Minshall** (North Gwent) criticised the 'inconsistent decision-making' by management who are not medically qualified. "This is very important for our members who have serious life-threatening health problems and decisions should not be made based on profits. Staff should automatically be covered by the Equality Act," she said.

Replying to the debate **John Hannett** said: "Too often manager's discretion is used wrongly and may depend on the store's budget or worse whether your face fits – that's wrong. Sometimes the pressure from employers to rush employees back to work too soon can cause even more problems so we support the call for better sick pay provision."



Work safety must be paramount

The health and safety debate saw propositions on dangerous dogs, lone working, night-shift workers, the safe disposal of needles, safety at public venues, warehouse space, picking rates and the number of safety inspectors.

Lesley Jarvis (Croydon Metropolitan) called for risk assessments to be done based on the dangers faced by drivers delivering to premises with dogs. "There should be a box for shoppers to tick if they have a dog so the driver is made aware and can phone ahead to ask the customer to secure the dog and ensure the driver's safety," she said. "Dog attacks are on the increase so it's imperative we act now to protect our drivers."

The union should press companies about the issues faced by lone working whether that is driving, single manning of petrol and click-and-collect stations without adequate personal protection.

Tracy Millard (Gloucester General) said: "If these workers need help it is difficult to get support. What if someone has a heart attack or people collecting cash on their own

are attacked?"

Members' safety in convenience stores is being put at risk because of lack of space, **Raktima Sarkar** (Cardiff Central) told conference. "The Government should introduce legislation to make sure there is adequate warehouse space," she said. "Staffing levels aren't good enough, and at busy times stock is blocking fire doors and gangways, there could be a fatal accident."

Safety inspections have plummeted from 70,000 in 2010 to just 16,000 last year, **Beverley O'Toole** (West Yorkshire Co-op) warned delegates. "We have to lobby the Government to stop the erosion of health and safety inspections and fund more inspectors," she said.

"The Government see safety as a burden but do not see the whole picture. They put profit before people. The number of inspectors has fallen. Workers are becoming less important and workplaces more dangerous. Companies have to care 24/7 not just when an inspection from one of the big bosses is expected."

Speaking up



TONY AYLWARD



AVRIL MINSHALL



LESLEY JARVIS



TRACY MILLARD



RAKTIMA SARKAR



BEVERLEY O'TOOLE

Let's learn lessons from the horse-meat scandal

In one of the most animated speeches of the conference **Terry Brown** (St Merryn Cornwall) entertained delegates when he called for protection for the UK's slaughter houses in light of the horse meat scandal and emphasised the importance of the traceability of beef.

"Fully traceable British red meat is very expensive so why

didn't the alarm bells go off last year when some products were so cheap?" he asked.

"Companies admitted they had been lax last year and despite assurances the industry's procedures are still open to dubious forms of exploitation and are undermining the mainland UK industry.

"My colleagues are very

anxious about their jobs and the legal loopholes that undermine the traceability of beef."

Paddy Lillis said: "Yes we should be concerned by the origins of the meat going into the food chain and if it says beef on the label it should be beef. Consumer confidence is important and so is clear, honest and accurate labelling."



TERRY BROWN



YouTube
UsdawUnion

Victims speak up at Freedom From Fear fringe meeting

Two members violently assaulted at work met with shadow home office minister Jack Dromey MP as part of the fringe meeting on Freedom From Fear.

"Workers shouldn't have to face physical

or verbal attacks in the course of their duties," said Jack Dromey. "It's a national scandal, they deserve freedom from fear and that's what the next Labour Government will deliver."



Equality demand



ALAN WOODHOUSE



MICHAEL ANDERSON



JODY ROGERSON

In a varied and wide-ranging debate delegates supported calls for the simplification of benefit claim forms, legislation to ban organisations or individuals that claim to offer conversion therapy, better training for managers on the Equality Act, tackling poverty among ethnic minority groups, same sex marriages in Northern Ireland and a review of the union's equality literature.

Alan Woodhouse (Yorkshire Morrisons) said benefit claim forms were too complex and were a 'dirty trick' played on the most vulnerable in society. "The Government is waging a war both of austerity and hostility against disabled people," he said. "These complex forms test the coping skills of someone with a Phd and it's a disgrace. This is a tactic to make cuts and claw money back from those most in need."

Ethnic minorities are suffering a disproportionate level of unemployment and poverty, **Michael Anderson** (East of Scotland Tesco), told conference as he called for positive action to correct this and establish equality for all ethnic groups.

"The Government's own

statistics show this. We want fairness and equality of opportunity at work and in education. As a union we can play a big part to negate the 'ethnic penalty' and ensure equality."

Jody Rogerson (NI Tesco No.2) spoke from the heart when she called on delegates to support her call for same sex marriages to be legalised in Northern Ireland, bringing it into line with the rest of the UK.

"Stormont has recently failed to pass legislation following a 'petition of concern'," she said. "What's that? Why does my Government think legalising same sex marriages is so offensive. They still take our taxes.

"This is more than just about LGBT members, it's an issue for all of us."

■ Delegates voted to support NHS workers who have been hit by pay freezes since the Coalition came to power. Activists were encouraged to write to their MPs to demand a fair deal for NHS staff. "We need to stand up and support our NHS staff for the excellent job they do," said **Michael Green** (Northern Morrisons)



MICHELLE ROBERTS



MICHAEL GREEN



IAN HODGKINSON



LISA FENTON



MARGARET BAXTER

Shoplifters treated too lightly

Persistent shoplifters should face tougher sentences from the courts, **Michelle Roberts** (Yorkshire Morrisons) told conference. "These people are getting off lightly," she said. "It is getting worse, the same shoplifters day-after-day and there is nothing to deter them at the moment."

Seconder **Michael Green** (Northern Morrisons) agreed. "The number of repeat offenders is far too high," he said. "My local police force has cracked down recently and we need the courts to

hand out stiffer sentences."

Ian Hodgkinson (East Midlands ACC Distribution) told conference about his experiences of working in a shop. "Yes we caught shoplifters, but then you get threats and sometimes violence," he said. "But even if it goes to court all they get is a slap on the wrists. I want to see stronger punishments for shoplifters and the people they steal for."

Lisa Fenton (NW Morrisons Sata) said a regular shoplifter at her store was fined £25, a

store ban, and had a curfew imposed. "It's obvious to me the sentences handed out to these criminals are inadequate and I believe the Government should fight back against them."

Margaret Baxter (NW Retail No.3) was seriously injured by a shoplifter nearly 30 years ago. "When is this going to stop? It's happening all the time, it's getting worse," she said. "I can't believe we're still debating this so let's finish with this abuse once and for all."



Defeat cynicism to win in 2015

It is time to expose the simplistic and sinister solutions of parties like UKIP that would cut workers' rights, privatise the NHS and scapegoat immigrants for the problems facing the UK, shadow health secretary Andy Burnham MP told conference.

"UKIP's anti-immigration policies and deregulation of the labour market would lead to more immigration not less," he said. "Their policies would see your jobs undercut. We have to expose the contradictions within UKIP policies."

In a wide-ranging address the Labour MP for Leigh

said he wanted to reconnect with voters who had understandably become cynical over the last 20 years.

"I am proud of what the last Government achieved, but at times it was too close to the voice of big business and it was too close to the voice of powerful media operators.

"We have got to build a much fairer country where power, security and justice are more evenly spread, not just geographically but down through the classes as well.

"We in Labour have to think big again, and rediscover the courage of our convictions to build a fairer society.

"There are too many people in this country living in fear of losing their jobs or with the huge insecurity that comes by

being on exploitative zero-hours contracts."

He listed Labour's plans on an energy bills freeze, regulation of landlords, a living wage, the NHS and backed Usdaw's call for more awareness and support for people with mental health problems. "If you look at this country in the last 15 years there has been an exponential increase in the prescribing of anti-depressants," he said.

"The NHS prescribes about 40 million prescriptions every year now, up from about 20 million a decade ago. Why? It is because people are struggling. They are struggling to live with the insecurity of modern life. I commend Usdaw for making the argument to link workplace insecurity and poor mental health."



Watch Network's interview with Andy at the UsdawUnion YouTube channel

Delegates quizzed Andy Burnham on job seekers allowance, under-age sales, Scottish independence, trade union laws, car parking fees at hospitals, benefits for disabled people, cancer screening for young women, conviction politics and political promises.



YouTube UsdawUnion

"Let's not talk down Labour's achievements in government... on the national minimum wage... on the NHS... on Tax Credits..."

Yes we didn't get everything right, but we did make a difference to ordinary people's lives... and with your support we'll do the same after May 2015"

Andy Burnham MP



QUESTIONERS...L-R ANGELA WENHAM, JENNIFER CHILTON, LISA NOLAN, JEANETTE PARKER, AND EDDIE HOLLINSWORTH

Under-age sales in focus

Alcohol sales should be banned from midnight to 6am to protect staff, **Pat Gibbons** (NW Tesco Retail No.1) told conference.

"Alternatively the employer should be compelled to have adequate security in place to deal with the problems 24-hour alcohol sales cause," she said.

"I have been kicked, had my hair pulled and been spat at and that's on top of the verbal abuse. All of this because I have refused sales to drunk customers. We need to

protect our staff."

Meanwhile **Andrew Dyer** (East Yorkshire and Humberside Morrisons) called on employers to change their under-age sales policies to remove disciplinary action and provide better training and support.

"Judging whether someone is under 25 is extremely difficult," he said.

"Checkout operators are working under a climate of fear and disciplinary action.

"The public don't appreciate how much pressure checkout

staff are under.

"Members should be not be disciplined for serving over 18s. It happened to me and I felt like a criminal and was very angry."

Kev Lowe (East Midlands Co-operative Group No.2), **Jackie Osborn** (East Norfolk and Waveney), **Gillian Clark** (Scotland Sata) **Jean Hession** (Divisional councillor Scotland), **Alan Wilson** (East Yorkshire and Humberside Co-op), and **Carol Reade** (North East Kent) all supported the propositions.



PAT GIBBONS



ANDREW DYER



RAY TAYLOR



ANGELA THOMAS



GILLIAN CLARK

Poor penalised on meters

Energy suppliers should not be allowed to charge users of prepaid meters higher prices for their fuel, **Ray Taylor** (Sainsbury's Northern) told conference.

"The most vulnerable and poorest people are being charged hundreds of pounds more than other users," he said.

"It's estimated that around 8-9 million people live in households which use prepaid

meters and an additional two thousand meters are being installed every working day. Let's get rid of this shameful and disgraceful situation."

Angela Thomas (Swansea General) supported the call and spoke from personal experience.

"We weren't told of the tariff charged and many times had to go without gas prior to being paid," she said.

"When we later applied to

have the meter removed we were told it would cost £500, absolutely disgraceful."

Replying to the debate **Paddy Lillis** said the executive council supported the call: "It is a scandal that people on prepaid meters have to pay more for their energy. This has been calculated at between £160-£300 a year.

"These additional costs are penalising people for being on a low income."

Funding for learning vital

In the education and training debate, lifelong learning and student tuition fees dominated with **Tracy White** (North Yorkshire Tesco) calling on the union to lobby the Government to secure funding to ensure members had access to 'affordable learning'.

"Usdaw has a proud history of supporting lifelong learning, but there is still uncertainty in securing the future of external funding," she said.

"We want the union to lobby for a 'Save to Learn Scheme'

– a tax free saving account for employees and employers.

"We want to see Level 3 funding re-introduced, but Level 2 is also now under threat.

"Lifelong learning is very important to our members with 16,000 returning to learning in the last two years and 70,000 in the last ten years. Learning should be for all not just the rich."

Scott Jones (Llanelli) supported the call and said students could be paying their

student loans well into their forties. "Labour introduced tuition fees then the current Coalition increased them to £9,000 a year," he said.

"Education in Britain is now a privilege, let's abolish fees altogether. Increasing investment in higher education is socially just and will create jobs.

"Let's demand free quality education and decent jobs for the students who are the workers of the future and the shopworkers of now."



Labour MPs support union



Labour MPs went to Blackpool to listen to Usdaw members on the impact of the Coalition's cuts and to support the union's Freedom From Fear campaign.

Luciana Berger MP (Liverpool Wavertree), **Yvonne Fovargue MP** (Makerfield), **Rt Hon David Hanson MP** (Delyn) and **Gordon Marsden MP** (Blackpool South) above, joined John Hannett and activists at a special fringe meeting to discuss Labour's policies and next year's election campaign.

Introducing regulation of the

private rental sector, abolishing the bedroom tax, getting rid of tribunal fees and tackling zero-hour contracts and the exploitation of agency workers all featured highly.

"Only Labour MPs listen to ordinary workers," said John Hannett. "I would like to see more of our members get politically active, engage with the Labour Party and ultimately stand for election as Labour candidates. Our reps have the skills and real life experiences to be excellent councillors

and parliamentarians."

Meanwhile, shadow home office minister **Jack Dromey MP** (inset) turned up to pledge Labour in government would act to make workers safer.

"We have pressed the Government to act. If they don't we will," he said. "We will strengthen the law and see it effectively enforced by the police and the Crown Prosecution Service and we will ensure that employers take action, working with Usdaw to ensure the safety of their members."

Helpline in pipeline

In a 24/7 working environment members need an Usdaw helpline 24/7 to ensure they get the right advice at the right time, **Lynn Palmer** (Peterborough Area Tesco) told conference.

"This would be an invaluable resource and an invaluable recruitment tool for the union," she said. "I'm a night worker and it can be very frustrating having to wait a day or two to get the advice you need. Our members are subject to poor management on late or night shifts or in small business premises, so we need a 24/7 helpline now."

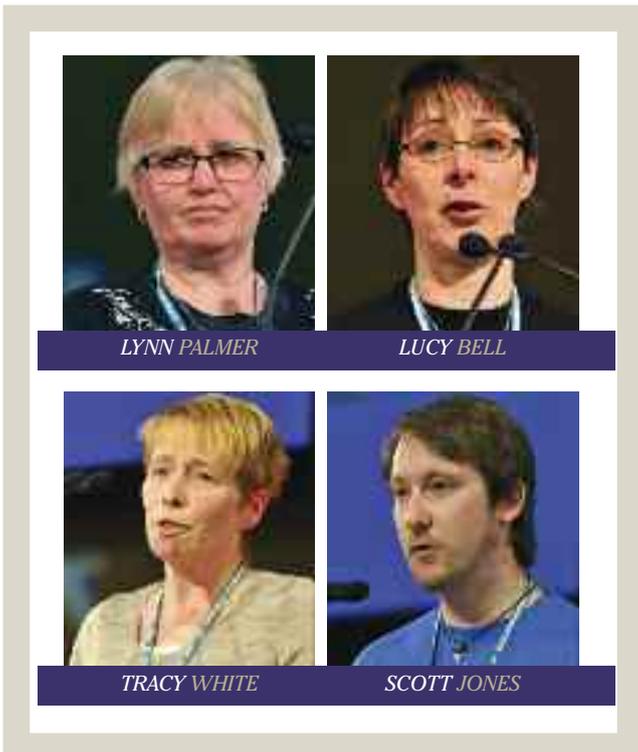
Lucy Bell (Nottingham Area Tesco) seconded the proposition. "This is long overdue," she said. "Night shift workers pay the same subs as day workers and are entitled to the same commitment and support. Access to advice is vital."

Dee Stuart (Watford and NW London Retail), **Peter Powell** (Basingstoke), **Mitch Pressnell** (Medway Towns) and **Lynda Mitchell** (Somerset General) also spoke in favour.

Replying to the debate **John Hannett** said Usdaw was looking closely at this: "For some time we have been adapting our office hours to meet the needs of the membership and a helpline is the next logical step.

"Being a rep nowadays is harder than it's ever been with 24/7 trading and the back-up operations to support it. Annualised hours, shift working, and flexibility all mean we can't have reps or officials available 24/7.

"We want to get it right, so the executive will look closely at this and I give you my commitment it will be actioned."



LYNN PALMER

LUCY BELL

TRACY WHITE

SCOTT JONES

Charity funds

Charitable members donated £2,000 at the North Eastern night for children's charity HemiHelp and Diabetes UK. Cockney Night raised £1,800 for Prostate Cancer UK and Women's Aid. Welsh Night raised £2,000 for Macmillan Cancer Support and the Youth Disco raised £1,031 for Shelter.



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Legal Plus resources are available to download from the Usdaw website or you can order copies of these publications by contacting the Stationery department at central office

- *Looking after you and your family (Leaflet 312)*
- *Looking after you and your family A4 (Poster R10)*
- *Representatives' Handbook*
- *Members handbook*
- *Advice to Members Postcard*
- *Workers Rights - a guide for part-time and full-time workers (Leaflet 211)*
- *Don't be a victim of violent crime (Leaflet 313)*
- *Ushaw Guide to the Criminal Injuries Compensation Authority (CICA 001)*
- *Stopping Violent Crime at Work Leaflet (CICA 002)*



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- Legal Plus - Reps' Briefing
- FirstCall Usdaw - Reps' Link (Leaflet 379)
- FirstCall Usdaw - Reps A5 (Leaflet 378)
- FirstCall Usdaw (Poster R40)
- FirstCall Usdaw - Plastic Card
- Legal Plus Reps' Handbook
- Legal Plus - Removal of the Default Retirement Age Factsheet
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In the spotlight Roy Johnston



North West Division's Roy Johnston talks to Network about his experiences as a rep...

I became active a long time ago. I have been involved in unions all my life, and thought I could make a difference here in Tesco.

The best thing about being active is giving the support to a member who needs it, letting them know they are not alone. Being elected branch secretary with Julia Petrie as branch chair has definitely been my best moment so far!

The downside is not having the correct information for them. Also losing a member by dismissal.

I've been on several courses, from basic rep training through to health and safety. Tutor Jenny Murray took the last branch secretary course and again she made it fun and entertaining for us. Her way of training is second to none.

I have grown in confidence since becoming an activist, I'm more assertive and organised. All because of the Usdaw training.

This year's ADM was even better than previous years because of the amount of first time speakers.

Honestly, I don't think recruitment is easy in any workplace. But I explain the benefits of being a union member to them – job security, legal/accident cover, better pay, better conditions, support, representation and having a voice.

My advice to any potential rep is that they need to give their time for members – take all the training – and never promise anything to a member that you can't deliver.

If I was prime minister I would stop selling off our health service, which is the best in the world.

If I could turn back time, I would like to have seen my sons grow up as I was hardly ever at home.

Almost 33 years ago I started as an Usdaw member, became a shop steward and health and safety rep and was made redundant. I then joined the T&G and again made redundant. I then joined Amicus, which became Unite and guess what, I was

again made redundant from my job. What I can say though is – no other union has the rep training anywhere near what Usdaw has, we are miles ahead.

If I could change anything about Usdaw to help it improve – and this might not go down too well – it would be around recruitment. I know we need to recruit because members are our strength, but we need to do more for our existing members to keep them.

We should also fly the Usdaw flag more at union marches. Union members should support Usdaw at these events. So come on reps – *get on the march with Usdaw!*

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 *General assistant* AGE 53

LIVES *Bangor, Northern Ireland*

JOINED USDAW: 2007

USDW ACTIVIST SINCE: 2010

UNION POSITIONS HELD: *Shop steward, branch secretary, National Forum rep and health and safety rep*

FAMILY: *Married to Christine and we have two children, Robert and Philip*

BEST MOMENT OF MY LIFE: *My son Robert qualifying as a doctor*

I SPEND MY SPARE TIME: *Having a pint.. and I like a bet!*

MUSIC I LOVE: *Johnny Cash & Status Quo*





Johann Lamont

info

- *Labour MSP since 1999*
- *Re-elected in 2003, 2007 and 2011, for the Pollok constituency in Glasgow*
- *Elected deputy leader of the Scottish Labour Party in 2008*
- *Elected leader in 2011*
- *Spent 20 years as a teacher*
- *Is married with a son and daughter*



Devolution – the best of both worlds

Network met Johann Lamont at the Scottish parliament Holyrood in Edinburgh to discuss the vital referendum vote on September 18.

Q. Famously two Scottish politicians disagreed on the impact of devolution – one said ‘it will kill nationalism stone dead’ the other said ‘devolution is the highway to independence with no U-turns and no exits’. Which one was right?

A. Actually they were both wrong. Seeing devolution only as part of how you deal with independence is also wrong. All of my life I’ve argued against nationalism because I think it’s a distortion. It misrepresents what causes inequality, and therefore means you can never address it.

If you say the problems faced by Usdaw members in Scotland is explained by the 1707 Act of Union – that’s wrong too. You’re doing down those workers both in Scotland and across the UK, but we have to win the argument.

Nationalism will seek justification for its existence now to get rid of the Tories, but in the past they used it to get rid of Labour – only because of the independence issue.

I remember the Thatcher years – she never had to look anyone in the eye about the consequences of what she was doing – and I remember how my colleagues lost hope and felt powerless.

If you bring decision-making closer to the people then brutal ‘Thatcherite-type’ decisions are less likely to be made. It’s a balance, with a strong economy it makes sense to pool resources.

For me devolution is about decentralising power and bringing it closer to the people. It’s the best of both worlds, having economic certainty and being able to withstand any economic shocks, and managing risks for example on pensions.

Q. Can you look back on the last 15 years since devolution and say to the people of Scotland – it’s better now?

A. I’m proud of the Labour Government’s record on lifting people out of poverty, proud of the national minimum wage, on the investment in education and health, the smoking ban, housing, and tackling mental health when we were in power. These made differences to people’s lives.

My frustration now is debating the constitution as if it solves these problems, it doesn’t, but it does stop us addressing these key issues.

We’re going backwards in Scotland in terms of what the parliament was intended to do. We’re not wrestling with big problems like health and an ageing population, or education but wasting time on a debate about what we can’t do rather than what we can.

Q. You’ve spoken about a Workers’ Charter. What would that look like?

A. We want to work with the unions on that because it’s based on the recognition that unions can tell us about their members’ concerns.

We supported Usdaw’s campaigns to give public-facing workers better protection but the SNP blocked the bill in the Scottish parliament. But the Charter will involve issues around

zero-hours contracts, rights at work, and especially health and safety.

In Scotland we have a disproportionate number of people who are injured or killed at work. Additionally on the Living Wage the Government can use its power here as an employer but the SNP has resisted that.

Q. Do you accept that voters generally, but especially in Scotland, feel excluded from London-based-Westminster politics?

A. The feeling of political exclusion isn’t a geographical thing, it’s about power and how it’s used. I’m sure many Londoners feel as ‘separate’ from the Eton-educated millionaires in the Cabinet as I do and as much as people in Cardiff, Liverpool, Belfast and Glasgow do. This idea that being Scottish is the only thing that shapes your politics is wrong.

My concern about care for the elderly for example, doesn’t stop at the border. Nor do my concerns about ex-mining communities or for the families of the Hillsborough victims.

We have a big debate about how we open up politics, how we empower people, and our challenge is to rebuild trust in politics.

“This idea that being Scottish is the only thing that shapes your politics is wrong”

Q. Turnouts at elections both in Scotland, and in the rest of UK, have been falling for 20 years. How can you turn that around?

A. It’s a huge concern and a massive challenge.

What worries me is the disproportionate low turnout among the poor, the low paid, and the young – the very people who most need power exercised in their interests and who are least likely to shape who’s in government.

Politics matters too much for folk to say ‘it’s not really about me’. Politics has to be about making a positive difference to people’s lives.

Politicians have to be relevant to people otherwise they’ll walk away. My plea would be – don’t just leave it to the politicians.

I do expect the turnout to be higher on September 18 and we have to build on that. We have to re-engage with the electorate.

Q. What happens after the referendum vote on September 18?

A. The big challenge will be to re-unite the country.

There are some in the SNP who are openly hostile to people who they know will vote No. I’m struck by SNP supporters who say they love Scotland and all things Scottish – except those Scottish people who disagree with them. That’s a problem.

If Scotland decides to stay in the UK we should concentrate on providing quality jobs, good education, caring for the elderly, and realising the potential of our young people.

The SNP’s aim is to separate the country regardless of the cost or consequences. Will they stop? I wouldn’t have thought so, but we in Labour have to win the argument. Vote No.

Campaign days hit the spot

Supporting Parents and Carers, Freedom From Fear, Pensions and Legal Plus awareness days – all connect with members.

Co-op Marple, Don Cuthbert

North West mobile union learning rep (MULR) Don Cuthbert is enjoying his role promoting the union and the opportunity to develop new skills during his time as a stand-down rep in his division.

“It’s very rewarding,” said 55 year-old Don, who has been a rep at the Tesco Extra store in Oldham for five years.

“As well as Tesco stores, I get to visit Sainsbury’s, Morrisons and Co-op stores across the division. I always offer advice on learning and promote courses such as basic skills, sign language, IT, as well as a variety of online courses.

“The Co-ops are always the most challenging, it takes a lot of visits to build up a relationship with staff.

“But they can also be the most rewarding. I can use my skills as a learning rep to start to build up a rapport with them and develop things from there.”

Academy2 organiser Lorraine Haves is an experienced rep who has worked closely with Don in the division. “I’m also keen to see staff at smaller workplaces kept up-to-date with the benefits and opportunities available to them when they join the union,” she said.

“I’ve done a lot of stand-down as well as Academy1 and I’m now with Academy2.

“Smaller stores like the Co-op’s are important to me because staff need to feel integrated and part of the bigger picture.

“The aim is to have more cluster reps whose role is to look after members at a number of stores in their area.

“I’m always on the look out to develop anyone who is willing to take on this role. I’ve not looked back since I became involved. I’d recommend it.”

Tesco Aylesford, Mark Irvine

Reps at Tesco dotcom in Aylesford, Kent, were out in force to offer support and advice to more than 600 members during Parents and Carers Spotlight Day in March.

“Our campaign days are very popular because the issues and support on offer are relevant to all our members and their families,” said Mark Irvine, who has been a rep at Tesco’s first ever dotcom only store since it opened its doors in 2008.

“We have an organised team of 12 reps who work and communicate well together to make sure we get all the important campaign messages across. Importantly, we encourage members to take the first step and talk to us about any problems.

“On mental health I think people were surprised just how many people, one in four of us, will experience stress, depression or anxiety in their lives, or will know someone who does.

“Some of these problems and issues can be dealt with under the Equality Act.

“In fact I’ve used the legislation recently to help a couple of members in my store. It worked very well and my members were so pleased and relieved the union was there to help.

“As a team we were delighted to highlight mental health as an issue for our members and reminding them that by talking to your union rep, there is help available.”

Tesco Hailsham, Rob Coleman

Reps at the Tesco store in Hailsham in Eastbourne, East Sussex have made campaign days a huge success.

“For the last year or so we’ve made these days a regular event in our store because our members tell us that’s what they want,” said Rob Coleman, 36, who has been a rep for three years.

“It’s the subjects they like, they’re relevant and informative and from our point of view they improve communications between us.

“Parents and Carers, Freedom From



LORRAINE HAVES WITH DON CUTHBERT AT CO-OP MARPLE



MARK IRVINE, STEPHEN HORSEY, NEIL GRAY AND HENRY DAWUDU TESCO AYLESFORD

“Many members don’t realise FirstCall Usdaw covers accidents inside and outside of work”

Fear, Pension Awareness, Lifelong Learning – staff want to find out more about their rights and entitlements and how and where they can get help and advice.

“A recent Legal Plus Day was really successful with a local solicitor on hand to give advice to members on their legal questions.

“Many members didn’t know they can get legal advice and could make their will for free too. One colleague didn’t realise the union’s FirstCall Usdaw service covered accidents both inside and outside the workplace.”



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POLITICIANS TURNED OUT TO SUPPORT THE LEARNING EVENT TEAM AT TESCO EXTRA LLANELLI



OTCOM



ALEXA CLARKE AND ROB COLEMAN TESCO HAILSHAM

The initiative has clearly paid real dividends with membership doubling over the last three years at the site.

“Myself and fellow rep Alexa Clarke were delighted when we won the division’s Campaigns Award last year. It was a great feeling to be recognised for something we really enjoy doing.

“I’ve been lucky enough to be selected for this year’s Academy1 and I’m hoping my experience running campaigns will be put to good use in the stores I get allocated.”

Tesco Extra Llanelli, Sophie Williams

South Wales and Western mobile union learning rep (MULR) Sophie Williams is making a big impact promoting the union and lifelong learning to staff in stores across South West Wales.

“I’m seconded to Usdaw to work as a MULR two days a week and I’m really enjoying it,” said 53 year-old Sophie, who works at the Tesco store in Llanelli, and has been an active rep for nearly five years.

“I organised a Check Out Learning event through the Wales Union Learning Fund in my own store in January during Membership Week and it proved a big success.

“I invited Welsh Labour MEP Derek Vaughan along and local MP Nia Griffiths and Keith Davies AM as well as a range of local learning providers. Staff took time out to speak to all of them.

“Many filled in the learning questionnaire and I signed up Genevieve Jones as a new ULR as well as three new members.

“I was really impressed with the impact the event had, as members

had no idea they had learning courses available to them. One member was really excited about signing up for a Spanish course as it would help her when she’s on holiday.

“Our store manager was impressed too and said how beneficial learning new skills was to both staff and employer.

“MEP Derek Vaughan praised Usdaw for promoting education in the workplace and the importance of education for everyone.”

“Access to learning benefits both the employee and employer and our members are keen to sign up”



View the Recruitment and Organising gallery on the UsdawUnion flickr page

Action all areas for dedicated reps



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Morrisons Scunthorpe, Laurence Mager

Twenty-seven year-old Morrisons rep Laurence Mager has become a familiar face promoting the union in stores in the North East Lincolnshire area over the last 18 months.

In May the keen activist's hard work was noted when he was chosen for this year's Academy1 where he will be working with store reps on a variety of organising projects in his division.

"I was delighted when I heard I'd won a place on the Academy," said Laurence from Cleethorpes. "I see it as the next stage in my development. I'm keen to get on and improve my skills.

"My time out on stand-down gave me the opportunity to spend more time in specific stores working with existing reps or identifying new ones.

"In January I organised a series of campaigns in different stores. I ran a Pension Awareness day at the Scunthorpe store and invited Labour MP Nic Dakin along, he was very enthusiastic about the campaign as were the staff and I signed up three new members on the day.

"Generally people thought pensions was a good issue to raise and they asked a lot of questions and took the leaflets away.

"The campaign days helped to build my confidence and self-belief and I know the Academy will do a whole lot more for me. It's the perfect training ground for any rep who wants to progress."

Tesco Kidsgrove, Dianna Sedgwick

A well organised Parents and Carers Day paid dividends at the Tesco store in Kidsgrove, Staffordshire.

The latest campaign message 'Too much on your plate – Talk to Usdaw' hit home with staff and customers alike as advice was given on how to cope with the daily pressures of balancing work and family life.

"One in four of us will experience a mental health problem at some stage in our lives – Usdaw can help"

"The day helped to promote mental health awareness and the tough times many workers are facing," said rep Richard Evans.

"Coping with rising food costs, caring responsibilities, money problems, and cuts in benefits is putting huge pressure on workers.

"The day encouraged staff to talk about these issues and see how Usdaw could help. The booklets and literature went in no time and we've had some great feedback since."

Lifelong trade unionist and Labour prospective parliamentary candidate for Stoke-on-Trent North Ruth Smeeth lent her support to the event. As did local councillors and reps out on stand-down from other companies.

The Potteries store is one of Academy2 organisers Dianna Sedgwick's key stores. "I was very impressed with Richard's organisation of the event, he covered everything.

"It was also very satisfying to sign up three new reps, one of whom will take on the role of ULR. This will allow me to work closely with the reps and help organise and develop them in the future."



LAURENCE MAGER AND NIC DAKIN MP
GET RECRUITING AT MORRISONS SCUNTHORPE



DIANNA SEDGWICK (LEFT)
TESCO KIDSGROVE



THE SOUTH WALES AND WESTERN TEAM IN ACTION ON CARDIFF HIGH STREET



NORTH WEST'S EMMA AND CONNOR WITH LOCAL STUDENTS

Activists hit the streets

Active young members out and about

Usdaw's young activists were very busy in April promoting the union and its benefits to students and young workers across the UK.

Scottish division

"Many young people know very little about trade unions and are unaware that they have the right to join a union of their choice," said 25 year-old Scottish Youth Committee member Chris Gilmour, who helped organise an event at Forth Valley College in Falkirk.

"It went really well, students filled in more than 100 questionnaires and took away membership forms, even the lecturers took an interest in Usdaw and what we offer.

"I was asked a lot of questions and gave out a lot of advice mainly to students working part-time with companies like McDonalds.

"It was good news to them that they could join a trade union for security and protection at work!"

North West division

It was a similar story in the North West Division where activist Callum Harrison took two new youth committee members from Northern Ireland to their first union youth

committee activity at Warrington College.

"We'd hardly set up the stall and filled up the goodie bags when we were inundated with students asking: what's Usdaw and why were we there?" said Callum, who works for Poundland and has been a youth activist for five years.

"It was a huge success," said 22 year-old Emma Cunningham who works for Tesco in Newtownbreda, Northern Ireland.

"Along with Connor McDonald it was my first youth committee event and I really enjoyed it. Having the opportunity to talk to students on their rights and passing on information was very rewarding

"I'm looking forward to setting up similar events back home in schools and colleges in Belfast."

South Wales and Western division

Meanwhile, South Wales and Western youth committee took to the streets of Cardiff to leaflet young workers and shoppers and raise the profile of the union and the work of the youth committee.

"Even though our brief was to target young people, which we did, we also had a lot of interest from shoppers in general who were really interested in what we had to say



CHRIS GILMOUR (RIGHT) AT FORTH VALLEY COLLEGE, FALKIRK

about the union," said Co-operative worker Alastair Turner from Devon.

"Grandparents were keen to take our leaflets home for their grandchildren and our flags and banners were a visual reminder to the people of Cardiff that Usdaw is the union for retail staff."



www.usdaw.org.uk/youth

TUC Youth Conference

Delegation get respect for equal pay

Usdaw was represented by six young activists at the TUC's Young Workers' conference held in London in March. The union's 'Equal Pay for Young Workers' call was carried unanimously by delegates at the conference.



L-R CALLUM AFFLECK, KIERAN PHILLIPS, DONNA TRAILL, SHANE SPITTY, RONA MONTGOMERY, AND CALLUM HARRISON

Five former activists take the next big step



Angie Dewing



David Clift



James Postings



Shirley Savage



Dennis Nash

Five new area organisers joined the union's staff in the spring. Four of them graduated from the union's Academy, proving yet again that this unique six-month secondment and training programme is the perfect breeding ground for activists and future officials.

Angie Dewing

Angie Dewing, 52, is based at the Bury St Edmunds Office.

The former Tesco team leader is a well-known activist in Eastern division having been involved with the union since 2006. She has held the role of shop steward, safety rep, mobile union learning rep and completed both Academy 1&2, and also tutored with the TUC.

"Usdaw has opened so many doors and changed my life, I've never looked back," said Angie.

"I want to continue developing my reps and give them the opportunities and guidance I've had, so they can achieve their goals and organise their workplaces."

David Clift

Former Morrisons bakery manager David Clift is the new recruit at the Plymouth Office.

The 41 year-old from Bodmin in Cornwall has been an activist for seven years and held the positions of

shop steward, safety rep and branch chair and spent time out on stand-down and six months with Academy1.

"I'm looking forward to the challenges ahead," said David.

"My experience with the union, especially out on stand-down and the Academy, has shown me just how much potential we have in our division.

"I'm looking forward to using my skills to develop and encourage more reps to progress with the union."

James Postings

Former Tesco manager James Postings took up his new position at the Edinburgh office in April.

The 48 year-old has been an activist for five years taking on the roles of shop steward, health and safety rep and branch chair and has completed both Academies and spent several periods out on stand-down.

"As an official I now have the opportunity to work on my own patch and develop my own team of hardworking reps," said James.

"Hopefully with the union's help and the reps' own hard work and commitment, I'll see some of them progress with the union and become area organisers too."

Shirley Savage

Shirley Savage has joined the team at the Leeds Office. The former Co-op activist from Barnsley brings 16 years

of union experience to her new role.

She has sat on the Co-op's national wage negotiating committee since 1998 and was elected branch secretary in 1999.

Shirley was also a shop steward, health and safety rep and a divisional councillor. She has spent time out on stand-down and joined Academy1 in 2012.

"The help and support from colleagues at the Leeds office has been second to none," said Shirley, 57.

"I'm looking forward to working with and supporting many new reps and members in the division."

Dennis Nash

Former Morrisons distribution driver Dennis Nash was appointed organiser at the Kegworth office in March.

The 57 year-old is a well-known activist in his division having held the positions of shop steward, branch secretary and divisional councillor. He also sat on the national transport committee.

He said: "Getting the area organiser role and working within the trade union movement is a dream for me.

"I'd like to develop as a full-time official and help build and retain membership.

"I'd also like to do all I can to help Labour get back into government so we can fight back against the anti-working class legislation brought in by the Tories."



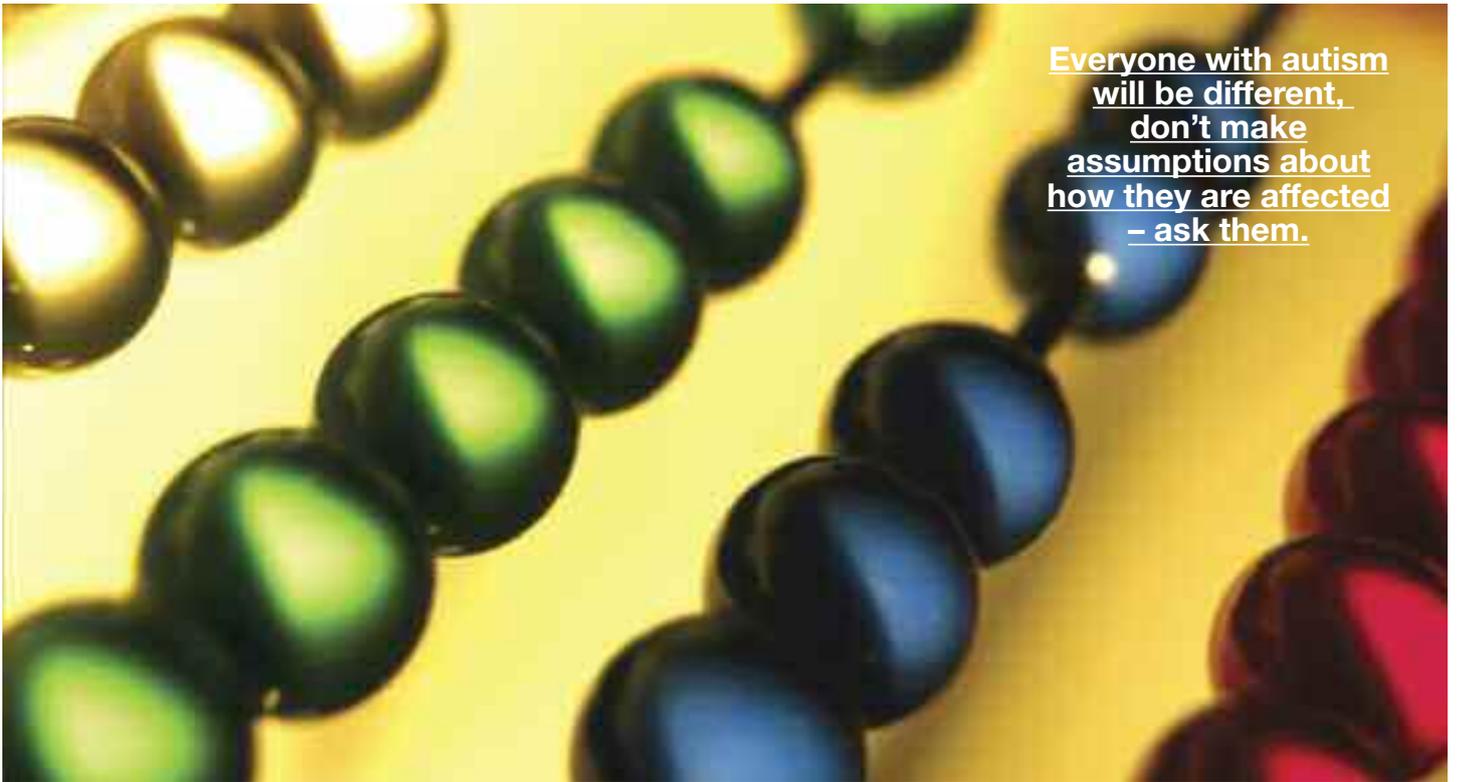
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Everyone with autism will be different, don't make assumptions about how they are affected – ask them.

Understanding autism

Usdaw has produced a new factsheet on supporting members with autism and other associated 'spectrum disorders' such as dyspraxia, writes equalities officer Jo Bird.

Autism is much more common than most people think with more than 700,000 people in the UK diagnosed with the condition. People from all nationalities, cultural, religious and social backgrounds can have autism and it is a lifelong condition.

Although the characteristics of autism vary from person to person there are some common symptoms. These tend to cluster around difficulties communicating and interacting with others. People with autism may find it difficult to read body language or understand facial expressions. They often have difficulty recognising or understanding other people's emotions and feelings and expressing their own.

Everyone with autism will be different, so as always, don't make assumptions about how they are affected – ask them.

As with most disabilities people diagnosed with an autistic spectrum disorder aren't automatically

considered to be disabled under the Act. In order to decide whether or not a member with autism, or an associated spectrum disorder, is covered you have to fit them into the definition of disability. The definition is someone who has a 'physical or mental impairment that has a substantial and long-term, adverse effect on their ability to carry out day-to-day activities'.

If a member with a spectrum disorder fits into this definition then their employer falls under a clear duty to make reasonable adjustments, not only to the workplace and job duties but also to their own policies and procedures.

The factsheet gives a number of examples of reasonable adjustments such as: A member with autism may perform better when they have a structured working day and a clear routine. Members with autism may find changes to working hours or working days difficult, if not impossible, to cope with.

An example of a reasonable adjustment might be to give a member with autism set hours of work and/or set days of work that are not subject to change. If change is unavoidable, it would be reasonable for employers to plan any change

well in advance, with regular reminders of when it will happen and exactly what it will mean.

The factsheet is free to download from the website. Paper copies can be ordered by contacting the stationery department at central office. This is the fourth factsheet in Usdaw's guidance for reps on how the Equality Act (or Disability Discrimination act in Northern Ireland) can be used to get disabled workers the support they need at work. The other three are on asthma, diabetes and mental health problems.



For more information on autism visit www.autism.org.uk



www.usdaw.org.uk
search
autism



equalities@usdaw.org.uk

Lone working – Your Questions

The health and safety section receives many enquiries about lone working. Here are the answers to some of the most common questions.

Q. Is it against the law to make me work on my own?

There is no law to prohibit lone working in general. It is prohibited only for a small number of very dangerous jobs such as work in confined spaces, live electrical work and some construction work.

Q. Should my employer check to make sure I am safe working on my own?

Yes, your employer has a general duty of care to ensure your safety in the workplace and to manage any risks arising from lone work.

Typical situations where



Usdaw members may end up working on their own include small convenience stores, petrol filling stations and home delivery drivers.

Employers need reliable procedures to monitor lone workers, systems to allow them to get help when they need it and measures to protect them from identifiable risks. There must also be training in what to do in case of an incident. Use of CCTV, remote monitoring, buddy systems where workers keep in close contact, personal alarms and other measures can all make a difference.

Q. I work in a busy Petrol Filling Station (PFS) and am sometimes left on my own. Is this OK?

It can be, provided a proper risk assessment has been done. In addition to the protection mentioned in the previous answer, young people under the age of 18 must not be left alone in charge of a PFS; the worker must have clear sight of the pumps so they can be shut down if a member of the public is not using them properly and any public address system or CCTV must be working.

Q. Can I refuse to work on my own?

The short answer is no, unless you feel that your health or safety are in imminent danger.

If there are concerns about working alone they need to be addressed.

Health and safety reps should take up members' concerns with the employer and should monitor to make sure that protective measures and safe working practices identified by the risk assessment are being followed.

Email us: network@usdaw.org.uk

SURVEY **Speak up on H&S**

The TUC is running its tenth survey of union health and safety reps. The survey gives unions crucial information about who health and safety reps are, what they do and what they need.

"We need this information so that the TUC and unions can do more to help health and safety reps, and so that their views and experiences are better reflected in public policy debates and the work of the Health and Safety Executive (HSE)," a TUC briefing says.

The results will be used to inform campaigns for better safety standards at work, including more rights for health and safety reps.

The deadline for replies is 27 June 2014.

Contact the health and safety section at central office for copies of the survey or go online to complete it.



www.tuc.org.uk/health-and-safety

Too hot to handle?

While summer is on the way, Usdaw continues to support the trade union campaign for a maximum temperature at work.

Under the Workplace (Health, Safety and Welfare) regulations employers must maintain a 'reasonable temperature' in indoor workplaces.

Although there is a minimum reasonable temperature there is no maximum in the law. So, even though the law requires employers to take steps when it gets too hot, it is not clear what 'too hot' means.

Usdaw backs the TUC demand for a maximum of around 27°C to 30°C in most workplaces

Excessive temperatures can lead to sweating, irritability, nausea,

headaches, fainting, muscle cramps, extra strain on the heart and ultimately heat stroke.

The problem is worse when there is high humidity or staff are working in areas with hot machinery.

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

Check out our *Keep your Cool* leaflet on the website.



Tell us if it gets too hot where you work. What effect does it have on workers? What, if anything, has management done to make it easier to cope



Email
healthandsafety@usdaw.org.uk

Ban e-cigarettes at work – says TUC in new advice



The TUC is calling for employers to ban e-cigarettes in the same way that ordinary ones are banned from the workplace to avoid sending confusing messages to the workforce.

As part of its advice on workplace smoking policies, the up-dated TUC guide now includes a section on electronic-cigarettes which have increased in popularity but are not covered by the current legislation.

Great strides have been made since the introduction of smoke-free public spaces in 2007. Deaths from heart disease and problems with asthma have

fallen dramatically since the ban was introduced.

Second-hand tobacco smoke is a major cause of heart disease and lung cancer amongst non-smokers who work with people who smoke.

It is estimated that around 700 workers a year die as a direct result of second-hand tobacco smoke in their workplace.

However some workers, including those who visit people's homes, are still exposed to others' smoke. The guide advises on protection for these workers and on workplace support for smokers who want to give up.

Government safety record – toxic and hazardous

A new TUC report has slammed the Government's continued attack on health and safety in the workplace.

In *Toxic, Corrosive and Hazardous - the Government's record on health and safety*, launched on International Workers' Memorial Day in April, the report warns the changes 'are having, and will continue to have, a significant effect on the health of workers'.

Although health and safety did not feature in their manifestos in the run up to the 2010 election, the Coalition Government moved quickly to introduce legislation

in what they claim was an effort to rid business of the burden of restrictive legislation.

The report goes on to say 'the question is whether the HSE, and our health and safety system, can survive a further period of cuts, deregulation and political neglect or abuse'.

The TUC calls for a sea-change in our attitude to health and safety if we are going to stop this massive health problem that costs the state billions of pounds but which claims the lives of far too many workers.

The report can be found on the TUC website.



Q&A with...

Vicki Steele, 29, is a part-time kiosk assistant for Sainsbury's in Cockermonth, Cumbria. She has been an activist for two years and is a health and safety rep, shop steward, branch secretary and is currently on six months secondment with Academy1.

Q. Why are you involved in health and safety?

I took on the role of shop steward and health and safety rep at the same time as I thought the two roles go hand-in-hand. My job as a union rep is to take care of the health, safety and wellbeing of my members and colleagues, so they can work in a stress free environment.

Q. What is a typical day for you?

Just checking around as you work, spotting any potential hazards and reporting them to management. Also talking to members throughout the day to see if they have any issues on their departments, and then investigating and reporting the issues. Also encouraging colleagues to make me aware immediately there is an issue.

Q. What type of issues have you dealt with?

Metal roller ramp to the commercial freezer in the upstairs warehouse – The metal on the ramp had come away half way down the ramp, so when members were taking the rollers out of the freezers, the roller wheels would catch it and the cages would fall right over. This was a major risk hazard to other colleagues who were near the ramp when the rollers went over. A fully packed heavy roller could have caused some serious injuries. My members took photos as evidence which led to a new ramp being installed.

Wooden shelf to kiosk entrance – The metal catch stopped holding the shelf up and would slip hitting people on the head. Between reporting it and getting it fixed there was an incident when a colleague took a heavy bang to the head – it was fixed the next day.

Store heating system – Our store is 12 years old now and the heating system just wasn't up to it, and it had got to the point where it was freezing in the shop. After discussions with the management team and complaints from my members, we now have the boiler fixed, and new heaters throughout the store replacing the old ones. The heaters are new and energy efficient so now it costs the company less money in fuel bills.



Your Letters

tweet deck

Some of our favourite tweets to @UsdawUnion

@cara_hilton I just supported Usdaw-Mental Health Awareness

@alixx_p
@HarrietHarman
@UsdawUnion
@LabourSJ how about ensuring apprentice/job training/graduate and intern schemes not ageist? UN/ICC both are.

@WireYoungLabour
Another great phonebank session hosted by Warrington
@UsdawUnion, thank you! #LabourFamily #oneteam



@robistheblob
feeling brain dead after a long first week on Academy1 but bring on the next 6 months!

@auntielawlaw
Sign language course at Tesco Irlam. Brilliant atmosphere and everyone is learning loads

@ljgraince
Usdaw ponchos at One Direction Concert at Sunderland Stadium of Light



ADM – A fantastic experience!



ADM was a week of completely new and wondrous experiences for me; first time delegate, first break away from parents and partners – even first proper fancy dress!

On the first day I took my seat and immediately I was in awe of the grandeur of the Winter Gardens. Let alone the many points raised in the debates.

When I arrived I did not intend to take to the rostrum, but I flipped over my Agenda, quickly read ahead, and noticed proposition 17 – sick pay. It struck a chord with me, pulled strings in my heart and mind, and I put pen to paper. At the rostrum, I spoke honestly and openly about my situation and received such positive support and feedback from so many.

I didn't think I had the skills to stand before a handful of people, let alone the entire conference! I urge all of those that have not attended to do so and speak at the rostrum next year, after all if I can do it – so can you!

Catherine Parr
North London Tesco C1

Shop Direct's promo triumph

I would like to thank all the union reps that got involved in the planning and running of the Legal Plus Awareness Campaign at Shop Direct, Thynne Street.

I would also like to thank the officials who cover this site, Wendy Murphy and Michelle Owens, for their help in planning this event plus the continued support that they offer to us.

We wanted to raise the profile of the excellent support that the union panel solicitors – Rowley Dickinson – offer the membership on site. The solicitors were on hand to promote the free will writing service that's available, but they also offered the chance for members to speak to a solicitor for any non-work related issue.

This event proved very successful as the two days allocated to the solicitors were fully booked by members taking up the opportunity of the services being offered by Rowley Dickinson.



We also invited along Usdaw Protect to promote the free personal accident insurance cover that is currently being offered for Usdaw/Sata members and again the response from the membership meant that they were inundated by members wanting to sign up for this accident insurance cover.

While this event was being held we ran a raffle for a Hudl Tablet, and I would like to congratulate Hayley Davis (left) who was selected as one of the prize winners.

Stephanie Bithell
Senior Usdaw rep
Manchester Gusco K6

Depot workers aid canine help



This is two month old Heidi, a Dogs for the Disabled puppy who has started her journey to become a fully trained assistance dog, courtesy of the donation from my colleagues at

50 years with Usdaw: Roy Pryke



Retired Co-op man (bakery, dairy and insurance) Roy Pryke from Rasmey in Cambridgeshire, celebrates 50 years with Usdaw. (l-r) Branch secretary Edna Simms, Roy's wife Jean and Roy.

50 years with Usdaw:





A dedicated space to share your news, views and achievements. Let us know what you have been up to and you could win £50! Keep it brief. We reserve the right to edit all letters published.

Spotlight Day around the UK

the DHL/Nisa depot in Harlow.

The £1,000 donation will pay for the first year of Heidi's socialisation with a host family.

Once again a big thank you to all at the depot for their generosity.

Eamonn Abbott

Chelmsford and Harlow No.1 C35

Scotts ponder referendum



The Scottish Division held its Spring Conference in March with the theme of '2014 Scotland Decides'.

Deputy general secretary Paddy Lillis spoke, and also made presentations to a number of our delegates who had won awards; and David Martin MEP, held a question and answer session.

The highlight of the conference was the Rt Hon Alistair Darling MP, who spoke on the Better Together Campaign and expertly answered the many questions.

Lawrence Wason

Scottish divisional officer

Bruce Fraser



Retired Scottish divisional officer Bruce Fraser celebrates 50 years with Usdaw. (l-r) Divisional officer Lawrence Wason, Bruce Fraser, his wife, Eleanor and branch secretary Margaret Mitchell.

Graham wins equality award



Hard-working equality rep Graham Newport from Tesco Extra Irvine in Scotland won the Scottish TUC One Workplace Equality award.

Graham, pictured with Scottish Labour leader Johann Lamont, has been highly influential in Usdaw's work to support LGBT members and encourage other under-represented groups to become more involved.

Graham said: "Proud is an under-statement, it was a happy day when I heard the news of the award.

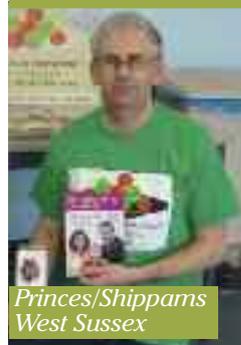
"But in hindsight, a little sad to think that equality issues are still rife wherever we look, not just for LGBT workers but for disabled, black and ethnic minority and women as well."

STUC general secretary Grahame Smith said: "Graham is a great role model and we are delighted that he represents his union on the STUC's LGBT Workers Committee."

Free copies of 'Settling Scores' went to...



Ron Armstrong F14, Kevin Corfield E110, Brian Ismey G47, Dave Parkinson K149, Christina Kyriacou C1, Richard Girling C73, Keith Kivelehan G12, Ray Taylor F174, Paul Timmins E8, Mike Jackson C12, Jo Crumplin F71, Nigel Day F149, Owen Butterfield F13, Mark Kelly A230, Pat Buttle F172, and Scott Jones A108.



Princes/Shippams West Sussex



Tesco Bank Glasgow



Tesco Irlam



Tesco Redditch



Tesco Kidsgrove



Tesco Eastbourne



Morrisons Leek



Tesco Extra Hastings



Tesco Edinburgh Homeplus

Our Services and Benefits Package Cannot be Beaten

Usdaw
Union of Shop, Distributive
and Allied Workers

Sata
Supervisory, Administrative,
and Technical Association

Usdaw's services and benefits package offers fantastic value for money and ranks amongst the very best of all Britain's trade unions whilst ensuring the subscription rate you pay remains one of the lowest.

At our recent Annual Conference, Usdaw delegates, representing all 427,000 members, voted overwhelmingly for an increase in the weekly subscription from 30 June 2014. This increase will ensure that the Union retains a sound financial base and can continue to offer you a comprehensive range of professional services.

Our legal services can make a real difference



Legal Plus offers you and your family a wide range of legal services. In 2013 more than £23 million was won in compensation for our members. Key aspects of the Legal Plus service include:

- **FirstCall Usdaw – 0800 055 6333 – FREE** Accident Claim Line.
- Advice from lawyers who specialise in accident or work-related disease and injury cases.
- You are covered for any accident in the UK, any time, any place.
- If you win, you keep all your compensation and Usdaw meets all your costs.
- **FREE** will-writing service for you and your partner.
- **LOW COST** probate and conveyancing service for you and your partner.
- Your immediate family are fully covered for road traffic claims.
- **FREE** initial legal advice on any matter not connected to work and follow-up assistance at competitive rates.

Professional services from a modern union

- **FREE** professional assistance and advice on all employment matters including grievance and disciplinary hearings.
- **FREE** cash benefits.
- Health and safety/pension advice.
- Union education and training.
- Special member offers and discounts from well-known companies.

Full details of Usdaw's benefits and professional services are available from your Union Rep or visit our website www.usdaw.org.uk or call the Usdaw helpline on **0845 60 60 640***

*calls charged at local rate

Scan here**

To view the latest news, information and resources on your mobile.



www.usdaw.org.uk

**To scan the code, download a QR reader app from your app store. A charge may be applied by your network provider.

The Legal Plus service is offered subject to the Rules of the Scheme. A member must be fully paid up at the time of the problem and remain so. Legal assistance will not be granted to a family member if they should have been in Usdaw themselves. Legal assistance cannot be granted to bring proceedings against the Union.

WEEKLY CONTRIBUTION RATES

Scale	A	B	C
Weekly Subscription	£2.29	£2.00	£1.43

SICKNESS GRANT*

Scale	A	B	C
Payment after continuous period of 6 weeks	£30	£25	£15
Payment after 20 weeks	£100	£40	£30
Payment after 40 weeks	£75	£50	£35
Payment after 52 weeks	£100	£55	£40

*Please note each Sickness Grant is a 'one-off' payment for the period stated and is not payable weekly.

PERMANENT DISABLEMENT GRANT

Scale	A	B	C
Total	£4,000	£1,000	£1,000
Partial	£2,000	£500	£500

MATERNITY/ADOPTION BENEFIT

Scale	A	B	C
Grant	£30	£25	£20

PATERNITY/ADOPTION BENEFIT

Scale	A	B	C
Grant	£30	£25	£20

DEATH GRANT

Scale	A	B	C
Funeral	£650	£210	£140
Industrial Accident	£6,000	£1,500	£1,500
Non-Industrial Accident	£2,000	£500	£500

DISPUTE BENEFIT

Scale	A	B	C
Weekly Benefit	£50	£50	£50

Benefits are payable in accordance with the Union rule book and any entitlement depends on paying your contributions regularly and not falling into arrears. Benefits can only be claimed (except dispute and victimisation benefit) after 12 months' continuous membership. All rates effective from 30 June 2014.