

NETWORK

THE BIMONTHLY MAGAZINE FOR USDAW ACTIVISTS – JULY/AUGUST 2018



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TIME FOR A BETTER DEAL
FOR ALDI AND LIDL WORKERS

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2018

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- Equalities rep
- Most promising new activist
- Outstanding achievement



Any Usdaw member can make a nomination in each category. Nominations must be received at your local Usdaw office by **Friday 21 September**.

For more information about the different categories and to download the nomination form visit the Usdaw website.

www.usdaw.org.uk/nominate



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PADDY LILLIS LOOKING FORWARD TO THE FUTURE

I am delighted to have started my new role and want to extend a very warm welcome to the new deputy general secretary Dave McCrossen and new president Amy Murphy. It's been a smooth transition and I look forward to working with them to face the challenges that lie ahead.

In the coming months I will be travelling up and down the country meeting our fantastic reps and activists who do a great job of representing our members. Your support is crucial in helping me take Usdaw from strength to strength.

Network magazine is a good way of keeping you informed of what's happening in the union and understanding the opportunities available to reps. This new look edition includes news and some of our regular features including activist in depth, recruitment



and organising and health and safety.

In addition, it also covers the conferences that have taken place over the last couple of months.

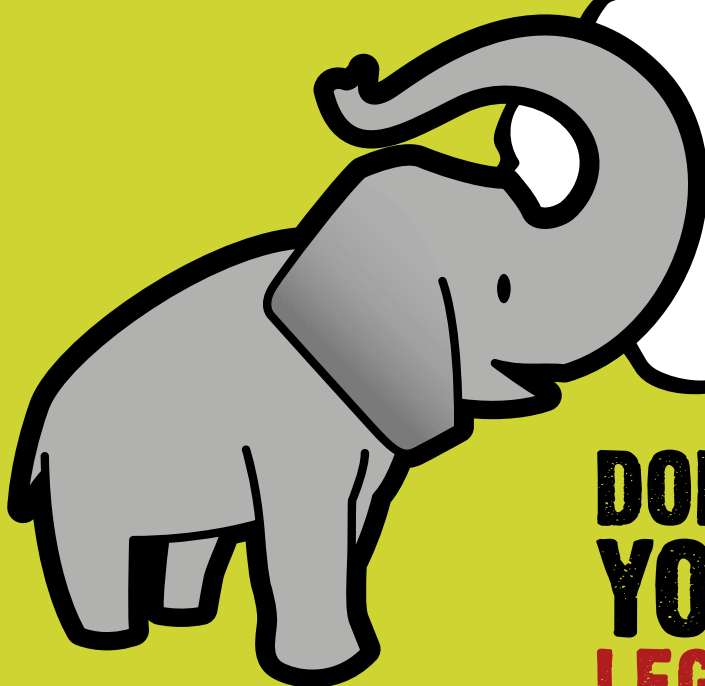
I hope you enjoy reading this refreshed edition of *Network*.

Usdaw General Secretary

Paddy Lillis



Paddy Lillis and Dave McCrossen at the 2018 Durham Miners' Gala



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IN THE NEWS

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FAIR WAGES FOR ALL AGES

A group of young Usdaw members joined activists from other unions in Parliament in July to support a private members' bill to extend the National Living Wage to workers aged over 18.

The Bill, introduced by Holly Lynch MP, was due to have its second reading a couple of days later but insufficient time was available for MPs to properly consider it and it will now be pushed back until November.

Usdaw general secretary Paddy Lillis said: "Usdaw has long supported the principle of equal pay for equal work and has successfully negotiated the removal of age-related pay in many of the major retailers. Those employers, who are doing the right thing by their young workers, are vulnerable to being undercut by employers who take advantage of a law that discriminates by age. Holly Lynch's bill is very welcome because it creates a level playing field based on fairness for young workers.

"The Government sets a poor example to employers by suggesting that young workers are less valuable than their older counterparts. They



Holly Lynch MP with young Usdaw members at Parliament campaigning for 'Fair Wages For All Ages'

attempt to justify lower pay for younger workers by saying that higher rates would increase youth unemployment. However the only other EU country that does not pay the full adult rate until the age of 25 is Greece, a country with more than 40 per cent youth unemployment. In the UK, it's around 12 per cent.

"Usdaw believes that young workers should be encouraged to enter and progress in the world of work, but this will not be achieved by using them as cheap labour. Rather than

promoting age-related pay, the Government should be making a commitment to promote youth employment with positive initiatives, such as careers advice in schools and colleges, improvements to vocational training and the promotion of good quality apprenticeship schemes.

"Youth rates are not acceptable and it is clear they can cause real hardship for young workers and their families. It is time the Government changed the law by backing this Bill."



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IN BRIEF

HOMEBASE

Usdaw is supporting Homebase staff as new owner Hilco tries to turn the company around.

Homebase was sold for just £1 following a disastrous ownership by Westfarmers.

The union is in touch with the company and providing members with the representation, support and advice they require at this difficult time.

UNIVERSAL CREDIT

The National Audit Office released a damning report stating that the £1.9bn universal credit system could end up costing more than the benefit system it is replacing.

After eight years, only 10 per cent of claimants were on the system and one in five were not receiving their full payment on time. A significant minority of those paid late (20 per cent) were waiting five months or more to be paid.

HERMES WORKERS

A Leeds employment tribunal has ruled that Hermes couriers have been incorrectly labelled as self-employed when they should be classed as 'workers'. This would entitle them to receive the minimum wage and holiday pay, and to reclaim unlawful wage deductions. The GMB union, who brought the claim, said the ruling could have implications for thousands of couriers on bogus self-employment contracts.

Despite similar verdicts against other companies, including Uber, the Government will not be bringing employment law into line with the judgements that have ruled in favour of gig economy workers. Instead they will launch a detailed consultation.

LOW PAY COMMISSION

USDAW GIVES EVIDENCE TO INCREASE MINIMUM WAGE RATES

In July Usdaw met with the Low Pay Commission (LPC) to give evidence for setting the new minimum wage rates due to change in April 2019.

General secretary Paddy Lillis said: "While the cost of living is rising sharply, wage growth has been sluggish. The minimum wage needs to increase significantly to address the squeeze on living standards.

"We are urging the LPC to at least continue with increases that will take the National Living Wage (NLW) to the target 60 per cent of median earnings by 2020. Usdaw's aspiration is for £10 per hour and we continue to campaign for that.

"We have very real concerns about hours of work as well as the rate of pay. Insecure work, zero-hour contracts

and short-hours contracts are a real problem for many workers. We want workers to have the right to contracted hours that match the average hours they work.

"Udaw is also extremely concerned about the pay gap for young workers, so we also call for the NLW to be paid from the age of 18. The NLW only covers workers aged 25 and over, which means that almost a third of retail staff are excluded from receiving it.

"We know that the Low Pay Commission make evidence-based decisions and we welcome them giving us a hearing.

"Low pay is one of the biggest issues facing workers and the world of employment today."

CAVAGHAN & GRAY

CARLISLE GO THE EXTRA MILE



Udaw officials and the rep team at Cavaghan & Gray

Udaw general secretary Paddy Lillis along with divisional officer Joanne Thomas and area organiser James Posting attended a site tour at Cavaghan & Gray in May. The tour gave a history of the site and was an opportunity to highlight the good industrial relations between the company and Usdaw.

Cavaghan & Gray is a food

manufacturing business and supplies ready meals to Marks and Spencer. Up until 2004 it was one of the largest employers in Carlisle.

The company recently recruited around 250 new members taking the number of staff to over 1,100. The team of reps on site are working hard to increase density from 65 per cent to 80 per cent.

FREEDOM FROM FEAR CAMPAIGN

REPS AT THE READY FOR RESPECT WEEK 2018

Every year, as part of the union's Freedom From Fear campaign which seeks to prevent violence, threats and abuse against workers, Usdaw holds a Respect Week allowing reps and members to play an active role in supporting the campaign.

Activists run events and hold stalls in their workplaces and town centres during Respect Week to encourage the public to 'Keep Your Cool' and remember that abuse is not part of the job.

Reps will be contacted in August about how they can play their part in this year's Respect Week which will run from 12-18 November.

Reps will have the option to run a full campaign or spare just an hour to ensure that their colleagues and the wider public know all about the



This year's Respect Week will take place from 12-18 November

union's campaign and its message. Resources will be available to order from the beginning of September until early October.

If you take part, don't forget to promote your event on social media. Share your pictures, let

people know why you're taking part and help spread the message of Respect Week using the official hashtag #Respect18.

To find out more about the Freedom From Fear campaign visit www.usdaw.org.uk/fff



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2018 UNI GLOBAL WORLD CONGRESS IN LIVERPOOL

CALL FOR RETAILERS TO RECOGNISE USDAW

Usdaw took its recognition campaigns in Aldi, Lidl and M&S to the UNI Global Union World Congress in Liverpool.

General secretary Paddy Lillis called on M&S, Lidl and Aldi to end their refusal to recognise Usdaw as the independent trade union for their staff.

Paddy said: "Aldi and Lidl now have more than 12 per cent of the UK's market share.

"We have repeatedly asked them to sit down at the table with us and discuss a way forward, but every single time they have refused. Usdaw activists have stood strong, holding action days across the UK. Standing outside shops and distribution centres for hours on end, recruiting new members, raising awareness with the public and gaining support in



the UK Parliament and European Parliament for our campaign.

"I know this issue is by no means unique to the UK and I applaud the efforts of our sister unions around the world who are fighting to give Aldi and Lidl workers a say. We need to work together, with the support of UNI, to put pressure

on Aldi and Lidl. We also need to look at other employers. Marks and Spencer are a huge name in UK retail but continue to refuse to recognise Usdaw despite our long-running campaign. They are known as a British brand, but they operate across the globe, so we will be redoubling our efforts to win recognition."

POUNDLAND DUNFERMLINE

USDRAW PLAYS LEADING ROLE AND SAVES STAFF FROM THREAT OF REDUNDANCY

Poundland in Dunfermline was in intense discussions with its landlord as it tried to renegotiate the terms of its rent agreement. After failing to come to an agreement Poundland served its 23 members of staff their redundancy notice because it felt it had no choice but to close the store.

Usdaw area organiser Tony Sneddon became involved in the consultation process. After examining the business case put forward by the company Tony saw that it was a successful store with 9,000 customers a week. The only reason the store had served a redundancy notice was due to the rent.

Tony got in touch with Alex Rowley



and Claire Baker MSPs for Mid Scotland and Fife. Tony, the MSPs and David Ross co-Labour leader of Fife council worked together with the company and the landlord to come to an agreement that would allow the store to remain open. After weeks of difficult negotiations an agreement was reached.

"It didn't feel right that a successful store was looking to close," said Tony. "The store was extremely popular with customers who were fully in support of keeping it open.

"With the help of our fantastic MSPs and council leaders we were able to encourage Poundland and its landlord to keep negotiating until a mutual agreement was found. Our members were absolutely delighted with the result.

"I am very proud that Usdaw played a leading role in helping save jobs at this store. This demonstrates the value of union membership and highlights the work that goes on behind the scenes in an attempt to save jobs."

PRESIDENT RETIRES

LONG-SERVING USDAW PRESIDENT JEFF BROOME STEPS DOWN



Jeff Broome stepped down after four terms as president of Usdaw after the ADM in April. He began his journey when he joined Usdaw as a Co-op employee in 1989. He then went onto work for Boots Logistics in Nottingham. As a rep he worked tirelessly on behalf of members and in 1994 he was elected to serve on the executive council. In 2006 Jeff was elected as president of Usdaw. He remained a popular figure with members and was subsequently re-elected

in 2009, 2012 and 2015.

In the last 12 years Jeff has seen the union go from strength to strength in terms of recruitment, modernisation and the development of reps. Jeff was a hands-on president who played an active part in Usdaw's award winning campaigns as well as being an outspoken advocate for equality throughout his presidency. He took every opportunity to encourage members from under involved groups to become more visible and vocal in the union.

DEVOTED ACTIVIST

General secretary Paddy Lillis said: "I worked with Jeff for many years and knew I could always rely on him for his full support. Jeff's activism and experience as a rep meant he instinctively understood the issues that were most important to our members. His experience of working with employers and his knowledge of the wider economic and political issues meant Jeff always had a balanced, well thought out

view on difficult issues. I want to thank Jeff for all his support and guidance and wish him the best of luck in his next adventure."

Jeff Broome said: "I feel honoured to have been granted the privilege of serving as the president of one of the largest and fastest growing unions in the country. I want to thank everyone: members, reps, officials and Usdaw staff who have supported, helped and encouraged me during this time. I couldn't have done it without you. When I joined Usdaw back in 1989 I never thought that I would end up being elected as its president! I hope I have shown that unions do much more than support members when things go wrong. Unions can provide members with valuable learning and training opportunities that can be life changing. Although I'm stepping down I will continue to remain active within the trade union movement. I also want to congratulate my successor Amy Murphy and wish her the best of luck."




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IN BRIEF

TESCO AND CARREFOUR

Tesco plans to enter a three-year strategic alliance with French retailer Carrefour, in an attempt to secure better deals from multinational suppliers, and fight back against the rise of Amazon and discount retailers like Aldi and Lidl.

CO-OP LOSES COSTCUTTER BID

The Co-op has had its £15 million takeover bid of Costcutter rejected. The current owners of Costcutter have left the door open for further talks stating that it would consider bids of at least £50 million.

POUNDWORLD

Poundworld has announced the closure of its remaining 190 stores by early August. Usdaw has been in discussions with retailer Poundland and the company has offered a job interview to any Poundworld workers who are made redundant. Poundland can be contacted by email at recruitment@poundland.co.uk

M&S CAMPAIGN

Udaw continues its campaign for recognition in Marks and Spencer. Despite the company's plans to restructure the business and close stores the company still refuses to give its staff an independent voice. A petition, hosted by the TUC, is available to sign at usd.aw/union4marks

RISE OF SMALL CLAIMS LIMIT

NEW CAMPAIGN SEEKS JUSTICE FOR INJURED WORKERS

The Government is trying to restrict injured workers accessing justice by pushing more cases through the small claims court.

Udaw members injured at work receive a first-class legal service from the union and 100 per cent of the compensation recovered. Workplace injuries and diseases are often complicated cases that cannot easily be taken by individuals without proper legal representation. Forcing more injured workers through the small claims court means the union's solicitors cannot recover the costs of the case from negligent employers.

Udaw general secretary Paddy Lillis said: "This is an important campaign, not just for injured workers, but will have a knock-on effect for workplace health and safety, as less scrupulous employers let standards slip because they know they're unlikely to face the consequences in court."

"While the employers will continue paying for expensive lawyers, workers with claims worth under £2,000 will be forced to fend for themselves."

CASE STUDY

An Usdaw member suffered a head injury when struck by a heavy metal bolt that fell from a roller shutter door. Liability was denied by the employer who alleged that their system

of inspection and maintenance of the doors prior to the accident was reasonable. Solicitors provided by Usdaw were able to demonstrate negligence and our member was awarded £1,250 in damages.

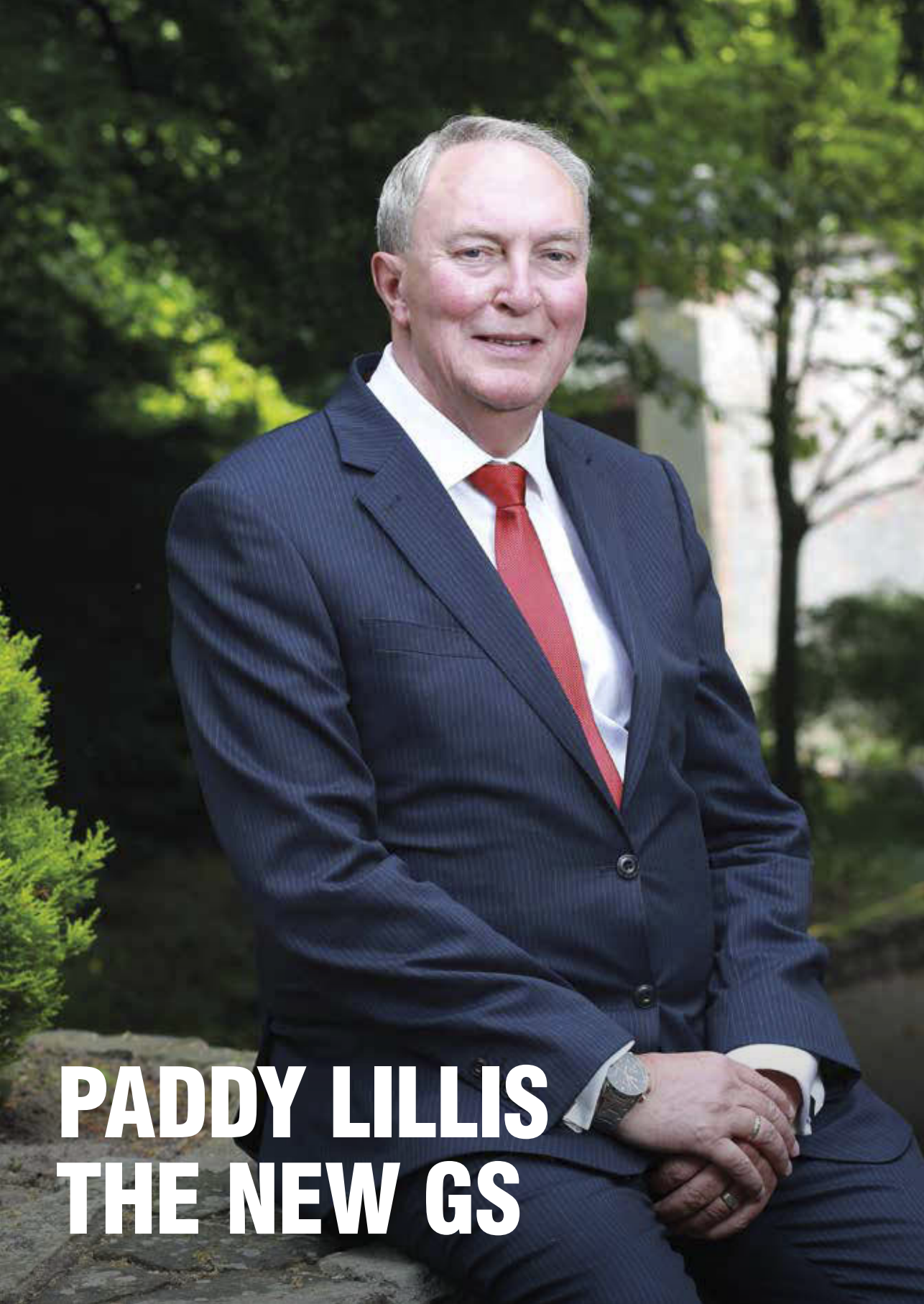
Under the Government's proposals it is unlikely a solicitor would take on this case given the amount of work required, complexity and modest amount of damages that could be recovered. Our member would not have been able to prove negligence without legal representation.

LOBBY YOUR MP

The Government needs a rethink, to ensure that there isn't an unjust restriction on workers accessing justice with the support of legal representation and the inevitable unintended health and safety consequences.

The best way to persuade the Government is to ask your MP to oppose the raising of the small claims limit for employer and public liability cases. Support Usdaw's Justice for Workers campaign by emailing your MP, which you can do through the Usdaw website at: www.usdaw.org.uk/Justice4InjuredWorkers
For further information e-mail: Justice4InjuredWorkers@usdaw.org.uk





PADDY LILLIS
THE NEW GS

The former deputy general secretary **Paddy Lillis** has taken up his new role as Usdaw's general secretary.

Paddy joined Usdaw in 1978 when he started work as a heavy goods driver at Abbey Meat Packers in Newtownabbey. Paddy took up the post of area organiser in 1989 and was promoted to divisional officer of the South Wales and Western division in 1997. In 2004 Paddy was elected as deputy general secretary, a post he held for 14 years before being elected unopposed as general secretary in November last year.

Q. How did you become active in the union?

I was born into a trade union family; my dad was an active member of the National Union of Seamen. My cousin was Paddy Devlin who was a leading Labour and trade union man in Belfast – he later went on to be a founding member of the SDLP and became a prominent politician in Northern Ireland. When I started work at Abbey Meats my brother Jimmy was the Usdaw convenor. I joined Usdaw immediately – I didn't really have a choice in the matter! Jimmy went on to become an Usdaw area organiser in the Belfast office in the 1970s.

I followed in his footsteps and became an Usdaw rep and the union convenor at the site. As a rep, I came to know the local area organiser Bob Gourley very well. Bobby was a good friend and mentor; he came from a different community to me but he always stressed the importance of building trade union working class unity across Northern Ireland's divided society.

Another person who had a great impact on me was Inez McCormack who was a local NUPE/Unison official. Again, she was a great believer in the power

of trade unions. She was also willing to challenge trade unions and helped to organise many part-time women workers who had been previously ignored.

Q. As deputy general secretary you were responsible for recruitment and organising. Why is this so important?

In 2017 we recruited record numbers of new members, over 93,000. This was the highest number of new members since the 'closed shop'. Recruiting and building the union is important because the bigger the union is, the stronger our voice will be in negotiations with employers.

Q. How does Usdaw support and develop its reps?

We put our reps at the heart of everything we do. Usdaw's Supporting and Developing Reps programme recognises that reps play a crucial role representing, recruiting and organising members. The aim is for new reps to have an induction with their area organiser soon after they become a rep and to get their basic training within six months. This programme has improved retention of reps, increased recruitment and led to talent spotting.

I have also worked hard at building and expanding the Academies and stand-down opportunities. These have been a huge success with 58,000 members being recruited in 2017. In fact, we have been approached by unions in other countries who want to replicate our organising model in an attempt to recreate our success. ►



Q. Many Usdaw full-time officials were once lay reps on stand-down and the Academy. Will there be any other opportunities for reps to be seconded to Usdaw?

Next year, Usdaw will be launching a new programme where 15 lay reps will be seconded to the union to help train other reps.

Q. Lifelong Learning is a huge benefit for members. With Conservative cuts to funding, will Usdaw continue to support Lifelong Learning?

Learning is a passion of mine and I'm committed to the union providing resources so that our members continue to have access to high quality lifelong learning. The Government has cut funding over recent years but Usdaw's Lifelong Learning campaign has survived relatively intact. This is testimony to how good it is – even the Conservative Government has

not felt confident enough to carry out the cuts they would like. I believe the Government should continue to fund trade union Lifelong learning – it is a success story.

Q. Is it difficult running a trade union under a Conservative government?

A Conservative government always attacks trade unions and tries to hinder our rights to organise. The Trade Union Act has been designed to make it as difficult as possible for trade unions to fight for their members. By introducing thresholds for ballots, minimum turnouts for industrial action, criminalising pickets and compelling us to share details of our campaigns for strike action, the act threatens every aspect of trade unions.

Thanks to the Conservatives we now have some of the most restrictive trade union legislation in Europe.

Recruiting and building the union is important because the bigger the union is, the stronger our voice will be in negotiations with employers

Q. Is Labour the party for workers?

Labour is the natural party for workers and delivered a number of important rights when they were in power. We should remember that it was the 1997 Labour government that introduced the National Minimum Wage. Despite the unprecedented attacks on Jeremy Corbyn by large sections of the media, the last election demonstrated that Labour under Jeremy Corbyn can appeal to the voting public. That's why we all need to unite so that Labour can take on the Conservatives.



Q. What challenges lie ahead for Usdaw?

Unfortunately, there are a lot of challenges coming our way but we are in a good place to meet them head on.

Changes in the retail sector

The retail sector has taken a massive hit this year with around 21,000 job losses already. Casualties have included Shop Direct, Toy R Us, Maplin, Marks and Spencer, House of Fraser, Poundworld, the list goes on. We will continue to interrogate the business case for redundancies and closures. The union will do its best to try and save jobs as well as providing members with the support and advice they need.

Automation

It's predicted that automation will result in job losses mostly in the industries we organise in such as retail, distribution and manufacturing. We need to ensure that workers are equipped with the

The Trade Union Act has been designed to make it as difficult as possible for trade unions to fight for their members

skills they need to find employment in an automated future.

Brexit

As we approach Brexit, we need to be vigilant that it isn't used as an excuse to erode hard won rights. Already we are hearing that the Government wants to abolish the Working Time Directive which gives us rights to paid holidays and breaks. Our concern is there will be a race to the bottom in the quest for labour market flexibility and that working people will pay the price.

Political Levy

The Trade Union Act and the

opting in of new members to the political levy is a vivid example of a government that is attacking the rights of trade unions.

Without a political fund it would be impossible for trade unions to campaign on issues that matter to their members. We need to get the message across that politics affects everyone and every aspect of life from your education to the treatment you get on the NHS. If we could do this then our 430,000 members would truly be a force to be reckoned with.

Q. Going forwards, what are your priorities?

There's so much work to do! I'll be focusing on campaigning for a minimum wage of £10 per hour from the age of 18, tackling short-hours and zero-hours contracts, winning decent pay rises for members, getting rid of the Trade Union Act and ensuring equal treatment for all workers.

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Why you should avoid posting on social media about your holiday

Your dream holiday is around the corner and you can't wait to be sat on the beach or explore a new city. Obviously you want to share it with your friends so you take to Instagram and Facebook and post all the details. BAD IDEA.

Research has found that posting a holiday selfie with your location services turned on or sharing travel plans on social media, could be revealing information that makes it very easy for burglars to target your empty home.

UIA Mutual Insurance looked at social media posts over a 30-day period last summer. Shockingly over 1,500,000 public posts, predominantly on Instagram, have been shared online, containing information about people's holidays, airport check-ins and pictures of passports and boarding passes.

Furthermore, a report carried out by home security experts Friedland interviewing 50 ex-burglars revealed that nearly 78 per cent of the burglars used social media to pick out potential places to rob. Three quarters also admitted using Google Street View to get a feel for the property.

Don't forget it's not just the usual holiday updates that could leave you vulnerable. Making online customer service

enquiries or complaints can also be a risk that you may not realise.

First and foremost you should make yourself familiar with your social media security settings, and those of your friends who may be likely to tag you.

Why not wait until you get back before you share your snaps, that way you can pick the best bits and reduce your risk.



For more information on how to protect your home and tips and advice on how to stay safe on social media, please call 0800 376 0300 or visit <http://bit.ly/UIAtips>

Are you and your members fed up with high energy bills?

Then join the Usdaw Collective Switching Scheme – **Usdaw Switch!**

It works by getting as many Usdaw members as possible to register their interest in taking part. Energy suppliers compete for your custom by offering bespoke, highly competitive energy deals. The

more members that register the better the offer.

If you have never switched energy before or not done so in the last three years, you could save hundreds of pounds. Usdaw members have already saved £17,000 since February!

Let your members know



about this new service by directing them to **www.usdaw.org.uk/switch**

It's free to register, there is no obligation to switch and you have until 8 October to take part.



FIVE MINUTES WITH... WILL DURRANT

*Will with Holly Lynch MP
at Westminster
campaigning for 'Fair
Wages For All Ages'.*

Network speaks to student and Usdaw activist **Will** about trade unions, politics and young people...

Q. When did you join Usdaw?

I joined as soon as I started work at Tesco in Devon, where I'm originally from, though that was only in June last year! I transferred over to a Tesco in London so I could work alongside studying for my degree.

Q. How long have you been active with Usdaw?

I started to get involved when I moved to London around November last year. I got in contact with my area organiser who

suggested I get involved with the young workers' committee.

Q. Why did you decide to become an activist?

Unions are essential for high standards at work and were responsible for all the employment rights we have today. I'd always been aware of the importance of trade unions from my parents, who are strong believers in the labour movement, but I learned more about trade unions at university. Like a lot of people my age I joined the Labour Party a couple of years ago. Of course, electoral politics is important, but I decided I should be involved with the movement that the party has stood for - so I

got involved with my union!

Q. Do you enjoy representing Usdaw?

Yes. Retail is one of the largest sectors in our economy. People have all kinds of stereotypical ideas of what unions are or what kind of people are in them. But what they should think about is the great diversity of people who work in the thousands of workplaces, represented by Usdaw, across the country.

These are workplaces that everyone knows and if I can connect that in people's minds with the image of a vibrant and exciting labour movement I will proudly do so whenever I can.

Q. Have you attended any union training courses, conferences or events?

I attended the Political Conference earlier this year. It was a great opportunity to get to know who is involved in the union's campaigns, particularly in my own division. We did a number of workshops on the political fund, and how important it is to get new members to opt in. I got a feel for how the union has encouraged member engagement at branch level.

I also attended the TUC Young Workers Conference where I spoke publicly for the first time and introduced Usdaw's motion on Mental Health and Social Media. This was a great opportunity to gain some confidence and be proud of our work as a union. I got to know other members who are active from all corners of the UK and hear about inspiring campaigns from other unions.

Q. What would be your advice to an Usdaw member thinking about getting more involved?

Talk to your workplace rep. Get involved with your branch meetings. If you're a young worker, find out about your regional young workers' committee. If you're a young worker in the Eastern division, contact me!

Q. Is there anything you'd like to change or improve about Usdaw?

I think more resources should be available to young people about how a union works, what a lot of its jargon means and how you can have an input would be really helpful since public education on trade unions is non-existent.

Q. What do you feel are the current battles facing young people?

Rising house prices, travel costs and stagnant wages. All of these

have political solutions: more council housing, better private tenants' rights, a publicly owned rail network and a £10 minimum wage. This would help young people but of course it would be vital for anyone who is struggling in our society.

Q. Do you think it's important for young workers to join a trade union?

Absolutely. Union membership rates for young people is at a historic low, but so are their prospects. For our future, and for the future of the labour movement, it is absolutely vital we get young people to be members.

Q. What would you do if you were Prime Minister?

I would implement what the Labour Party has been campaigning for. A national education service, so that education is free and available not just in higher education,

but also for further and adult education. Childcare should also be free. I have a sister who had to give up a job she enjoyed because childcare for my nephew and nieces was too expensive and inconvenient. Public ownership of rail and utilities. Repeal the 1966 Trade Union Act and replace it with laws that make it mandatory for employers to recognise trade unions. We are well behind countries in Europe like Germany and Sweden who already have these trade union and welfare policies. These countries have much stronger economies and more equal societies because of it. I don't understand why we can't join them in the 21st century.

Q. Where do you see yourself in five years?

In the union! My strengths are in research and policy, so if I can help Usdaw develop in this area I will be happy.

TRIVIA

Q. How do you like to spend your spare time?

I play guitar when I can. I'm a big fan of British, Irish and American folk music and I like playing it on my acoustic, even if the songs are too difficult for me!

Q. What was the last film you saw?

Anomalisa – very weird.

Q. Favourite TV programme?

Twin Peaks! Also very weird.

Q. Favourite group?

Radiohead.

Q. Favourite book?

John Steinbeck – Grapes of Wrath.

Q. Favourite animal?

The domestic cat! I can't have one here in central London though, no space and no garden. The poor thing would get severe cabin fever.

Q. Favourite food?

Lasagne made by my dad. Quiche made by my mum.

Q. What has been the best moment of your life so far?

Standing on top of Mount Huangshan in China with my girlfriend. I've never seen such incredible views, I didn't know they could even exist.



If you want to be the next Activist In-Depth email: network@usdaw.org.uk



CASTLEFORD LEADS THE WAY

Network takes an in-depth look at the lifelong learning achievements at the DHL Argos site

Sean Dixon's trailblazing work in his site at DHL Argos in Castleford has led him to being recognised not only by his colleagues and Usdaw but also by the national and local media. Recently Sean, 47, made an appearance on the Victoria Derbyshire show and on Radio 4 breakfast where he talked about the work he's been doing in his site.

Can you tell us a little about your role and what's been happening at your site?

I'm the union learning rep coordinator and my role is to encourage and promote learning on site.

To promote reading I set up a bookclub. For a number of years, we've been participating in the Reading Agency's literacy initiative - Reading Ahead - which invites employees to pick six books and record their experience in a reading diary. To mark the end of the reading year we always celebrate with a special event. Staff who complete the challenge receive a certificate and goody bag. I also contact a local author to see if they can attend. We've been very lucky so far and have had Andy McNab, Martina Cole, Victoria Prendergast and Ian Clayton. The six-book challenge creates a real buzz in the workplace and gets people talking about reading and learning.

You also run a creative writing workshop. What made you decide to do this?

I've been building on the great work of my predecessor who used to run the creative writing workshops. Around half a dozen people have taken it up because they love writing.

Congratulations on publishing the site's first novel? How did that come about?

Walk the Talk - Memories from a Shop Floor came about because we realised there were so many stories to tell. Local author Ian Clayton started collecting employees' life stories which he then collated into a book and sent out to all site employees instead of a corporate Christmas card. More recently we have published our book *Workers Reflections: Usdaw Castleford Learning Centre Workshop* on Amazon Kindle.

Why did you become a rep?

I was really interested in the training side of it. Once I started I got the bug. I really enjoy training people and pestering them to sign up for courses!

How has Usdaw supported you with this?

The Learning Zone gave us a platform. We could run the workshops in the workplace and our learning agreement gave us the time to take part during ►

work hours. My project worker Martyn Warwick and the union's learning coordinator Ann Murphy have been fantastic. They've given me loads of support and been there when I needed to run something by them.

What's the best thing about being a union learning rep?

It makes me really happy to see someone who's never really done any learning before put themselves out there and succeed. Whether it's completing the six-book challenge or passing a maths test it's a huge achievement for them. It makes me proud to think I played a small part in encouraging them to do it.

WHAT IS A LEARNING CENTRE?

A learning centre is an on-site place where people can drop in to learn, get advice or even attend a taught course. It can be anything from a room with a couple of computers to a suite of rooms with classrooms, computers, learning materials, a library and lots more.

Udswal union learning reps have worked jointly with employers to set up learning centres in many workplaces. Companies such as Argos, Muller Wisemans, Tesco and Sainsbury's Distribution, Co-op Retail Logistics, Boots and United Biscuits all have workplace centres.

CASTLEFORD LEARNING ZONE

Castleford Learning Zone is a hugely successful learning partnership between Udswal and DHL. The centre offers courses in English, Maths, IT, Apprenticeships in Business Administration, Warehousing, Team Leading and Management. The Learning Zone has also been raising awareness of mental health and wellbeing.





GETTING ORGANISED FOR LIFELONG LEARNING

If you are inspired by Sean's story and would like to get organised here's what you need to know.

Union learning reps (ULRs)

ULRs are the most important part of the process. They are responsible for promoting and organising learning and giving advice and guidance to members about the opportunities available.

Joint learning agreement

To promote learning you will need cooperation from the employer. This cooperation cannot just rely on goodwill but needs to be set down in a joint learning agreement.

Site level learning committee

A learning committee /steering group is responsible for overseeing and coordinating learning initiatives. The committee should consist of someone from management, the ULRs, as well as the senior rep and in some instances the learning providers.

Working with learning providers

A partnership agreement with learning providers is a good way to ensure the learning offer meets the needs of members. Agreements

should include how, where and when learning will be delivered and at what cost. It should also indicate the type of learning including distance and e-learning as well as classroom-based courses.

To campaign for learning you need to identify the learning needs

A good way of identifying learning needs is to organise a questionnaire. Once the learning needs at your workplace have been identified discussions can begin with a local college/learning provider to see what courses they will provide onsite and how courses can be arranged around shift patterns.

Members need accessible and regular advice and guidance

Learning reps can arrange for professionals to come on site to help members understand how they can improve their skills and employability and which course is right for them.

Learning promotions

One of the main barriers to members participating in learning is a lack of information. Organising promotions in the staff canteen

is a great way of making sure members are aware of Usdaw's learning offer. The use of email and social media is also effective in reaching those working irregular shifts.

Offer a range of learning

Courses in English, maths and IT are very important. However, lifelong learning is about both career and personal development. Think about courses that are vocational eg business and administration or team leading as well as non-work related courses such as mental health, sign language, Spanish, bike maintenance, bookclubs, writing workshops, mindfulness etc. If your employer has an apprenticeship scheme you can also help promote and support this.

Learning campaigns should be linked to site organising strategy

Udaw can only campaign for lifelong learning if it is strong and well organised. So, it is important to promote learning initiatives to raise the profile of the union and build union membership.

DEDICATED REPS IN ACTION

June Membership Week was another great success thanks to the support and commitment of Usdaw's hard-working activists across the United Kingdom

Hundreds of reps got involved, organising events in their workplace aimed at encouraging their non-member colleagues to join the union.

Campaigns including Freedom From Fear, Supporting Parents and Carers and Legal Plus were used alongside publicity materials to broadcast the many benefits on offer to new and existing members. Stand-down reps and Academy organisers also took part using their experience to organise and support events in their respective divisions.

UNION MEMBERSHIP

General secretary Paddy Lillis said: "Membership Week is a key event in Usdaw's calendar and the ideal

opportunity to focus on building membership and promoting the union's excellent service.

"In every workplace there are non-members who haven't realised the benefits of union membership. From advice and representation at work, to free legal advice and discounted offers, Usdaw membership represents a wise investment.

"I want to take this opportunity to personally thank all the activists who have organised and supported events across the UK and who work tirelessly every day supporting their colleagues through often challenging times. The union wouldn't exist without your dedication."



Tesco Express, Manchester



2Sisters Food Group, Scunthorpe



Morrisons, Leominster



Tesco, Harlow



Boots Industrial, Burton-on-Trent



Tesco, Reading



Tesco, Ayr



See more pictures from
Membership Week at:
usdaw.org.uk/gallery



PENSIONS AWARENESS

Usdaw's 14th National Pensions Conference took place in June in Warrington.

The conference was chaired by executive council member Simon Vincent. It was a packed agenda with a number of guest speakers including, Usdaw pensions officer Debra Blow, pensions assistant Neil Ashworth, David Lunt from The People's Pension and Charlotte Jackson from The Pensions Advisory Service (TPAS).

DEBRA BLOW USDAW PENSIONS OFFICER

Pensions officer Debra Blow gave an overview of what has happened politically and in the world of pensions in the last 12 months.

"Article 50 was triggered by the UK in March last year which means the Government has been obsessed with the issue of Brexit almost to the exclusion

of everything else. So, there's been very little change to pension legislation. It would take a braver person than me to predict what impact Brexit will have on our economy.

"The introduction of auto-enrolment in October 2012, gave millions of people the opportunity to save for their retirement. From April 2019, the minimum statutory contribution total will increase again from 5 per cent to 8 per cent. Beyond 2019 there is no further auto-enrolment legislation and that is the reason



Debra Blow



Usdaw Pensions Conference 2018 delegation

government launched an independent review in 2017.

"Usdaw was invited to provide evidence to the review and many of our comments have been taken onboard.

"Auto-enrolment should be more inclusive. Too many low paid workers, notably women, continue to be excluded, pension contributions should be based on the first pound of earnings, so that more money is being invested in your pension pots; and young people should have the option of being automatically enrolled when they first start to work and not having to wait until they are 22.

"Most people don't really think about their pensions until it's too late. So, as trade unionists

it's our duty to raise awareness. And we can do that through our pensions awareness campaign."

www.usdaw.org.uk/pensions

DAVID LUNT THE PEOPLES PENSION

David from the People's Pension outlined the importance of saving for retirement and explained the benefits of the Pension Dashboard. "The Building and Civil Engineering Holiday Scheme was created by unions and employer federations back in 1942," said David. "The company is ➤



David Lunt

proud to say that it has and always will be, not for profit. "Following the introduction of auto-enrolment, the organisation launched The People's Pension. The People's Pension is committed to putting our members first and tackling the issues that affect their ability to engage with – and get the best from – their pensions. As the largest private sector automatic enrolment pension scheme, we're lucky enough to have a seat at the top table.

"For far too long, people have chosen not to think about how they will fund their retirement, and who can blame them? No one likes to think about old age. But the reality is that it takes years to save for retirement and the state pension alone isn't enough. Savers need to have greater awareness of how much money they will need in retirement, and how they will get it. We need to encourage member engagement and give savers ownership of their pensions savings, and we need to keep it simple.

"Sixty per cent of working adults don't know where their pension pots are. Nearly half of UK working adults simply don't know how much they have saved in total for their future. That's why a Pension Dashboard can help.

PENSION DASHBOARD

A Pension Dashboard is a digital interface (like a mobile banking app), that is designed to display all information regarding an individual's pension savings. The Government has called for this to be in place by 2019.

CHARLOTTE JACKSON
THE PENSIONS ADVISORY SERVICE

Charlotte from TPAS outlined the services provided by The Pensions Advisory Service and how important it is for people to get good quality pensions advice.

"The Pensions Advisory Service provides information and guidance to members of the public on a full range of pension matters," said Charlotte. "It is a free service delivered by technical specialist staff. We have been contacted by around 200,000 people seeking help with their pension. In addition, we have had 3.3 million website visits.

"Our service empowers, guides and assists those who need help managing their finances.

"The average age of those making enquiries is 59 and two thirds of all enquiries made are by those over 55. In contrast, those under 40 account for just 8 per cent of queries.

"We also share our knowledge and insight to contribute to government and industry thinking on pensions."

Workshops

The day was broken up with two workshops. Debra Blow led the workshop on defined benefit schemes, defined contribution schemes, auto-enrolment schemes and transfers. The second workshop was led by Neil Ashworth and covered the issue of pension freedoms.

WHAT THE ACTIVISTS THOUGHT...

KEVIN BRETT TESCO

This is my first pensions conference and I'm finding it very informative. The Pensions Dashboard is a great idea as it allows you to keep track of all your pensions in one place. It's good to have some experts here as I've got a couple of queries I would like to put to them!

CARL GARWOOD TESCO

Pensions is new to me so I'm finding this conference very useful. I do get quite a lot of queries from members



Kevin Brett



Carl Garwood



Simon Willmott



Jon-Paul McEwan

about their pension so it's been really helpful that the speakers are covering what pension options are available to our members. Attending conferences is a really good way of building up knowledge on new or difficult topics.

SIMON WILLMOTT BOOTS INDUSTRIAL

This is my third pensions conference as I have a bit of a passion for pensions! Each conference is different in content so it's never boring.

The Pensions Dashboard is a really good idea that will help a lot of people once it's rolled out.

I've held a number of pensions awareness days and am happy to answer pension queries from members. If I do get one I can't answer I refer it to the pensions team at central office.

JON-PAUL MCEWAN KP SNACKS

I do have some understanding of pensions as I've been involved in the pension changes at work. However, it's good to get an update on what's changed since I last attended this conference three years ago. The agenda is really well set out and gives us a good understanding of changes to the various pension schemes and the auto-enrolment percentage increases.

LAUREN ROSENFELD MORRISONS

I'm here to learn and relay information to our younger members. Young workers in my store are not interested in pensions. They have no idea what a pension is or how it works. I'm hoping I can change that in a positive way, by raising awareness and encouraging them to stay in the pension scheme.

VIVIANNE LEACH RETIRED MEMBER

The conference is very interesting. There's been some brilliant speakers. I would encourage other reps to put themselves forward as it's such a good way of learning about pensions.

USDAW PENSIONS TEAM

What we do

- Assist officials and reps in consultation with employers who are proposing to close or make changes to their pension schemes.
- Provide training for officials and reps.
- Organise the annual Retired Members' Conference and the Pensions Conference.
- Assist members with pension enquiries and pension disputes with employers.
- Assist the legal team when dealing with pension loss calculations.
- Provide pension communications to help and support our reps and members.
- Provide feedback on government pension consultations.

How you can help

- Check out our pensions website at: www.usdaw.org.uk/pensions
- Run a Pensions Awareness Campaign.
- Sign up for a free online Home Study Course.

Contact us on 0161 224 2804 or email us for information.

pensions@usdaw.org.uk



Debra Blow, Neil Ashworth and Laura Berisford



Lauren Rosenfeld



Vivienne Leach



FIGHT FOR UNION RIGHTS

Usdaw's long-running nationwide campaign to get union recognition for **Aldi** and **Lidl** workers continues with ongoing and growing support from both the UK and European Parliaments

Politicians across the country have been joining Usdaw reps and officials outside Lidl and Aldi warehouses in all seven divisions, talking to staff as they arrive for their shifts about the problems they face at work and their concerns about not being able to resolve them without trade union representation.

Usdaw regularly receives feedback from Lidl and Aldi staff who are concerned about their working conditions such as poor health and safety, unreasonable volumes of work and bullying and discrimination from management. However, the companies believe that they have no issues to address and their existing direct communications to staff are sufficient without the input of an independent trade union.

Aldi and Lidl now have more than 12 per cent of the UK's market share between them and employ more than 55,000 staff in the UK.

Usdaw general secretary Paddy Lillis said: "We have repeatedly asked Aldi and Lidl to sit down at the table with us and discuss a way forward, but every single time they have refused. Refused to listen to their staff, refused to give them a say on their conditions, refused to give them protection at work.

"Lidl and Aldi staff tell us they welcome campaigners at their workplaces, want the union to be recognised and don't feel they are able to raise concerns with management for fear of repercussions.

"In today's challenging retail sector, staff need to be properly represented by a trade union that is recognised by the company. Good businesses respect, value and

invest in their staff; good managers do not dismiss problems and ignore the concerns that employees have about their workplace.

"We will not rest until Aldi and Lidl listen to their workers' demands for an independent voice."

PARLIAMENTARY SUPPORT...

Deputy leader of the Labour Party Tom Watson MP

"It's more important than ever, as workplaces change to deal with new technology, that the voices of the workers are heard and properly represented. That's why I'm firmly supporting the long-running campaign by Usdaw. There are significant concerns about working practices at Lidl and Aldi, and the best way forward for management and staff is to recognise Usdaw and help build their businesses together."

Alex Mayer MEP for the East of England region

"Usdaw works constructively with employers to create a better environment for workers and businesses alike. We know that unionised workplaces are safer, more productive and happy. Lidl needs to sit down with Usdaw and negotiate a recognition agreement, or at the very last allow officials on site to recruit."

Neil Findlay MSP for Lothian

"Lidl's refusal to recognise Usdaw is a message to the public that they do not want that kind of positive relationship with their staff. Lidl are a company that makes huge profits off

the back of working people spending in their shops. If they want to be seen as a good employer then they should have nothing to fear from engaging with trade unions."

Stephen Doughty MP for Cardiff South and Penarth

"Joining a trade union is the basic right of any worker. It is the best way to protect your rights and those of your work colleagues on a whole range of issues. Millions of people across the UK are members of trade unions and Usdaw does a great job representing workers in the retail and distribution sectors."

Jenny Rathbone AM for Cardiff Central

"As Aldi is committed to offering the best pay in the retail food industry, I feel confident that they will have no difficulty encouraging their staff to join a union to help promote and protect their rights. Trade unions can be particularly helpful in combating workplace bullying which can be so harmful to people's mental health."

Kate Osamor MP for Edmonton

"I was happy to lend my support to Usdaw in fighting for trade union representation and to meet with Lidl workers in Edmonton. I have written to Lidl before and they said they value their relationship with their employees. Well I say it is time for them to put words into action and ensure that their employees' voices are heard through a strong union in the workplace!"



Alex Mayer MEP at Lidl DC, Enfield



Kate Osamor MP at Lidl DC, Enfield



Neil Findlay MSP at Lidl DC, Livingston



Stephen Doughty MP at Aldi DC, Cardiff

REPS CAMPAIGN FOR RECRUITMENT SUCCESS

This year has seen Usdaw take a nationwide focus on recruitment across supermarket chain **Morrisons** in both its retail and industrial sectors

The ongoing campaign, which started in March, encourages workplace reps to focus on recruiting staff members that haven't yet joined the union.

Morrisons reps were sent recruitment packs earlier in the year containing materials targeted specifically at Morrisons employees and designed to enable reps to start a conversation with their colleagues about the benefits of union membership.

Udaw general secretary Paddy Lillis, who is leading the campaign, visited the Morrisons manufacturing site in Winsford earlier this year. He was joined by officials from the division including deputy divisional officer Amanda Bailey-Coll and area organiser Paul Taylor.

"Udaw has good membership levels across Morrisons and nearly half of employees within the business are Usdaw members, but this also means that we still have a large population of non-members across the company," said Paddy.

"One of the most common reasons non-members cite for not joining the union is that no-one has asked them. So Usdaw reps in Morrisons workplaces are in a really good position to persuade non-members to join.

"The more members we have the louder our voice. By working together we can make the union bigger and stronger."

MORRISONS LEOMINSTER

June Membership Week was an ideal opportunity for reps to make a big

push for recruitment at Morrisons Leominster. In-store reps Melanie Green, Lorna Black and Manisha Patel have managed to raise membership in the store from 19 per cent to 50 per cent in the last six months.

Lorna works as a fishmonger and butcher at the store in the South Wales and Western division and has been there for 26 years. She became a rep in December 2017.

"Recruiting in store has been very successful recently," said Lorna, 52. "I think it helps that Mel, Manisha

Rose. "They all work really well together as a team and are doing a great job of increasing membership levels and changing the way their colleagues see the union."

MORRISONS ABATTOIR TURRIFF

Earlier in the year Academy reps Susan Donaldson and Marek Niedbala joined on-site rep Marcin Krzyzanowski at the Morrisons abattoir in Turriff to support a month-long recruitment campaign there. Divisional officer Stewart Forrest and deputy divisional officer Tracy Gilbert were also on-hand to support the reps.

"I was a bit out of my comfort zone at first as I work in a call centre and I've never visited an abattoir before," said Susan. "It turned out to be an interesting and a really well-run campaign. There are nearly 300 staff working on-site and about 70 per cent are migrant workers where English isn't their first language. It was great to break that language barrier with the help of Marek and Marcin and have the chance to tell the staff about the union and why they should join."

I'M REALLY PROUD OF ALL THE REPS FOR THEIR HARD WORK AND COMMITMENT TO THEIR ROLES. THEY ALL WORK REALLY WELL TOGETHER AS A TEAM AND ARE DOING A GREAT JOB

and I have all worked at Morrisons for a long time. We're familiar faces and the colleagues trust us when we tell them how important union membership is for a fair working environment."

Area organiser Rose Bevan helped the reps organise the campaign. "I'm really proud of all the reps for their hard work and commitment to their roles," said

Membership for week ended 28 July 2018

South Wales & Western	51,020
Eastern	64,235
Midlands	57,880
North Eastern	60,920
Scottish	44,797
Southern	64,978
North West	94,178
Total	438,008



Morrisons Leominster



Morrisons Abattoir Turiff



Paddy Lillis at Morrisons Winsford





GIVING MEMBERS A VOICE

Usdaw's popular national Lesbian, Gay, Bisexual and Transgender (LGBT) get-together took place for the fifth year running earlier this year in Manchester

LGBT members are under-represented and under involved in the union and the purpose of the weekend was to act as a mechanism for encouraging and inspiring particularly young LGBT members to get more involved in union activism.

The event was organised by Usdaw's equalities section, chaired by executive council member Andrea Watts and attended by Usdaw general secretary Paddy Lillis. Marci Wilson was the training officer facilitating group sessions.

It was a packed and varied agenda

with the weekend covering LGBT workers and their experience of sexual harassment, a presentation from the general secretary on the importance of organising, a quiz on ADHD and a workshop on the +sign.

The weekend opened with guest speaker TUC Policy Officer Quinn Roache. Quinn talked about the particular experience LGBT+ workers have of sexual harassment and the ways that unions can support them.

"Usdaw really values the weekend as it gives us a unique opportunity

to listen to the voices of our LGBT members," said Usdaw equalities officer Ruth Cross. "This is crucial in terms of ensuring our work reflects the everyday reality of their lives. It is a safe space for members who identify as LGBT to come together and raise issues that might otherwise be lost.

"Usdaw now has record numbers of LGBT members active and involved in the union. This didn't just happen. It came about because the union takes practical steps to reach out to LGBT members.

"We have to prove that we have



SEXUAL HARASSMENT DEFINED

The Equality Act 2010 defines sexual harassment as unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

SEXUAL HARASSMENT

In 2016 the TUC launched their 'Still just a bit of banter' report into sexual harassment in the workplace. It found that more than half of women had experienced some form of sexual harassment and the vast majority of perpetrators were male colleagues.

In 2017 the TUC launched its report 'The Cost of Being Out in Work'. To better understand sexual harassment of LGBT+ people it asked respondents about their experiences of sexual harassment.

The results pointed to sexual harassment of LGBT+ workers being similar to sexual harassment of

women but intrinsically linked to a worker's LGBT+ status.

Results of survey:

- 4,300 people responded to the question on sexual harassment.
- 23 per cent said they had been sexually harassed.
- Deeper analysis of the evidence supplied by respondents who had said they were not sexually harassed found clear examples of sexual harassment.

Examples of LGBT+ sexual harassment given in the survey:

- **Lesbian** - I was accused by a female client of fancying her. There was no evidence of this. Management chose to believe the client and I was sacked.
- **Lesbian** - I've been spat at, hit whilst being called a dyke by a customer. I called the police and the company called me in for a disciplinary.
- **Bisexual** - Asked if I would have a threesome and pretty much all questions bisexuals get asked.
- **Gay** - Grabbed by the genitals at a Christmas party by a female

colleague. She said it was OK because neither of us have anything to worry about.

- **Gay** - There were regular jokes of a sexual nature and an assumption by male colleagues that I would have a sexual interest in them.
- **Trans Man** - A colleague ran her hands down my front and said, "You're not a boy I can feel your boobs!"
- **Trans Woman** - Colleagues using the wrong pronoun (he instead of she) and acting as if they had made a mistake and then apologising sarcastically.
- **Trans Woman** - I left my previous job as my new manager would often make jokes about me being a sexual predator.

I'VE BEEN SPAT AT,
HIT AND CALLED
A DYKE BY A
CUSTOMER



USDAW SURVEY

Usdaw is carrying out a survey to find out more about whether sexual harassment is an issue for Usdaw members and non-members. We are doing this so that we can better support members who have experienced it.

You can complete the survey here:
www.usdaw.org.uk/SHsurvey



ONGOING LGBT ACTIVITY

There is a wide range of activity going on in the union for LGBT members.

- The union continues to invest significant resources into Pride events. Divisional equalities forums ensure the union has a visible presence at most Pride events throughout the summer. This year Usdaw has a presence at Birmingham, Edinburgh, Glasgow, York, Hull, Newcastle, Liverpool, London, Cardiff, Bournemouth, Norfolk, Isle of Wight, Dundee, Belfast and Black Pride.
- Usdaw activists joined over 30,000 people taking part in the London Pride parade this year. Now in its 42nd year, it is a visible celebration of the progress that's been made towards legal equality for LGBT in the UK over the last two generations. It also enables LGBT people and their allies to protest against continued injustices including the recent rise

in hate crime and the everyday reality of LGBT harassment.

- The union has produced a wide range of literature and merchandise on LGBT issues including leaflets, briefings for reps, articles in the union's magazines *Network* and *Arena* and giveaways at stalls.
- Issues affecting LGBT members are now regularly debated at the union's Annual Delegate Meeting.
- A presentation on LGBT rights was given to reps at last year's Summer School. A quiz on gender identity was delivered by a trans activist at the Midlands divisional conference last autumn. LGBT equality has been the theme of several federation schools.
- The union published a new leaflet on 'Gender identity – understanding the issues' in the Autumn last year.
- The union continues to be represented by Usdaw activist Neil Smale on the TUC LGBT+ Committee.



HEALTH & SAFETY

DIESEL ENGINE EXHAUST – AN OCCUPATIONAL HEALTH HAZARD

It's a major pollutant, can cause lung and bladder cancer and is a daily hazard for many Usdaw members. **Network** takes a closer look at the impact of diesel and how its effects can be managed...

Why is diesel engine exhaust (DEE) causing concern?

Recently DEE has been in the headlines because of its contribution to air pollution. Even modern diesel engines that meet current emission standards have been found to emit high levels of nitrogen oxides which are a major contributor to poor air quality. Concerns about workplace exposure have been around a lot longer. Diesel generators and older vehicles are not covered by modern standards and can produce a lot more soot and fumes. The small particles in DEE are a particular hazard because they can

be inhaled into the lungs and carry chemicals known to cause cancer.

In 2016, the International Agency for Research on Cancer reclassified DEE as a category 1 carcinogen – a substance that definitely causes human cancers. They identified DEE as a cause of lung cancer and bladder cancer. Experts in this country have estimated that work-exposure to DEE is responsible for 800 new cancers every year.

Short term exposure to higher levels of DEE in some workplaces causes irritation to the eyes and the lungs. Repeated exposure can lead to chronic lung disease.

Why does it matter to Usdaw members?

Members who live in towns or close to busy roads will have obvious concerns about air pollution. But there are also particular groups of Usdaw members who face work-related risks of exposure to DEE. Members who drive lorries or vans can be exposed to higher levels when they are out on the road. Modern lorry cabs should have better air filters to clean the air so HGV drivers may face less risk but delivery van drivers working in busy traffic may be exposed to higher levels. In addition members who work in warehouses,



large stores or some factories may be at risk if diesel engines are left running inside buildings or in restricted areas such as loading bays.

What are the signs to look for?

It is the sooty particles in DEE that are the main concern. If there is obvious smoke coming from vehicle exhausts, evidence of heavy sooty deposits on surfaces near to where vehicles run or complaints of irritancy to the eyes, nose and throat from workers in the area then the employer needs to investigate further and take action to reduce the exposure. The HSE produces some useful guidance. Although it predates the recognition that DEE is a cancer risk the advice on risk assessment and control is useful. www.hse.gov.uk/pubns/priced/hsg187.pdf

What can be done?

Properly maintained vehicles should not produce excessive smoke. Some

white smoke when starting an engine from cold is normal and small amounts of smoke when accelerating rapidly or climbing a steep hill is also normal. But any vehicle that produces large amounts of blue or black smoke needs attention.

Excessive smoke may be caused by poor maintenance of the vehicle or a technical problem which has arisen since the vehicle's last service.

For lorries and buses the Driver and Vehicle Standards Agency (DVSA) can do roadside checks and can ban smoky vehicles until the problem is fixed. Here is an online form that other road-users can use to report smoky lorries or buses to DVSA.

www.gov.uk/report-smoky-vehicle

At warehouses, large stores and other sites, engines should be turned off where possible. If it is necessary to keep the engine running eg to charge hydraulics or to control temperature in the vehicle then it should be done in an open area away from other people.

If engines do have to keep running at loading bay areas or other restricted spaces then use of local ventilation should be considered.

For drivers the exhaust should be included in daily vehicle checks and excessive blue or black smoke should be reported. Where possible employers should schedule routes to avoid congestion. Vehicles should be well maintained and employers should provide information and training on the risks.

The Institution for Occupational Safety and Health (IOSH) has a useful resource pack for employers as part of its No Time To Lose campaign against occupational cancers.

More at: bit.ly/2zuLiMp



HEALTH AND SAFETY NEWS

TESCO FINED £1.6M FOR H&S BREACHES



Tesco was fined £1.6 million after a delivery driver hit and seriously injured a member of the public while reversing into a loading bay at a Metro store in West London.

Investigations found that Tesco had failed to control pedestrian and vehicle use of the store

car park and had also failed to notice that drivers often reversed unassisted – which was contrary to the store policy. Tesco pleaded guilty to two H&S offences at Isleworth Crown Court. The judge fined them £800,000 for each offence and ordered them to pay

£50,000 in costs.

Since the investigation, Tesco has made improvements to the car park layout, which includes installing barriers to prevent access to the area by private vehicles and pedestrians when delivery vehicles are manoeuvring.

HSE REPORT SHOWS INCREASE IN WORKPLACE FATALITIES

HSE has released its annual figures for work-related fatal injuries which show there was an increase in deaths compared with 2016/17.

Sixty per cent of fatalities were due to falls from height, being struck by a moving vehicle and being struck by a moving object.

HSE Chair Martin Temple said: "Despite the fact that Britain's

health and safety record is the envy of much of the world, the increase in the number of workers fatally injured is clearly a source of concern."

The annual mesothelioma figures were also released and showed an increase in the asbestos-related cancer. In 2016 there were 2,595 deaths, up from 2,549 the year

before. The report accepts that the figure is not likely to come down during this decade.

HSE will publish the final figures as part of the annual Health and Safety Statistics released on 31 October 2018.

www.hse.gov.uk



HEALTH & SAFETY REP Q&A

PROUD TO BE PROTECTING MEMBERS

Network speaks to Usdaw health and safety rep Damien Seager about his role and the team at Tesco in Stroud in the South Wales and Western division

Q. How did you become involved as a health and safety rep?

I had reached a point in my career where I craved a new challenge and wanted to develop my skills further in a new area. This initially led me to taking on the role of union learning rep (ULR) in March 2015.

After honing my skills as a ULR I then took on the role of health and safety rep in September 2015. This opened the door to new challenges that have helped me develop my existing skill set and grow within my role.

Q. Can you tell me about the team of reps at your workplace?

At Tesco Stroud we have five reps, two learning reps and two health and safety reps. These roles are spread out between five individuals who make up our union team.

Q. What's involved in your role as health and safety rep?

It's a part of my job to liaise with management, as well as in-store technicians, regarding the safety of staff and customers. This may include tasks such as walking the shop floor with the store manager, reviewing slips and trips and general accidents at Tesco forum meetings or examining any concerns with fellow reps and members of the union.

Q. If you notice a problem, what's the process of getting it sorted?

If a problem were to arise I would inform the duty manager and would

suggest the appropriate action resulting in a short-term temporary solution. After the situation has been stabilised I would then inform the store manager and discuss a more in-depth course of action.

Q. Have you made any changes in store?

In February 2018 we suffered a complete boiler failure due to parts seizing up. I carried out several temperature checks and discovered that the temperature of the store had fallen to a level where urgent action was required. After presenting my results to the duty manager the problem was then escalated and the boilers were set to be fixed within 12 hours due to the severity of the problem. When the engineers failed to appear within the allotted timescale, I escalated the problem using a HS2 form and the boilers were back to running order within an additional six hours.

Q. Any moments you're particularly proud of in your role as rep?

After being a rep for only two years I was extremely proud to win the South Wales and Western divisional organising award for Health and Safety as well as being nominated for the national award. Within a short space of time I had not only achieved such a prestigious award but I had been short listed alongside many peers whom had long and notable

careers within the union.

Q. Where do you go to for information and advice about health and safety if you need it?

My go-to book for health and safety is 'Hazards at Work: Organising for Safe and Healthy Workplaces' by the Trade Union Congress. I also talk to other reps as well as my area organiser. And I can always ring the health and safety team and Tesco team at Usdaw's head office in Manchester if I have any queries.

Q. Any top tips for new health and safety reps?

Over the last three years I've discovered a couple of quotes that have helped me along the way:

One important key to success is self-confidence. An important key to self-confidence is preparation – Arthur Ashe.

Knowledge is of no value unless you put it into practice – Anton Chekhov.



FREEDOM FROM FEAR SURVEY RESULTS



ABUSE ON THE RISE

In 2003 Usdaw launched its Freedom From Fear campaign in response to members' concerns about increasing levels of violence and abuse against shop staff.

Since then Usdaw has worked with the public, retail employers, the police and with government to protect shopworkers, but evidence indicates an increase in levels of abuse and violence shows the campaign is more important than ever.

Since 2007, Usdaw has surveyed between 1,500 and 5,000 shopworkers each year. The results show that workers are feeling much more vulnerable. The protective measures which employers may have in place are not proving effective.

Ushaw general secretary Paddy Lillis said: "Too often retail workers are confronted with violence, threats and abuse as a part of their daily lives and it's really important we stand together and ask people to respect shopworkers."

"There needs to be government action to protect staff. The police must be given the resources to respond to

incidents and investigate shop thefts and the Government must legislate for stiffer sentences for those who attack shopworkers.

"We want to see retailers, police and the courts working in partnership to ensure better protection for shopworkers. Retail staff are an important part of our communities; their role must be valued, respected and protected."

LOOKING FORWARD

Ushaw will continue to campaign for stricter sentencing where shopworkers are assaulted or abused at work. The union supports the proposed Scottish Parliament Bill from Daniel Johnson MSP to increase legal protection for workers who are required to uphold the law on age-restricted products.

Ushaw will continue to challenge employers to ensure they have effective procedures in place to protect staff. The union will press employers to make more use of customer communications and in-store signage to convey the basic message that abuse is not part of the job. Usdaw will continue to promote its highly successful

Respect Week campaigns which have increasing support from politicians, councils and police.

SURVEY RESULTS IN BRIEF

Verbal abuse and threats – Last year 50-60 per cent of workers reported at least one incident of verbal abuse and 30-35 per cent reported at least one incident of threat of physical violence.

Physical assaults – 4 per cent of workers were physically assaulted in 2017, up from 2 per cent in 2016.

Triggers for violence and abuse – Age-restricted sales still remain the most common trigger, theft has increased and for the first time, there is mention of concern about low staffing levels. Racism is identified as a trigger in 4 per cent of reports.

What workers want –

The main difference is the growth in the demand for support from managers up from 34 per cent to 60 per cent. There's also a call for a 'zero tolerance' approach toward the perpetrators with banning of offenders and involvement of the police.

For more information on the Freedom From Fear campaign or to view the full report visit: usdaw.org.uk/fff

FOOD FOR THOUGHT

In June activists gathered in Warrington for Usdaw's biennial Food Manufacturing conference

The conference was attended by Usdaw's general secretary Paddy Lillis and was chaired by executive council member Brian Loughhead.

Paddy opened the conference by giving an overview of the sector.

"We have more than 16,000 members in the food manufacturing and dairy industries," said Paddy.

"With more than 400 shop stewards. The union is committed to building a stronger membership in food manufacturing and we are constantly looking to improve our presence across the sector.

"Since the last Food Manufacturing conference we have improved our recognition agreements in companies such as Dale Farm, Morrisons Manufacturing and Peter's Foods. The union has also continued to develop the lifelong learning agenda in Karro Foods."

The overview was followed by group discussions around what delegates thought were challenges facing the food manufacturing industry.

CHALLENGES

Delegates highlighted Brexit, Northern Ireland border, exports, the rising price of ingredients, sugar tax, skill sets, the National Living Wage, pay rises not in line with inflation, government policies around plastic and the differing pay and conditions at various sites within the same company as issues that concerned them the most.

Chris Morris, Usdaw senior researcher, gave a presentation on Brexit and Food Manufacturing.

"Theresa May has stated that employment rights will be protected as long as she remains Prime Minister," said Chris. "But who knows how long that will be."

"With less than nine months to go until we leave the EU some of the most fundamental questions remain unanswered. Will we remain in the single market or the custom union? Will our desperation to secure deals with America lead to lower food standards? Will there be a hard border between Ireland and Northern Ireland?"

The delegates took part in workshops to understand the complexity of negotiating trade deals and Chris covered the various trade deals that the UK could negotiate.

A BETTER DEAL

The Sunday morning session was led by Paddy Lillis and focussed on a better deal for food manufacturing workers.

"Historically, many retailers have viewed food manufacturing simply as a cost to be minimised," said Paddy. "As a result, labour costs across the industry have been under constant scrutiny.

"This continuous pressure on terms and conditions coupled with a weakening labour market

has severely impacted workers across the sector. This has led to more people being forced into insecure employment,

short hours contracts or agency contracts.

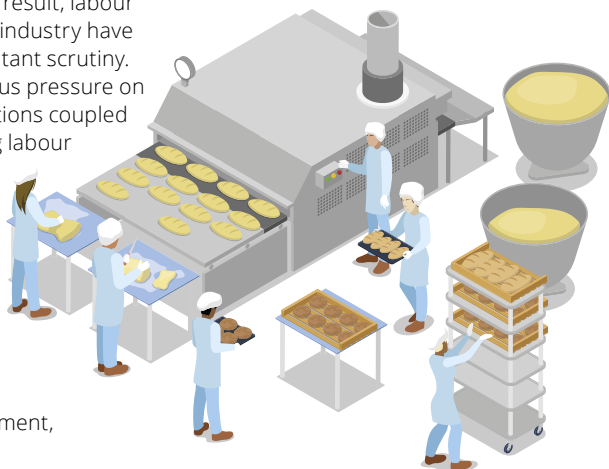
"Last year, Usdaw launched a campaign looking at the issues caused by insecure work and underemployment. We undertook a detailed survey to give us an accurate picture of the issue.

"There was a record number of responses. Sixty-four per cent of respondents regularly work overtime and 68 per cent of those want these hours guaranteed.

"To resolve the issues around insecure work and underemployment, we are campaigning to deliver a better deal for low paid workers."

The campaign has three main goals:

- To deliver a National Minimum Wage of £10 per hour.
- To ensure a minimum statutory contract of 16 hours per week.
- And to guarantee all workers a contract which reflects their normal working hours.





Delegates at the union's Food Manufacturing Conference



Robert Davis

Network caught up with the reps to get their thoughts on the conference.

ROBERT DAVIS
WEETABIX E107

"The conference is more in-depth and involved than I thought it would be. I want to get as much information as I can. We're covering Brexit next so I'm hoping it will give me some insight into what we can expect. At the moment no-one knows what's going to happen. We've been told so many stories we no longer know what the truth is. People are going from dread to it's going to be ok. We just want the Government to do the right thing."



Val O'Flynn

VAL O'FLYNN
MORRISONS F60

"This is my first manufacturing conference and I'm really impressed. Usdaw obviously know what they're talking about. The subject of Brexit is very relevant to manufacturing because we still don't know what's going to happen to food regulations. It's interesting to hear from other reps who work

in the same sector and talk about workers' rights."

MOHAMMED QURBAN
MORRISONS F48

"I've been a rep for three years. I've been to ADM once and this is my first manufacturing conference. The main reason I'm here is to discuss terms and conditions. It's good talking to the other reps about their pay and conditions. And why people who work in the same company get paid differently depending on which site they work at. Attending these conferences is always a learning curve. That's why I'm happy to listen and take back what I have learnt."

GET INVOLVED

Udaw runs and takes part in a number of events all year round from conferences to action days.

If you would like more information about Usdaw events please go to the website at:

www.usdaw.org.uk/events



Mohammed Qurban

STAFF ANNOUNCEMENTS



Clare Jones

CLARE JONES

The former personal assistant to retired general secretary John Hannett, has taken over as head of administrative services replacing George McLean who retired in April.

Clare started working at Usdaw in 1988 in the correspondence section. In 1991 she was promoted to secretary for the executive and administration officer and then began working in the general secretary's office in 1997.

"Working as the general secretary's personal assistant was challenging at times but it provided me with a wealth of experience which I can bring to my new role," said the 50-year-old. "I'll be managing the seven sections that make up the admin services department."

"Having worked in the general secretary's office for the past 21 years I'm looking forward to having a different focus and contributing to the work of the organisation from another perspective."



Gordon McCabe

GORDON MCCABE

Former Co-op manager Gordon is the new area organiser in the Scottish division working out of the Aberdeen Office.

Gordon studied business management at Abertay University. He held part-time retail supervisory positions at Tesco, Matalan and Sainsbury before graduating and becoming a manager at Lidl for nine years.

"I moved to the Co-op because the company is heavily focussed on community and charity involvement, which I'm passionate about," said the 35-year-old. "I was able to support some great local causes alongside running stores across the country."

"I became an Usdaw rep in 2016 and spent a lot of time out on stand-down. The union training enabled me to be a point of contact to advise both members and management and as a result I was able to create a better working environment, reducing the number of grievances and disciplinarys



Barbara Stevenson

while boosting membership.

"As an area organiser I'll be looking after around 3,000 members in 162 stores spread over 200 miles."

"I'm looking forward to supporting the members and developing our talented reps by creating opportunities for them to have their own success."

Usdaw was saddened to hear of the deaths of former area organisers, Chris Smith who died in April and Barbara Stevenson who died in May.

BARBARA STEVENSON

Barbara, 98, retired from Usdaw in 1983 after 30 years working out of the former Norwich Office.

Alongside being a full-time official, Barbara was very active in the Labour Party and served as Labour city councillor for Catton Ward in Norwich for 27 years. She was elected as Lord Mayor of Norwich in 1985, following in the footsteps of her husband Leonard who held the post in 1983, and making civic history as the first person to have served as both Lord Mayoress and Lord Mayor.

CHRIS SMITH

Chris, 74, who retired in 2009, was appointed to the Midland's division organising staff in 1989.

He worked as a HGV driver for 27 years for Greater Nottingham Co-op Society (GNCS) followed by two and a half years as a full-time convenor.

Chris became an Usdaw member in 1962 and was very active. He will be remembered for his involvement with the union's successful bid through arbitration to increase the wages of Usdaw's drivers at GNCS from £28 to £40.

General secretary Paddy Lillis said: "Both Chris and Barbara were absolutely committed to the trade union and labour movement and their contributions cannot be understated. Our deepest condolences go out to their families and friends."



Chris Smith



WHAT'S THE ISSUE WITH SOCIAL?

Network takes a look at Usdaw's new leaflet about the effects of social media on mental health.

Social media is a great way of keeping in touch with people and updating users on what is happening around the world. However, being consistently switched on and connected is affecting the mental wellbeing of millions of people.

Research has shown that social media platforms can make anxiety and depression worse, cause poor sleep and give society unobtainable perceptions of body image.

It's not all bad. Social media can also be a great tool which allows people to share their experiences, provide emotional support and turn to one another for practical strategies and coping mechanisms. It can provide a safe online space for people from LGBT, ethnic minorities or other small communities.

This new leaflet discusses the social versus medical model of disability. The social model of disability believes that society fails to make adjustments for disabled people which excludes them from participating fully in society. In contrast, the medical model (which the law is rooted in) focuses on what disabled people should do to adapt into the world as it is. If they are unable to adapt, the medical model accepts their exclusion.

This leaflet has been designed to help recognise and moderate the hazards associated with spending time on social media. Being aware of these potential negative effects can be the first step to ensuring users stay safe and healthy online.

It also contains a list of recommended support services who specialise in mental health.

NEW IN!

PENSIONS AND REDUNDANCY: AN USDAW GUIDE

Your pension pot is safe even if you're made redundant. This guide outlines the options available.

MEMBER OFFERS (LFT 398)

Ushaw members can access offers on everything from holidays to pet insurance. Get this leaflet to find out more.

TOO COLD FOR COMFORT (LFT 399)

This leaflet outlines your employer's duty to maintain a reasonable temperature and your rights if it becomes too cold.

EQUALITIES CALENDAR 2018

A handy calendar detailing events, awareness and memorial days. Why not print it off and display it on your union noticeboard?

JOIN USDAW TODAY (LFT 261)

Latest edition of the must-have recruitment leaflet. Share online and order copies to promote Usdaw.

LEGAL PLUS – LOOKING AFTER YOU AND YOUR FAMILY (LFT 312)

Bolster your recruitment activity with the latest edition of Usdaw's Legal Plus leaflet, giving an overview of one of the great benefits of Usdaw membership.

MENTAL HEALTH ISSUES: WHERE TO GO FOR HELP AND SUPPORT AT WORK (LFT 400)

Need to support a member struggling with mental health? This guide will help.

DOMESTIC ABUSE (POSTER R56)

Display this poster on your noticeboard to let your members know that if they're a victim of domestic abuse, Usdaw can help.

CASH BENEFITS (POSTER R3)

Answer all your members' questions about our services and benefits package with this handy A4 poster.

WANT TO KNOW MORE? GO TO WWW.USDRAW.ORG.UK (LFT 390)

This leaflet explains what information is available on the Usdaw website and how to access it.

For a complete list and to order visit:
**[dtp.usdaw.org.uk/
PublicationsCatalogue](http://dtp.usdaw.org.uk/PublicationsCatalogue)**

OVER TO YOU

Email your thoughts and pictures to us at:
network@usdaw.org.uk or write to:

**The Editor,
Network, Usdaw,
188 Wilmslow Road,
Manchester, M14 6LJ**



SPOTLIGHT DAY





Pictured L-R:
Campaigning for
Freedom From Fear
at Tesco Parkhead;
Campaigning
outside M&S
Reigate; Grampian
Pride and Recruiting
at Tesco Dingwall.



SPOTLIGHT DAY

Pictured L-R:
Top row: Sainsbury's
Stafford; Tesco Widnes;
Tesco Bidston Moss;
Tesco Carmarthen;
Tesco Rickmansworth
Bottom row: Tesco
Huddersfield; Tesco
Lichfield and Boots
Logistics Nottingham.

Our Services and Benefits Package Cannot be Beaten

Usdaw
Union of Shop, Distributive
and Allied Workers



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 over 430,000 members, voted overwhelmingly for an increase in the weekly subscription from 2 July 2018. 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 2017 more than £19 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.
- You are covered for accidents abroad.[†]
- Your children are covered for accidents in the UK and abroad.[†]
- Your immediate family are fully covered for road traffic claims.
- 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.
- **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 at www.usdaw.org.uk or call the Usdaw Freephone Helpline on **0800 030 80 30**.

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.

[†]If covered by the Package Holiday Regulations.

WEEKLY CONTRIBUTION RATES

Scale	A	C
Weekly Subscription	£2.42	£1.55

SICKNESS GRANT*

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

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

PERMANENT DISABILITY GRANT

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

MATERNITY/ADOPTION BENEFIT

Scale	A	C
Grant	£30	£20

PATERNITY/ADOPTION BENEFIT

Scale	A	C
Grant	£30	£20

DEATH GRANT

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

DISPUTE BENEFIT

Scale	A	C
Weekly Benefit	£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 benefit) after 12 months' continuous membership. All rates effective from 2 July 2018.