

PEOPLE LIKE YOU

Hayley's comet!

Hayley Pickles

Food for thought... Hayley's hard work has paid off



Getting active in Usdaw has been a life changing experience

for **Hayley Pickles** as the once quiet unassuming mother-of-five is now an outgoing, confident, busy woman who has astounded her family and friends over the last five years.

The remarkable turnaround started in 2001 when Hayley, who works at the Tesco store in Scarborough, became involved in the union's Protect Christmas Day campaign. Since then she's not looked back. She doubled membership at the store, went on a range of courses, and was rubbing shoulders with the Prime Minister Tony Blair last year at a special Downing Street reception.

"They say life starts at 40 but for me it was when I was 38," she said. "That's when I became active. Doors have opened for me although the more knowledgeable I became I did give one or two of them a shove!"

"Five years ago at my store we didn't have a clue about the union. When I asked my local official I was amazed at what was going on 'behind the scenes'. It was a whole new world for me."

Hayley's Usdaw involvement progressed

rapidly which is all the more astounding when you consider her and husband Gary, 52, a retail manager, have five children, Ria, 23, Kerry, 22, Greg, 21, Holly, 16 and Rhys, 9. The eldest three have all gone to

fund Ria's first year at University.

"The kids, well four of them aren't kids anymore, have noticed the change in me and we all have a good laugh about it. Similarly, friends of mine have said that

they've not seen anyone change as much as I have.

"I suppose I followed my mum's example for many years and did the usual cooking, cleaning, looking after the kids routine. Don't get me wrong I was happy with that then but I couldn't go back.

"I rarely used to go out. Now I'm out and about all over the place. I meet loads of people and I've realised there's a lot more to life. Happily I'm not working 60 hours a week anymore and



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University, something mum and dad are rightly proud of. "I left school at 16," said Hayley. "I could barely read or write. So I'm thrilled at their progress. At times we've had to struggle to fund them. At one point I had two jobs and was working 60 hours a week for 18 months to help

my time is split between working in the Tesco canteen and visiting staff at large and small stores to encourage them to get involved in lifelong learning. I go to all the big union conferences and I'm also a parish councillor.

"I'm really enjoying life. In fact I'm almost waiting for the bubble to burst. I've loads to look forward to including a visit to the Houses of Parliament to meet a senior government minister. I'm driven by a sense of fair play, that's what I want to see more of. Being in Usdaw has given me the chance to make that difference."

arenahealth

You can download booklets on breast care, the menopause, cervical screening and other health topics from: www.usdaw.org.uk/resource_library

Your health and your safety at work is a vital part of Usdaw's service for more advice visit: www.usdaw.org.uk

Travel bugs

Q My wife and I are planning a trip this summer but we don't know what vaccinations we might need and whether it will cost anything.

A The vaccinations you need depend on where you are travelling and your current medical condition. For many European countries vaccinations can be unnecessary, but you should check with your GP. If you are visiting Spain, for example, you may be advised to have a booster for hepatitis A. India, on the other hand, usually requires courses or boosters for hepatitis A, typhoid, tetanus, polio, diphtheria and others. Malaria cannot be vaccinated against but you will be advised to take precautions such as protecting your skin from mosquitoes and taking anti-malarial tablets. Fortunately, common vaccinations such as typhoid, hepatitis A, meningitis C, tetanus and polio are usually free. Consult your GP at least eight weeks before your trip. www.nhsdirect.nhs.uk



such as depression, heart disease and digestive disorders increases. Illness caused by work-related stress results in more days off sick than any other work health hazard.

Your employer may not be able to do much to reduce stress in your private life, but your employer certainly should be taking steps to reduce work-related stress. If your work is adding to your stress levels talk to your union rep.

For more information on stress visit: www.hse.gov.uk/stress/index.htm

Healthy kids

Q I'm increasingly concerned that my children aren't eating healthily enough. Are there any ways of encouraging them to do so?

A It's perfectly normal for kids to want sweet, salty or energy dense foods, but it's essential that this does not get out of hand and that they receive the necessary nutrients. One trick is to put a bowl of fruit slightly out of the way and be seen eating from it regularly. They may well get into the habit of eating this 'forbidden fruit' when you're not looking. Another is to place numerous dishes of healthy food at the centre of the table at mealtimes and let them help themselves – it's more fun. And there's no better way of encouraging a child to eat something than to involve him or her in the cooking.



Is your body trying to tell you something?

Q My friend and I both sit at tills all day and she has recently started getting pain in her back. I'm really scared that I'll get the same. How can I avoid this?

A Working on a checkout can be physically strenuous work. Over the length of a four hour shift in a busy store you can handle several tonnes of goods! There is a high risk of back injury or injuries to the shoulders, neck and arms. It's important that the checkout is adjusted to fit you as the operator. Belts that bring goods to you should be working, the design should allow you to slide heavy items to scan them rather than lifting them and it should be possible to adjust the seat so that it provides good back support. It's a good idea to change between standing and sitting to vary your posture.

Talk to your colleagues to see if any others are suffering from aches and pains. Tell your Usdaw safety rep about your concerns. Safety reps have powers to investigate and to take the issue up with management to get it sorted.

Under pressure!

Q I am finding myself under enormous pressure at my work and in my private life. It feels as if I have very little control. Am I suffering from stress?

A Stress is a serious hazard in the modern world. The HSE describes stress as the adverse reaction people have to excessive pressure or other demands placed on them.

The key word is 'excessive'. We all have pressures to cope with but when they get too much then the risk of stress-related illness

Harry Potter keeps children safe from injury



According to a recent study, reading Harry Potter can protect your child from suffering injuries!

Researchers at John Radcliffe Hospital investigated the impact of the release of Harry Potter books by comparing 7-15 year-olds suffering broken bones and bruises over the

weekends of the launches of The Order of the Phoenix and The Half-Blood Prince, with the figures for previous years.

The results showed that average attendance rates at the Hospital during the book launch weekends were nearly half that of the non-launch weekends in previous years, with around

30 less children each weekend. The explanation seems to be that the children were so engrossed in reading the books that they had less time to take part in other physically risky activities.

So, there you have it: reading really is good for your kids!

Remember!

Usdaw has its own health and safety section full of useful information, advice and a reps' forum at: www.usdaw.org.uk

Recruit a friend and win £500!

You can make Usdaw an even bigger union, make your voice stronger and more influential at work, and have the chance of winning a £500 prize if you recruit one of your work colleagues.

Take the membership form on page 21 to work and sign up a friend. Ask them to fill in as much information as they can in the boxes provided. You should fill in your details in the space on the top right of the form and send it freepost to the address given on the form.

You will be entered into the *Arena* prize draw and you could win £500. The closing date for the draw is 28 July 2006 and the result will be announced in the next issue of *Arena*.

Open to Usdaw members only. (Not open to Usdaw staff and those on secondment to the union. Terms and conditions apply).

WHY WE JOINED THE UNION

Usdaw gave me some good advice and helped me sort out a problem at work.
shabnam iqbal
Customer Services Assistant



Being involved in Usdaw has really encouraged me to improve things at my store.
Mansong Dambell
Retail Worker

The union is my insurance policy at work giving me security and peace of mind.
Steve Swadling
Storeman



After I signed up I found out about my rights at work, which was very reassuring.
Kirstie Doolan
Process Controller

DID YOU KNOW?

Ten things you probably didn't know about Usdaw.

- 1** In 2005 more than 78,000 people joined Usdaw making the union 340,000 strong.
- 2** For the last five years it has been the fastest growing union in the UK.
- 3** Last year the union's Legal Plus service recovered more than £19.4 million compensation for workers injured or treated unfairly at work.
- 4** The Legal Plus service also provided more than 5,400 members with advice on non-work-related issues and/or the free will writing service.
- 5** Usdaw has more than 9,500 reps across the UK.
- 6** Usdaw's championing of lifelong learning has seen more than 12,000 members sign up to a course.
- 7** Usdaw campaigned successfully to prevent large stores in England & Wales opening on Christmas Day with legislation introduced last year.
- 8** Usdaw has members in Tesco, Sainsbury, Morrison's, the Co-ops, Somerfield, Argos, Woolworths, Littlewoods Shop Direct, Boots, Next, Makro, United Biscuits, Robert Wiseman's, Kelloggs, Weetabix, Grattan, Grampian Country Pork and Food, CIS, Unilever, JD Williams, Greggs, Redcats, Tibbett & Britten, Booker, Palmer Harvey McLane, AAH, Unichem, Cavaghan & Gray, Ikea, Compass, Dairy Crest, Wincanton, Marks and Spencer, Kays, TJ Hughes, Ethel Austin, Poundland, Experian and many more companies.
- 9** Usdaw has special sections to promote equality, young workers, and retired members. It also has a white collar section Sata, and a transport section. The union also works closely with a parliamentary group of 20 MPs and two members of the House of Lords.
- 10** Usdaw's web site and campaigns have won national awards.

MORE GREAT REASONS TO JOIN USDAW!

- **FREE** advice and representation on pay, conditions of employment, grievances and disciplinaries.
- Legal Plus – **FREE** legal assistance for any accident in the UK – whenever and wherever it happens.
- **Legal Plus – extended services – interview scheme, free wills, conveyancing, probate – help for families.**
- **FREE** health and safety and pension advice.
- **FREE** union education and training.
- **Special membership offers by well known companies.**

WHAT DOES IT COST?

Usdaw's membership rate is **ONE OF THE LOWEST** in the trade union movement providing a **FIRST-CLASS RANGE OF BENEFITS** and professional services for just a few pence a day.

At the union's 2006 Annual Delegate Meeting, delegates representing Usdaw's 340,000 members voted overwhelmingly for a small increase in weekly subscriptions.

The weekly rate will increase from £1.86 to £1.91 for Scale A and £1.20 to £1.23 for Scale C. The new rates will become effective from 8 July 2006.

Please complete and return to
Arena Prize Draw, Usdaw, FREEPOST NAT19525, Manchester M14 7DJ

Recruiter's Name _____
Recruiter's Membership No. _____
Recruiter's Postcode _____



FOR OFFICE USE ONLY

Branch No. _____ Membership No. _____

BLOCK LETTERS PLEASE COMPLETE THIS FORM AS FULLY AS POSSIBLE

PLEASE TICK THE APPROPRIATE BOX MS MISS MRS MR FEMALE MALE

SURNAME _____
FORENAME _____

MEMBER'S SIGNATURE _____ DATE _____

FULL POSTAL ADDRESS _____

POSTCODE _____ TEL. NO. (INC. STD) _____

E-MAIL _____

AGE _____ DATE OF BIRTH _____

COMPANY NAME _____

WORKPLACE ADDRESS _____

LOCATION NUMBER _____ EMPLOYEE NO. _____

OCCUPATION _____

PLEASE TICK THE APPROPRIATE BOX YES NO
HAVE YOU BEEN A MEMBER OF USDAW BEFORE?

PLEASE TICK THE APPROPRIATE BOX YES NO
HAVE YOU BEEN A MEMBER OF ANY TRADE UNION BEFORE?

IF SO PLEASE GIVE DETAILS

UNION _____

DATE JOINED _____ DATE LEFT _____

CONTRIBUTION RATE PER WEEK _____

PLEASE TICK THE APPROPRIATE BOX

IF YOU DO NOT SELECT A SCALE OF CONTRIBUTIONS YOU WILL AUTOMATICALLY BE ENTERED AS SCALE A IN ORDER TO TAKE ADVANTAGE OF THE FULL RANGE OF BENEFITS

SCALE A
FULL OR PART-TIME WORKERS PER WEEK

SCALE C
PART-TIME WORKERS ONLY PER WEEK

I apply to join Usdaw. As a member of Usdaw I undertake to abide by the rules and regulations of the Union and to pay contributions regularly. I hereby authorise my employers for the time being, or their representatives, to deduct from my salary or wages the amount of contributions payable by me under the Union's Rules, as amended from time to time. I also authorise the deduction of any arrears which may accrue during my employment and agree where appropriate that my employers, or their representatives, shall notify the Union of any future changes in my home address to enable the Union to maintain a register of the names and proper addresses of its members. I give my explicit consent to the processing of data under the Data Protection Act 1998 as specified below.
The responsibility for keeping payments up to date rests with the member.

NOTICE

Trade Union and Labour Relations (Consolidation) Act 1992

EVERY member of the Union who does not object to contribute to the separate fund for payments in furtherance of political objects within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992, will contribute to that fund. Every member of the Union has the right to be exempt from contributing to it. A form of exemption notice may be obtained by or on behalf of any member either by application at, or by post from, the Central Office or any branch office of the Union. Copies may also be obtained on request from the Certification Office for Trade Union's and Employer's Associations. Such form, when filled in, should be handed or sent to the secretary of the branch to which the member belongs. An exemption notice given within one month after the date on which a new member is admitted to the Union will take effect as from the date on which it is given. Should a notice be given AFTER one month from that date it will operate as from the following 1st January.

Data Protection Act Notice

Usdaw collects and maintains personal information in order to carry out its functions as a trade union, provide membership services and comply with certain statutory obligations. All personal information is treated with the utmost confidentiality and with appropriate levels of security. By joining Usdaw you agree that we may use the information about you which we hold on our records for the purposes of the union's business as set out below; this is called processing and includes what is classed as sensitive personal information on such as the fact that you are a trade union member. The personal data will be used for a range of union-based activities relating to the running of the union, including the maintenance of records, monitoring for equal opportunity purposes, assisting with employment disputes, ballots, injury claims, etc and other services and benefits. All information (updated as appropriate) will be kept throughout membership and, to the extent necessary, for such reasonable period after membership as may be necessary to enable the member to access any post-membership benefits. It will be available to our employees, officers and officials, both at Headquarters and branch regional offices and other associations all associated with the union, including agents, contractors and other service providers. Where, occasionally, the union uses the services of such organisations, they are contractually obliged to process your data on behalf of the union as data processor and in a secure and confidential manner under our strict instructions. From time to time we may wish to use the information together with any other for analysis and/or marketing purposes. In particular, this may benefit you as the union can use its collective bargaining strength to negotiate attractive terms and the provision of a wide range of additional member benefits and to contact you with details of any that we feel may be of particular interest. Members have the right to object to and stop direct marketing in any form by organisations contacting them on behalf of the union. If they wish to exercise their right to object to stop such direct marketing then they should write to Central Treasurer requesting that such mailings be stopped, or alternatively, write to the organisation in question direct. Please, however, understand that this may preclude you from receiving details of any of these additional member benefits and offers in the future. Under the Data Protection Act 1998 you also have the right to ask for a copy of your information (for which a small fee can be charged of £10) and to request correction of any incorrect information held. This notice will be amended from time to time and will be regularly published by the union in *Arena*, Network and the Usdaw web site.