

# NETWORK

The bimonthly magazine for Usdaw activists | [www.usdaw.org.uk](http://www.usdaw.org.uk) | September/October 2010



## SHOW YOUR RESPECT

Activists urged to get on board for the National Respect Week in November

### ■ Youth is the word for active reps

Young reps were out in force at one of the union's most popular courses [page 10](#)



### ■ Lifelong learning reaches out to members

Hard-working reps are spreading the word on learning in workplaces across the UK [pages 22-24](#)



### ■ Summer Schools energise activists

More than 100 new and experienced reps had a class time in September [pages 14-15](#)



# Reps are vital

General secretary John Hannett's comment



**C**ongratulations to Ed Miliband the new leader of the Labour Party who won a closely fought contest against his brother David, who contacted me personally to ask me to thank Usdaw reps and members who supported him.

Now that the election is over I want to welcome Ed and pledge this union's support to him and the Party as we face the financial cut backs forced on the country by the Coalition Government.

Usdaw has always been a loyal supporter of the Labour Party because it is only with Labour that we see the issues that are important to ordinary working people given the political prominence they deserve.

Issues like health, education and housing and at work employment rights, safety and job security – on all of these important matters we can expect very little from the Coalition.

The road back to Number 10 is long, but we have our new leader, we have the stability that brings and if we stay united and focused we can help Labour win the next general election.

## Membership matters

Being a member of Usdaw has never been so important as workers' rights will come under pressure. That's why it's vital our reps continue to recruit new members and remind existing members of what we have to offer: The Legal Plus Service with FirstCall Usdaw – a dedicated claims line for accidents and injuries sustained both inside and outside of work not just for members but their families as well. Training opportunities through Usdaw and its Lifelong Learning initiative. Don't forget we are the campaigning union with Supporting Parents & Carers, Freedom From Fear, Young Workers and the Pensions campaigns which we have put to the forefront of the industrial and political debates.

## Respect Week

I'm hoping this year's National Respect Week, which runs from November 8–12, will see thousands of our reps running campaign events to protect staff from abuse and violence in the workplace. We have made a significant contribution to the safety agenda however, our work is far from complete. We have to keep repeating our message that abusive or threatening behaviour is not acceptable under any circumstances. Our reps have a key role to play in getting this message across. There is a wealth of material produced by the union to help you spread the word. So do your best to get active in November.



“ This union will be right behind the Labour Party and its new leader Ed Miliband as we face the financial cut backs announced by the Coalition Government ”

## USDAW

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National Respect Week in November is firmly established as the biggest campaigning event in the union's calendar. Now in its eighth year it is part of the award-winning Freedom From Fear campaign. Activists are being urged to organise an event in their workplace even if it only lasts an hour in a new campaign 'lite' approach. **07**.



### 05 In the news

The National Minimum Wage went up on October 1, but Usdaw is worried the Coalition Government will look to freeze future increases and cut back on the enforcement procedure which could see thousands of vulnerable workers exploited.

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Usdaw's delegation to this year's TUC conference were determined to speak up for vulnerable workers and the Coalition Government's plans to make savage cuts to the economy.

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The union's membership continues to edge towards the 400,000 target thanks to the hard work of its reps and officials who are using teamwork to organise their workplaces and drive the union forward.

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# National award for Bharti at TUC

## UNION LEARNING REP WINNER

Usdaw member Bharti Dhamecha won the Union Learning Rep of the Year at the TUC's prestigious 'Reps of the Year Awards' at the 142nd annual Congress in Manchester in September.

The TUC awards recognise the outstanding achievement of reps in representing workers and promoting learning at work.

Bharti works for Primark in Leeds and as a shop steward established a lending library and a 'skills swap' for staff at her store. She said that her proudest achievement had been to persuade initially reluctant colleagues to get Skills for Life and IT training and to go on English for Speakers of Other Languages courses. Bharti also helped to increase membership at Primark, particularly amongst young members and helped improve employer relations.

"I'm honoured and thrilled to receive this national award, but it is as much recognition for my members at Primark in Leeds who have returned to



learning as it is for my own efforts," said Bharti. "I want to thank Usdaw and Unionlearn for the fantastic support they have given me."

General Secretary John Hannett added: "I'm delighted for Bharti. It is very much deserved and is recognition for her great work in helping members take advantage of the opportunities lifelong learning can offer."

## 35k

The number of members who have returned to learning since Usdaw started its campaign

## Pressure on pay awards

### INFLATION OUTSTRIPS PAY

Pay increases in the retail sector have tumbled to a median of just 1.2 per cent, recent research has revealed.

The figure is down significantly from the three per cent rise recorded in May 2009, the XpertHR research of 109 pay awards covering 1.3 million employees found.

The study also found that the increase was some way below the headline rate of inflation. Pay awards in the year to the end of May 2010 stood at 1.2 per cent for retail staff but prices rose by 5.1 per cent over the same period, this was commonplace with pay awards across many other sectors.

Other findings showed that a quarter of awards did not involve a pay rise; half of pay awards are worth between nil and two per cent with only a few worth more than 2.5 per cent.

However, the report suggested the forthcoming 2.2 per cent rise in the adult minimum wage from October 2010 was likely to 'result in an upward drift in pay levels in at least some parts of the sector.'

## Members at Dairy Farmers celebrate cash award

Former Dairy Farmers of Britain workers had a celebratory get-together in Cardiff in September to toast the union's success in winning them compensation after the receivers failed to properly consult following the company's collapse last year.

Usdaw won its claim for a Protective Award at an Employment Tribunal, held in April this year, against Dairy Farmers of Britain after receivers, PricewaterhouseCoopers, closed down three dairies in June 2009 without consultation, making hundreds of staff redundant.

National officer John Gorle said: "This was fantastic news for our members who received compensation they would not have had but for the Usdaw claim. Hundreds of our members went through a harrowing time last year

after being treated disgracefully by PricewaterhouseCoopers in being made redundant without proper consultation as is required by the law. It is unacceptable that workers' rights should be blatantly ignored and we are delighted at the Tribunal's decision."

Because the company had no money to pay the compensation the employees had to claim through the Redundancy Payments Office and Usdaw advised them through the procedure. The State will have to pick up the compensation bill as there is no requirement in law for receivers to be penalised should they not carry out their legal obligations. The union will continue to lobby Government to come down harder on receivers/administrators who often appear to have little regard for the law



to require them to contribute to protective award costs.

Activist Chris Stickler was full of praise for Usdaw. "Our legal department and John Gorle did a great job. We're busy now trying to keep ex-members in the union who have had to find new jobs."

Former Dairy Farmers of Britain members met up in Cardiff to celebrate their victory following Usdaw's successful legal action against the administrators

# Coalition threat to minimum wage

Usdaw has welcomed October's increase in the National Minimum Wage (NMW) and has again called on the Coalition Government to commit to an annual review and increase of all rates.

The union also wants to see payment of the adult rate from 18 and for more resources to be put into enforcement and raising awareness of the NMW among vulnerable workers.

General Secretary John Hannett said: "The increases are important and in particular the payment of the adult rate of

the NMW from 21 years of age instead of 22. While this small step forward is welcome, we believe there is still a very strong case for payment of the adult rate at 18.

"Most companies we have agreements with pay adult rates at 18 and a number have abolished junior rates altogether, paying the same rate to all workers over 16. This recognises adult responsibility and the fact that it is deeply unfair to pay young people less for doing exactly the same job as their older colleagues.

"Future annual increases are essential to ensure the living standards of the lowest paid are maintained, keep pace with earnings throughout the economy and some inroad is made to ending the serious problem of low pay that still exists in this country.

"Usdaw is concerned that the coalition might freeze rates and we fear that the enforcement budget might be slashed in the October spending review, all of which will greatly undermine its effectiveness in protecting low paid workers."

## Safety enforcement saves lives

### TUC ANGER AS COALITION PLANS CUTS

The TUC has claimed that many workplace accidents go unreported, with an estimated 1.2 million people suffering from work-related illnesses and more than 20,000 people were killed prematurely by their work each year.

It wants a health and safety "tsar" appointed to help prevent deaths caused by issues such as occupational cancers, exposure to fumes and road accidents.

The Government is currently reviewing health and safety laws. Earlier this year prime minister David Cameron said the UK had become

'saturated' by health and safety laws.

But a report by the TUC said that legislation should not be reduced, claiming that Britain was far from the safest country to work in. "Despite the way that health and safety is often pilloried, for those who are made ill or injured at work and for the relatives of those who have died as a result of their work, health and safety is no joke," said TUC general secretary Brendan Barber.

"Regulation works, as long as it is enforced, and it saves lives and prevents the contraction of unnecessary illnesses. That is why the UK continues to need strong regulation and enforcement."

### IN BRIEF

#### More reasons to be members at Morrison

Members at Morrison's have voted overwhelmingly to accept a 2.3 per cent pay rise following negotiations with the company. The deal becomes effective from October 4. Increases in sick pay, junior rates and staff discount were also agreed.

#### EU wide protests at cuts plans

Thousands of workers from across Europe took part in a mass demonstration in September in Brussels against spending cuts by some EU governments. Other protests against austerity measures are being held in Greece, Italy, Ireland, Spain and Latvia. Trade unions say EU workers may become the biggest victims of a financial crisis set off by bankers and traders.

Many governments across the 27-member bloc have imposed punishing cuts in wages, pensions and employment to deal with spiralling debts. In Greece and the Republic of Ireland unemployment figures are at their highest level in 10 years, while Spain's unemployment has doubled. In Britain the Government is planning to slash spending by up to 25 per cent in some areas.

#### Tesco trials collect by car service

Shoppers near Baldock in Hertfordshire will be able to shop online and collect their groceries by car following Tesco's decision to trial a new 'drive-thru' store. The cost will add £2 to the customer's bill but shoppers will not have to leave their car as staff load the shopping in to the car boot.

## W John Jones remembered

Former divisional officer in the South Wales and Western division W John Jones died in September, he was 89.

Fluent in Welsh, John joined the union's staff as an area organiser in 1951 and went on to carve out a distinguished career in Usdaw and the wider labour and trade union movement.

He was appointed divisional officer in 1966 and retired in 1984 after 33 years' loyal service. John was instrumental in setting up the Wales TUC and served on the

Welsh Development Agency and the Area Manpower Board. He was also a JP.

He was awarded the MBE in 1974 and was further honoured in 1988 with an OBE.

He started off his working life in the Co-op before the Second World War, and later became Pontardawe branch secretary in 1951.

General secretary John Hannett paid this tribute: "John was a very well-respected figure in Wales and throughout the union.



W John Jones MBE OBE

"He devoted his life to the movement and left a lasting legacy. Our condolences go to his family and friends."

## IN BRIEF

### ■ Unionlearn wins political praise

The Conservative minister of state for further education, skills and lifelong learning John Hayes said that Unionlearn was a 'powerful tool' in improving the skills vital for economic growth and recovery. "Unionlearn has an essential role to play in ensuring that workplace learning is delivered to a high standard, and that people know where they can go to get good quality learning," he said.

### ■ Forthcoming events for your diary

#### October

09 – 11 October  
Black Members' Weekend Workshop  
16 – 17 October  
Retail Trades Conference

#### November

06 – 07 November  
National Youth Weekend  
08 – 12 November  
Respect For Shopworkers Week – Freedom From Fear  
20 – 21 November  
Midlands Divisional Conference  
20 – 21 November  
National Transport Conference

#### December

04 – 05 December  
North West Divisional Conference

#### January 2011

24 – 30 January  
Membership Week

#### April

17 – 20 April  
Annual Delegate Meeting – Blackpool

# Usdaw condemns coalition's cuts

## YOUNG PEOPLE HIT HARDEST

Usdaw has called on the coalition Government to reinstate the Future Jobs Fund to help tackle the rising tide of youth unemployment.

The scrapping of the Future Jobs Fund was announced by Chancellor George Osborne on 24 May this year in the first tranche of the coalition Government's draconian cuts programme.

Speaking at the TUC deputy general secretary Paddy Lillis said: "The recession has hurt us all, but the unemployment figures clearly show that the recession has had a particularly disastrous effect on a

whole generation of young people. They are facing a bleak future of injustice, poverty and unemployment.

"The coalition Government currently has no plan to support our young people. The Labour Government's Future Jobs Fund offered a lifeline to young people, creating 100,000 jobs for 18 – 24 year-olds and making sure young people were able to gain valuable work experience.

"The decision to cut the fund was wrong and once again we see a decision taken by the coalition Government that hurts the most vulnerable in our society."



**Paddy Lillis**  
(more on the TUC on page 8)

## Recession fuels tribunal claims

The number of tribunal claims rose by 56% between April 2009 and April 2010 to 236,100, new figures from the Tribunals Services (TS) have revealed.

The TS says the increase in receipts is largely a result of the rise in multiple claims, which rose by nearly 90 per cent on 2008/09, but also partly a result of the changing economic climate.

Taking into account multiple claims, the total number of

claims reached 392,800.

There were 71,300 single accepted claims in 2009/10, which was an increase of 14 per cent over the previous year.

Of the 392,800 claims received in 2009/10, just under a quarter, (95,200) were related to the Working Time Directive, and 75,500 were related to unauthorised deductions.

There were 126,300 claims associated with unfair dismissal, breach of contract and redundancy, significantly

higher than the previous two years. The Tribunals Service said this is likely to be a result of the recession. Of the claims that were disposed of, 32 per cent were withdrawn, 31 per cent were Acas-conciliated settlements and 13 per cent were successful at Tribunal.

There were significant rises in the number of claims for race and age discrimination, and discrimination on the grounds of sexual orientation, religion and disability.

## Tribute to organiser Mick Greene



**Mick Greene**

Southern division's Mick Greene died in August, he was 49.

Mick joined the union's staff as an area organiser in 2003 and was originally based at the Andover office before moving to Morden in 2006.

Prior to his appointment he had been an activist at the Tesco distribution site in Weybridge, Surrey for five years. he was chair of the Guildford branch H40 and was also a Labour Party member.

Divisional officer Jim Carty paid this tribute: "We were all devastated in the division to hear the tragic news of Mick's death. He was a first-class organiser and an important and enthusiastic member of our team. He was hard-working and well-respected by his colleagues and reps and members alike.

"Our deepest condolences go to his family and friends. He will be sadly missed by everyone in the division."

# Use Respect Week to promote safety

## FREEDOM FROM FEAR CAMPAIGN

The countdown has begun to one of the union's biggest annual campaign initiatives – Respect For Shopworkers Week – part of the award-winning Freedom From Fear campaign.

The Week will run from November 8–12 and activists are being urged to use the event to raise the union's profile, recruit members and promote safety in the workplace.

Every Usdaw rep working in retail has already been sent a campaign pack which will help activists prepare an event for the Week.

There is also advice on how reps need only spend an hour to raise the profile of the campaign as part of a new initiative called Respect Week 'Lite'.

General secretary John Hannett said: "This event has gone from



strength to strength over the years. Preventing violence and abuse against our members is a top priority for Usdaw but its success depends on the involvement of our reps and I want to see as many as possible promoting our message that 'abuse is not part of the job'."

# 08

The number of years the Freedom From Fear campaign has been running

## Fine for failure to protect shop staff

Newsagent chain Martin McColl has been prosecuted for failing to protect employees from workplace violence.

Cheshire West and Chester Council took action after the branch manager was seriously assaulted in an early-morning robbery at the Winsford branch in November 2008. In the incident she was knocked unconscious and suffered a

fractured eye socket. The company pleaded guilty to a breach of the Health and Safety at Work Act and were fined £10,000 at a Magistrates' Court on 25 August.

The Council's Health and Safety Enforcement Team found that the company had failed to ensure that a risk assessment was in place to protect employees against

violence and aggression despite the foreseeable risk. The shop had a history of problems and had had a previous robbery in the past month.

The company now ensures that two workers are present when stores open and it has provided them with training on workplace violence. The CCTV at Winsford has also been fixed.

## State pension age rise plan unfair

### UNIONS UNITE TO PROTECT LOW PAID

Udaw has backed the TUC's strong opposition to the Coalition Government's plans to speed up the increase in the state pension age following a recent consultation held by the Department for Work and Pensions.

The TUC has called on the Government to work harder to improve the economic circumstances of older people by improving state benefits and company pensions and creating better opportunities for older people to carry on working if they want to do so.

Unions have rejected the Government's argument that raising the age from which you

can claim your state pension is necessary because people are living longer and argued instead that the proposal has less to do with creating fairness than it has to do with making future pensioners pay an unfair price for cutting the deficit.

The Government's proposal is to increase state pension age from 65 to 66 for men by 2016 and for women by 2020.

However, life expectancy for low paid workers can be anything up to five years lower than it is for the highest earners, meaning that those on the lowest incomes will be made to pay the highest cost of having to wait an extra year before they can claim their state pension.

## IN BRIEF

### ■ Sainsbury's boosts jobs with new stores

Three new Sainsbury's stores will create 520 jobs and add 266,000 square feet of space to the company, with the Crayford store in Kent being both the biggest Sainsbury's in the UK and the first supermarket to use geothermal environmental technology.

The other two stores are at Darnley in Scotland which will be the largest Scottish outlet for the company and it opened its largest Welsh store in Newport in mid-September.

### ■ Tesco distribution workers' pay bonus

Members at new Tesco distribution sites have enjoyed a 5.4 per cent pay increase thanks to a two year deal negotiated by Usdaw last year.

The increase was effective from 27 June and was based on a formula of the retail prices index for the three months prior to June. Improvements to holiday entitlement were also introduced.

Meanwhile members at Tesco NDC Fenny Lock voted overwhelmingly to accept a 2.3 per cent pay increase for this year.

### ■ Paying off debts is top priority

UK consumers repaid more unsecured debt than they took out in new loans in August, the Bank of England said.

Net consumer credit – which includes credit card borrowing, overdrafts and personal loans – fell by £120m, the biggest drop since November 2009. The number of mortgages approved for purchases also dipped slightly.

# STANDING UP FOR THE UK'S WORKERS

Usdaw's delegation to this year's TUC held in Manchester put the minimum wage, social housing and the Coalition's planned economic cuts centre stage at this showpiece event

Usdaw won the backing of the TUC for a campaign to protect the National Minimum Wage (NMW) and in particular the new National Minimum Apprenticeship rate which came into force on 1 October this year.

Delegates supported a motion from Usdaw which called on the TUC to establish a campaign to significantly increase all rates of the NMW and to ensure apprentices are made aware of their new legal rights and how they can be enforced.

Deputy general secretary Paddy Lillis said: "The NMW has been a great success and has stopped the worst levels of wage exploitation.

"While we welcome the fact that the coalition Government has agreed to maintain the NMW, we are concerned that the enforcement budget may be slashed in the October spending review and that in future years the coalition might also freeze rates, which will greatly undermine its ability to protect low paid workers.

"We need to make apprenticeships an attractive option for young people. We also need to watch out for any abuses and to stop it being used as cheap labour.

"We also need to push the Government to commit to an annual review to increase all the NMW rates, and to increase expenditure on enforcement and to step up the publicity campaign to increase the knowledge of the NMW that still exists among many low paid workers and especially apprentices."



On social housing general secretary John Hannett said: "Many of the workers we represent are struggling to find affordable accommodation, whether bought or rented and many of them depend on affordable housing provided by Councils and Housing Associations.

"Security of tenure allows families to stay in areas they might be priced out of without it and it allows people to settle down and play an active part in their communities.

"The people who would be hit hardest by the Government's proposal to limit tenancies to a fixed-term are once again the low paid. It would increase the insecurity already felt by those who are most vulnerable.

"Tenants should have and must have the same right to a home as anyone else and they must have the security of knowing that they will

continue to have a home if their situation changes.

"Life tenancies are not responsible for the lack of social housing, and forcing tenants into fear and insecurity will do nothing to solve the housing crisis."

Moving a proposition on Child Poverty general secretary John Hannett said:

"No-one can disagree that there is a need to tackle the deficit, but this must be done responsibly, sustainably and fairly. The £60 billion worth of cuts this government has announced are none of these.

"Far from reducing the deficit, their measures will make the situation worse. They will cost jobs, push up unemployment, reduce tax revenues, hit essential public services and do serious damage to the economy.

"Working parents on low incomes, disabled people and

women will feel the full force of this blow. This isn't just Usdaw's view, it's a view shared by economic experts across the board.

"Housing Benefit is being capped, benefit rates devalued, the health in pregnancy grant is on its way out, Child Trust Funds scrapped, Child Benefit frozen, Tax Credits rolled back, the Sure Start Maternity Grant cut.

"Some people mistakenly believe our members won't miss this money, but we know from our campaigning that every one of these benefits makes a real difference to our members' lives. Restricting these will have a devastating impact on millions of working families. The coalition's ideologically driven austerity plans will be a disaster.

"We'll hold this Government to account for forcing working people on low incomes to carry the can for the excesses of the bankers."



# ACTIVIST IN-DEPTH

North Eastern division's **Ray Taylor** answers our questions on his experiences as an Usdaw rep

“You can neither influence or make a difference if you don't get involved”

## Why did you decide to become an activist?

I wanted to make a difference, you can neither influence nor make a difference if you don't get involved.

## What do you like the most about being a union rep?

The ability to influence and change things for the better. When you're successful it's very rewarding and gives you a great sense of achievement.

## The downside of being a rep is?

Occasionally not having enough time to deal with everything thrown at you.

## What's surprised you if anything about being an Usdaw rep?

How much more in general, reps know compared to the managers.

## What's the best moment you've had as a rep?

Helping to get a colleague her job back after 14 weeks being paid off.

## Have you changed at all since becoming a rep?

Yes. I'm more assertive and organised and have much more knowledge and a better ability to help our members.

## What are the most important issues for your members at present?

Wages, hours of working and trying to gain the understanding of the management.

## Is recruitment easy at your workplace?

Recruitment is OK. Membership is about 53 per cent and steadily climbing.

## Have you been on any union training courses?

Yes. Branch officers, health and safety and reps courses. All very well presented and enjoyable.

## What advice would you give to a member thinking about becoming a rep?

Go for it. Take all the appropriate training you can get. You will come out the other side much more aware, focused and with more confidence in your ability.

## What changes to Usdaw do you think would help it improve?

Communication. I know it's currently under consideration but opening up the airwaves for branches would be beneficial so that information can be spread to a much wider audience.

## Which news items have caught your attention recently?

Economy, benefit cheats, and in particular how well Sainsbury is doing and how little the workforce shares in this success.

## Looking back on your life is there anything you would change if you had the chance?

Circumstances precluded at the time but I would've pushed harder to remain in education longer and maybe gone into law or politics.

## What's next for you?

'The World!' I am not ready to give in, tenacity is my middle name and I enjoy the challenges.

## FACT FILE & TRIVIA

### FAST FACTS

- **Employer** Sainsbury
- **Occupation** General assistant, entertainment
- **Age** 66
- **Lives** Sunderland
- **Married** Yes
- **Children** Three
- **Union positions** Branch chair, safety rep and joint consultative area rep
- **Branch** Sainsbury Northern F174
- **Activist** Since October 2005

### MY FAVOURITE...

- **Singer/group** Shania Twain, Kenny Rogers and The Shadows
- **The last film I saw was...** James Bond, Quantum of Solace
- **I spend my spare time...** Reading, modern dancing and running a line dancing class



**watch this space...**

Do you want to volunteer to be Network's next activist in-depth?  
Email:  
network@usdaw.org.uk

**YOUNG REPS MAKE THE MOST OF LEARNING**

FIRST SERIES SUMMER SCHOOL, WORTLEY HALL, SHEFFIELD.

# Summer School rocks

**S**ummer schools are the perfect breeding ground for activists to develop their skills and find out more about the union and themselves.

Over the years thousands of Usdaw's reps and activists from a variety of workplaces across the UK have taken their first steps with the union at the six-day residential schools.

Network caught up with some of the union's youngest activists at this year's first school held at Wortley Hall in Sheffield early in September.

**Becky Davis, 19,** full-time stock controller, Tesco Bradley Stoke, South

Gloucestershire. "It was a fantastic experience. I learned so much about myself and other people.

"I have to admit I was a bit worried to begin with because I was the youngest there, but within no time I'd made friends for life, everyone was so supportive of each other.

"Don't get me wrong you get through a lot of work and there's a lot to take in but I just soaked it up.

"I had opinions and joined in discussions. I even got up and spoke in front of people and everyone was so encouraging. I just want to get more involved now."

**Chris McDermott, 23,** part-time deli assistant,

Tesco Old Swan, Liverpool. "I can't believe how much I got out of the week. It was a great opportunity.

"I surprised myself and learned some new skills. I stood up and did presentations and reported back to the group.

"We had our own mini Annual Delegate Meeting and put together propositions which we seconded and debated, we even elected our own president.

"I came home determined to get more involved. I've already enquired about the youth weekend and the organising academy and of course second series summer school for next year!"

## CONTACTS

**Want to get more involved but don't know who to speak to?**

Contact your local National Youth Committee representative for advice and guidance or to hear about what's going on in your region.

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■ **North Eastern**

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■ **Southern**

**Appointment pending**

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■ **North West**

**Paul McKenna**

Warrington

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## Diary dates

**National Youth Weekend**

6-7 November 2010

**Respect for**

**Shopworkers Week**

8-12 November 2010

**Membership Week**

24-30 January 2011



Young activists at first series summer school

For information about rights for young workers and to download available resources visit: [www.usdaw.org.uk/youngworkers](http://www.usdaw.org.uk/youngworkers)

# More schemes close

Pension funds are still under pressure with big changes at Boots, Littlewoods and Arcadia

**P**ension scheme closures have been hitting the headlines at some of the UK's best known companies and affecting the future pensions of thousands of Usdaw members.

Boots closed their two final salary schemes (the Boots Pension Scheme and the UniChem Pension Plan) at the end of June, cutting the pensions of up to 15,000 staff.

Since then the company has announced a buyout deal for the UniChem Pension Plan, which will see the pensions of 3,000 scheme members transferred to Pension Insurance Corporation and the scheme wound up completely.

The Arcadia Group (which includes well-known high street fashion retailers such as Burton, Evans, Topshop, Dorothy Perkins and Miss Selfridge) notified staff in July of a proposal to close their final salary pension scheme by the end of October.

Shop Direct Group have also proposed closing the Littlewoods final salary scheme but have proposed keeping the link with final salary – meaning that the pensions for the 1,300 employees who are scheme members will be calculated based on service up to 31 December 2010 and their salary at the date they retire.

Premier Foods, the food manufacturer responsible for brands such as Hovis and Branston, began consultation in July on a proposal to close their scheme to new joiners and change the scheme from final salary to career average salary (like the schemes currently in operation at Tesco and the Co-op).

Consultations at Shop Direct and Premier Foods are ongoing and Usdaw officials are fully involved in discussions with both companies.

In the meantime, any Usdaw members employed by Shop Direct, Yodel or Premier Foods who are affected by the proposed pension scheme closures can contact the union's pensions team with any questions on 0161 224 2804 or email [pensions@usdaw.org.uk](mailto:pensions@usdaw.org.uk)



Boots two final salary pension schemes were closed at the end of June

## Workers will be able to go beyond age 65

**F**ollowing a recent Government consultation, the Default Retirement Age (DRA) will be scrapped from October next year.

This means it will no longer be lawful for an employer to force an employee to retire once they reach age 65 if that employee wants to carry on working.

There will be a transitional period for employers to process any retirements where the employee was notified before 6 April 2011 and the date of retirement falls between 6 April and 1 October 2011.

### How will this affect your company pension scheme?

Well, just because the DRA is being scrapped doesn't mean that your pension scheme has to get rid of its normal retirement age, which is also usually age 65. However, employers will have to decide what benefits to provide to people who choose to keep working past the scheme's normal retirement age.

Some employers have already embraced flexible working, where employees are allowed to start drawing their pensions even if they remain in employment past age 65.

Other employees may opt to reduce their working hours and use the money from their pension to make up the difference in their income – effectively 'phasing in' their retirement. Others can choose to put off drawing their pension and instead carry on paying into it and building up further benefits for as long as they remain in employment.

With the abolition of the DRA it seems likely that other employers who haven't yet introduced a flexible working policy will have to consider doing so over the next year.

## Information and Resources

Udaw produces a wealth of materials to help you learn about pensions and help other members including the following:

- Pension Awareness Campaign – reps' briefing
- Usdaw Pensions Guide – 2010 edition
- Guide to Buying a Pension Annuity (Leaflet 377)
- Support Usdaw's Pensions Awareness Campaign (Poster R42)
- Find Out More About Pensions (Leaflet 365)
- Pensions Awareness Campaign Materials Order Form

All publications are available to download from the Usdaw website at:

[www.usdaw.org.uk/adviceresources](http://www.usdaw.org.uk/adviceresources)

You can also find out more about Pensions by logging on to the website's pensions section: [www.usdaw.org.uk/pensions](http://www.usdaw.org.uk/pensions)

## MEMBERSHIP SERVICES

Usdaw works with all of its affinity partners to get you and your family the best deals available. Find out now if your union membership can save you money. For more information visit: [www.usdaw.org.uk/memberservices](http://www.usdaw.org.uk/memberservices)

## MERLIN ENTERTAINMENT

Usdaw members can make great savings on the following UK attractions and theme parks: Alton Towers Resort, Chessington World of Adventures, LEGOLAND Discovery Centre Manchester, LEGOLAND Windsor, Madame Tussauds London, SEA LIFE Centres and Sanctuaries, the Dungeons, Thorpe Park and Warwick Castle. To find out more or to book call **0871 222 4001** and quote **REWARDS** for your special discount or visit [www.usdaw.org.uk/merlin](http://www.usdaw.org.uk/merlin)



## £25,000 WOMEN'S CANCER COVER

- Covers 7 female-specific cancers (including breast, ovarian, cervical)
- £25,000 cash sum paid directly to you on diagnosis to help with bills, childcare, private drugs etc.
- Or £1,000 for cancers usually treatable by day surgery
- Advice and support from the Care Advisory Service
- £10 Boots voucher (sent within 28 days of receipt of first premium)
- The WellWoman Plan from Usdaw approved partner UNAT Direct

For an information pack, call 0800 072 6178

Lines are open 8.00am to 8.00pm Monday to Friday (excluding public holidays). For security and training purposes calls will be recorded and may be monitored.

## HOME, MOTOR &amp; TRAVEL INSURANCE

As a member of Usdaw, you are entitled to great value, low cost insurance from UIA. Members can choose from home, motor, travel or pet insurance.



Call UIA free on **0800 376 0300** quoting reference USDG or visit [www.usdawinsurance.co.uk](http://www.usdawinsurance.co.uk) to buy and receive up to **15% online discount** on home and travel insurance.

Usdaw is an Introducer Appointed Representative of UIA Insurance Ltd. UIA is authorised and regulated by the Financial Services Authority.

## THE CO-OPERATIVE FUNERALCARE

Our caring staff are on hand to give you individual support, care and reassurance when it matters most. Usdaw members and their families are entitled to a £25 discount on our funeral plans and 10% discount on professional services fees on funeral arrangements.

Visit [www.co-operativefuneralcare.co.uk](http://www.co-operativefuneralcare.co.uk) for your nearest Co-operative Funeralcare or call **0800 083 6301**

Terms and conditions: 10% discount applies to Funeral Director professional services fees only (as detailed on the price list and estimate form provided at the time of arranging a funeral) and excludes discounts on supplementary services, coffin/casket selection, additional services and payments made on your behalf (e.g. clergy, doctors fees, crematorium/burial charges). 10% discount is not applicable on funeral plans. Both offers cannot be used in conjunction with any other offer. Offers valid to Usdaw members and their families until 31 December 2010. All offers are not retrospective. Our business terms and conditions apply. This does not affect your statutory rights.

## SAVE ON GAS AND ELECTRIC

Uchange4better can help you save on your gas and electricity bills. Try our free and unique **100% impartial energy search engine** which allows you to compare the prices of all gas and electricity suppliers and find the very best deal for your home. You can compare by savings alone, CO<sub>2</sub> savings, customer service standards or a combination of all three. Simply key in your postcode, your current supplier and charges and the site will do the rest for you. **It couldn't be easier.**

To see how much money you can save visit [usdaw.uchange4better.co.uk](http://usdaw.uchange4better.co.uk) or call **0845 652 1683**



## USDAW HEALTH &amp; DENTAL PLAN

## Usdaw Health Plan

Low cost alternative to private medical insurance. Get 100% of your money back on optical, dental, therapist and specialist treatments. To apply online visit: [www.usdawhealth.co.uk](http://www.usdawhealth.co.uk) or call **0800 037 2094**

## Usdaw Dental Plan

Get 100% of your money back on the cost of your dental treatment. NHS and Private plans available. White fillings and crowns covered. To apply online visit: [www.usdawdental.co.uk](http://www.usdawdental.co.uk) or call **0800 037 2092**

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## TAX FREE SAVINGS

The Usdaw Unisaver is a safe way to save for the future. Starting from just **£10 per month**, you and your family can save tax exempt, and at the end receive a **TAX FREE** payout. It includes Life Cover and no medical is required.

To find out more call: **FREE on 0808 1 444 288** or visit [www.usdaw-unisaver.co.uk](http://www.usdaw-unisaver.co.uk)

Unisaver is underwritten by Coventry Assurance Society. Authorised and regulated by the Financial Services Authority. All information and prices are correct at the time of printing



## BRITANNIA

With Britannia, Usdaw members benefit from a great range of mortgage products and an exclusive instant access savings account.

**YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT KEEP UP REPAYMENTS ON YOUR MORTGAGE**

To find out more call free on **0808 156 2838\***.

Visit your local branch or [britannia.co.uk/usdaw](http://britannia.co.uk/usdaw)

\*Our lines are open 8am-8pm weekdays and 9am-12noon Saturdays. Calls may be recorded and/or monitored. Calls from landline phones are free however mobile providers may charge. Britannia is the trading name of the Co-operative Bank plc.



## TAX REFUND SERVICE

Over **71,000 members** have used this service and so far received tax refunds in excess of **£1.7million**. Refunds average **£167.94** each!

To find out if you are due a refund, go to [www.taxrebates.com/ref/usdaw](http://www.taxrebates.com/ref/usdaw), call the application information line **0845 058 2288** or send a SAE for an application form to:

The Tax Refund Co. 43-47 Middle Hillgate, Stockport, SK1 3DG.

## NEW AND USED CARS

Risk free, hassle free car purchase scheme for Usdaw members and their families.

- Massive choice
- Save ££££s
- Total peace of mind
- Convenience
- Free nationwide delivery

Part exchange welcome  
Finance available



To enquire online visit: [www.usdawdrive.co.uk](http://www.usdawdrive.co.uk) or call **0845 122 6916**

## FREE DEBT ADVICE

Usdaw and Consumer Credit Counselling Service (CCCS) have launched a new service providing debt advice and solutions for all Usdaw members

CCCS provides free and immediate telephone debt advice to individuals and families in times of financial distress. In addition to its unique online counselling service, Debt Remedy, CCCS offers a free telephone counselling service available Monday to Friday.

If you are an individual struggling to repay your debts use the CCCS Debt Remedy online assessment of your financial circumstances: <http://www.cccs.co.uk/usdaw>

Telephone debt counselling  
Freephone **0800 138 1111**  
Mon to Fri 8:00am-8:00pm



## 25 YEARS WITH BRITANNIA RESCUE

Britannia Rescue has been looking after its members' needs for 25 years this year! In fact, Britannia Rescue has achieved 'Best Buy' status by Britain's leading independent consumer magazine Which?

Call free on **0800 591 563** (Mon-Fri 8am-8pm, Sat & Sun 8am-5pm) or visit: [www.britanniarescue.com/Usdaw](http://www.britanniarescue.com/Usdaw) and find out how you and your family members can take advantage of a 15% discount with Usdaw's official road rescue provider.

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## GYMTASTIC OFFERS

Discounted rates on Gym Membership exclusive to Usdaw Members

Visit the following Usdaw websites for more information:

Fitness First: [www.usdaw.org.uk/fitnessfirst](http://www.usdaw.org.uk/fitnessfirst)  
LA Fitness: [www.usdaw.org.uk/lafitness](http://www.usdaw.org.uk/lafitness)  
Nuffield Health: [www.usdaw.org.uk/nuffield](http://www.usdaw.org.uk/nuffield)



# GET ACTIVE ONLINE

Visit the all new Usdaw website now and sign up to receive our new interactive newsletter

Since the union launched its new look website in early July visitors have been flocking to see all its new features and feedback so far has been fantastic.

If you've not yet managed to log onto [www.usdaw.org.uk](http://www.usdaw.org.uk) then make sure you take a look the next time you're at the computer.

Visitors to the site will now find it easier to find information thanks to the new user-friendly layout and its powerful search facility.

Dedicated specialist areas for **Newsroom, Events, Workers' Rights, Usdaw's Legal Plus Service, Health and Safety, Pensions and Equality** have all been designed with members and reps at the forefront.

The Advice and Resources area hosts masses of information for you to view, download or print.

Make sure you visit the union's award winning Campaigns area to see how you can get involved.

The new *My Union* area details Usdaw training opportunities and how to get involved.

We've also recently added videos to the site and there will be many more to come.

You can also expect to see some exciting new features in the not so distant future including webinars and the introduction of personalisation.

Make sure you're in the know about all things Usdaw, sign up to our e-newsletter and we'll keep you informed of everything the website has to offer.

visit [www.usdaw.org.uk](http://www.usdaw.org.uk)

Sign up now to receive your reps e-newsletter



LATEST EDITION

ISSUE 1 -  
SEPTEMBER  
2010

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# ACTIVE REPS ADVANCE AT SUMMER SCHOOLS

Usdaw runs two residential summer schools every September for new and experienced reps in the glorious surroundings of Wortley Hall near Sheffield. **Network** dropped in for a quick chat

If you want to learn more about the union in a friendly and relaxed environment then you should consider putting your name forward for one of the union's two summer schools.

These residential weeks offer new and experienced reps the chance to develop their knowledge, boost their confidence and enables them to make a big difference in their workplaces.

Over the years the schools have also proved a major launch pad for activists who have gone on to join the union's organising staff.

**Tracey Lowther** who works at Morrisons in Bridgwater, Somerset was at the first school. "I wanted to be challenged and stretched and I was," said the 52 year-old. "We learned in class and we learned from each other. There was an unforgettable moment when one of our group told us about his time as a homeless *Big Issue* seller and how he had turned his life around. That was very emotional for all of us.

"The venue Wortley Hall is excellent."

Tesco checkout team leader **Val Cooke** was also on the first school. "I had the most exhausting and intense week of my life," said the 41 year-old from Bishop's Stortford in Hertfordshire. "I'd certainly recommend it to other reps. You get a wealth of information and knowledge. It was information overload but in a good way!

"The week was fantastic. The friendships I have made I will cherish and the late night discussions all added to the

**The union pays for all accommodation and meals. Transport costs are also met and reasonable childcare expenses will be paid. Applicants have to apply via their divisional council and interested reps should start planning ahead now for 2011.**

experience. The bonding with like-minded people under the same roof was an electric feeling. I feel privileged to have had this experience."

**Andy Williams** went to first school last year and second this year and really enjoyed it. "I met some old friends and made some new ones," said the 50 year-old who works at the Tesco petrol station at Cradley Heath in the West Midlands. "I did the unions and organising course and increased my knowledge on a range of subjects.

"We went into Sheffield and did a survey on what people think about trade unions. That was interesting and while some people didn't know too much about unions they mostly thought they were a force for good in the workplace.

"It was good to chat with colleagues and we all helped each other sort out problems, for example, on dealing with redundancies and that sort of issue. I really enjoyed the week. Since getting back home we've all been on facebook to keep in touch."

Sainsbury checkout operator **Tina Martin**, 38, was on the second school having

completed the first last year. "I did the women and organising course which was very informative," she said. "It was an in-depth look at the union and I learned a lot.

"A number of external speakers came to the school and they were very good as was the canvassing in Sheffield when we asked shoppers about the gender pay gap. You'll be surprised at how many people are unaware of the differences in men's and women's pay. All-in-all a really great week."

Fleet operator for Home Delivery Network in Greater Manchester **Nicola Robinson** can't praise the second school enough. "What a fantastic week," said the 34 year-old, who went to first summer school last year. "I did the politics option and it gave me a real understanding of the history and strength of the trade union and labour movement.

"Many people don't realise that as reps we are part of a much wider movement. The course gave me a really good appreciation of this bigger picture. It was informative and I found it very empowering.

"The week re-energised and re-motivated me and I've been on a real high since getting back to work. We held a very successful campaign day, and as my colleagues will tell you, I can't stop talking about summer school. I've told them all to put their names forward.

"The other reps were great and Wortley Hall is a lovely place and the staff were very friendly too."

## Course outline

### First School

This school has been designed for members who have already shown some commitment to Usdaw and are keen to play a more active part in the future.

Members attending the School will join a small work group of approximately 14 members, each with its own tutor. The basic aim of the school is to help activists:

- Develop their understanding of trade union aims, objectives and policies.
- Develop their understanding of the challenges facing trade unions today.
- Develop their self-confidence.
- Improve their organising and communication skills.

### Second School

This school is intended for experienced and active reps. It is only open to members who have attended the Academy, First Series Summer School or Second Series Summer School before 2007. The school is divided into different seminar groups:

- Trade Unions and Organising
- Politics and Organising
- Women and Organising
- There will also be some campaigning on the streets of one of the local towns.

More information at: [www.usdaw.org.uk/training](http://www.usdaw.org.uk/training)



“ The bonding between like-minded reps under one roof was an electric feeling. I feel privileged to have had this experience – unforgettable ”



The class of 2010 at first summer school . . .



. . . and the class of 2010 at second summer school

# CAMPAIGN ASSISTS REPS

Reps across the country are discovering the benefits of highlighting Usdaw's many campaigns as a recruitment tool. Academy organiser Anas Ghaffar tells us why it's worked so well for him.

## Organised?

### DO YOU HAVE AN ORGANISED WORKPLACE?

If you can tick a good number of the boxes on the checklist below then your workplace is well on the way to being organised

- ✓ High level of union membership
- ✓ Members have confidence in grievance and disciplinary procedures
- ✓ Reps have professional relationship with management
- ✓ Members know who union reps are
- ✓ Members know what issues the union is pursuing
- ✓ Union meetings are always well attended
- ✓ Reps have ongoing recruitment plan
- ✓ Reps always have a slot at staff inductions
- ✓ Management keep reps and members informed of what's going on in the business
- ✓ Union has good facilities from management for carrying out union business
- ✓ Reps know where non-members are and why they are not in the union
- ✓ All reps have been on union training courses
- ✓ Members recommend non-members to join the union
- ✓ Union involved in positive things, not just problems
- ✓ People regularly talk about the union at work
- ✓ Area organiser is rarely needed for recruitment and representation
- ✓ Area organiser works with reps to plan and manage union activity

Usdaw's campaigns raise awareness of the benefits of membership in workplaces that have been difficult to organise in the past, says academy organiser Anas Ghaffar.

"I've found the campaigns very effective because they highlight real issues for our members and potential members. They help us connect with staff on everyday problems like safety and flexible working," said part-time night shift worker Anas, 25, who works for Tesco in Slough in Berkshire.

"The under-age sales campaign is also a great example because it affects everyone including management, staff and customers.

"It went down very well in the Sainsbury store in Calcot in Reading. I spoke to union rep Shirley Dunnaway who told me historically this had been a very tough store to organise and previously we'd only been allowed access to the canteen to recruit new members.

"I spoke to the store personnel manager Jo Nation and explained the campaign, she was very



supportive and happy for us to speak to staff on the shop floor to raise awareness.

"We organised a campaign day to run in the store in September. There was lots of interest from staff who were surprised when they saw items like party poppers on the list of restricted products and the consequences for themselves of on-the-spot fines of selling to under-age customers.

"The campaign day went really well, I signed up four new members and we now have a better relationship with management in the store."

**Union rep Shirley Dunnaway (left) and academy organiser Anas Ghaffar (right) promoting the under-age sales campaign**



## A successful session with the Academy opens Jimmy's eyes

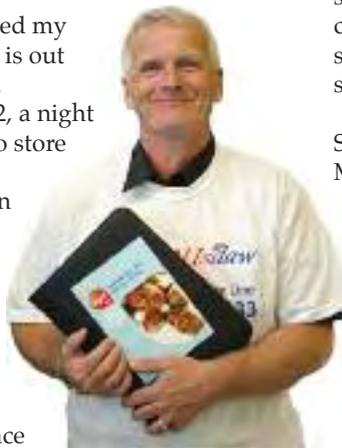
As Jimmy Colverson's six months with the Academy comes to an end he is going back to his workplace better informed and with a clearer understanding of how to plan recruitment and organising activity.

"The Academy has opened my eyes to just how difficult it is out there away from your own workplace," said Jimmy, 52, a night shift worker from the Tesco store in Billingham, Cleveland.

"You can spend all day in a store and get absolutely nothing because nobody seems interested in what you have to say. Then on another day people are almost queuing up to speak to you.

"If you map the workplace

union rep Jimmy Colverson



and do your homework you can find out what the problems are and then when you visit you can talk to staff and tell them how the union can help with these issues.

"I've had some good results. I recruited three new reps and signed up new members in my campaign store, Tesco in Catterick, so that's a good start and something to build on.

"I've also done well in some Sainsbury Local stores and Morrisons but then not so well in some of my Tesco stores such as Redcar.

"It can be very frustrating especially when you come from a very well organised workplace like my own. But that's the good thing about the Academy, it certainly stretches you and makes you think."

## Teamwork is the key for Mick

After almost 20 years as a rep Mick Yates is as enthusiastic about his role with the union as the day he started and is as committed as ever to getting the best possible deal for his members.

Mick is one of a dedicated team of four reps at the Tesco store in Glossop in Derbyshire who can boast of a well-organised workplace and a membership in excess of 90 per cent.

"Teamwork is definitely the key," said the 59 year-old. "We have regular reps' meetings and deal with things efficiently.

"During my 21 years with Tesco I've worked with 11 managers and seen a lot of changes in the

workplace. The union has been strong throughout and our devoted reps have been at the forefront making sure things are done in the right way and members' interests are always looked after."

Twenty-five year-old Mike Ball came on board four years ago, he said: "I was keen to get involved and haven't been disappointed. Mick and the team took me under their wings and helped me get started.

"As reps, our roles are clearly defined. We communicate well with each other. Our members and management all know we are dependable and committed and thanks to the union we've all benefitted over the years."

Left: Mike Ball, Mick Yates and Sam Ball  
Right: Mike Ball on the recruitment trail



### Top Tips

#### TEAMWORK – TIPS FOR ORGANISING

If you want organising in your workplace to be totally effective it is essential to start building a good team of reps as soon as possible. Here we suggest five key rep positions for your team:

#### 1. THE INDUCTION RECRUITMENT SPECIALIST

Someone who is confident to stand up in front of a number of people and do a PR job for the Union. This person might never lift a finger from one staff induction to the next but their contribution is invaluable.

#### 2. THE REPRESENTATION SPECIALIST

Handling grievances and disciplinaries requires very particular skills. This person might combine the ability to do their homework on individual cases with the measured style required in a hearing.

#### 3. THE SECRETARY OR ADMINISTRATOR

Someone to deal with the paperwork. It is not everybody's cup of tea but if you are good at it, it is very satisfying.

#### 4. THE PLANNER

This person might know very little about particular issues, but is good at organising the team and telling them what needs to be done and when it needs to be done by.

#### 5. THE 1-2-1 RECRUITER

Being effective face to face is a special skill, every 1-2-1 encounter is different but it is an important part of organising.

# Training to gain up North

Usdaw reps, officials and management get together in York for two days of skills training

**S**ainsbury reps from stores across the North Eastern division were joined by union officials and management at a special two-day get-together held in York in June.

“Getting involved with the union four years ago is one of the best things I’ve ever done,” said 38 year-old checkout operator **Tina Martin** from the Halifax store in West Yorkshire.

“I’ve got something out of every union event I’ve been on whether it’s a training course, a conference or a divisional event.

“I’m a different person. Self-organised and confident in my ability as a rep. I’ve got more certificates with the union than I ever got at school.

“I couldn’t believe it when I won a divisional award for my work as branch secretary of Yorkshire Sainsbury’s in helping to get the branch up and running. This spurred me on to get more and more involved.”



Reps, officials and management get together in York

Fellow branch member and vice-chair, **Robert Edwards**, works at the Sheffield store and has been a rep for three years. He said: “Usdaw training and education has given me the confidence to do a good job as a rep. People who have known me over the years will say I’m a completely different person because of my involvement with the union.

“As a rep I’m learning all the time

and that’s got to be a good thing for my members.

“I’m one of a good team of reps in my store and like everyone involved with the union we’re always looking for new ideas to encourage staff to join and get the full benefits out of their union membership.

“Get-togethers are great for exchanging ideas and recharging your batteries and for support and encouragement.”



Reps training in York

## GET ACTIVE

### ON COURSE - TRAINING TO ORGANISE

Usdaw’s training and education department offers a full range of courses designed to develop reps and give them the confidence and the know how to help support themselves and their members.

When reps sign up to an Usdaw training course they are fully supported by a team of experts within their division and nationally.

Reps can choose from a variety of courses for shop stewards, health and safety reps, union learning reps and branch officers.

Subjects range from: Collective Bargaining, Rights at work, Maternity Rights, Essential Skills for Reps, Organising the workplace, workshops and briefings, Usdaw Home Study, Understanding Pensions Home Study.

Reps can also sign up for Summer Schools, the Organising Academy and pre-academy courses, TUC courses, Federation Schools, as well as a whole range of divisional workshops and get-togethers to find out more about youth issues and issues concerning women, disabled, black and white ethnic minority members and lesbian, gay, bisexual and transgender members (LGBT).

To find out more visit:

[www.usdaw.org.uk/training](http://www.usdaw.org.uk/training)

# Active Co-op reps make a grand boost to membership across Bonnie Scotland

**C**o-op membership is growing steadily in the Scottish division thanks to an increasing number of trained reps who have recruited almost 1,000 new members this year, which is much higher than in previous years.

Reps from across the division attended a special follow on training course at the Glasgow office in June.

The two-day event was designed to build the network of shop stewards across the division by helping to boost their organising skills and improve their knowledge of Co-op policies and procedures.

**Shona Robertson**, 41, has been a rep for two years at the Chapelhall store in Airdrie, North Lanarkshire. She said: "As the only rep in my store union training is vital for me."

"I'd always thought of myself as a bit of a shy person before I got involved, but meeting reps from other stores has helped me communicate better."



Co-op reps from the Scottish division at a follow-on training course in Glasgow last June

I have a network of reps I can call on or email for advice and support at any time.

"My confidence has improved and I don't have a problem dealing with anyone and that includes management."

"I'm proud of my progress and the fact that everyone in my store is in the union."

**Chris Rands**, who has been a rep at the Brora store in the Highlands for eight months, said: "Usdaw's training is first-class."

"I was a shop steward for four years with another union before I started working for the Co-op and I didn't get any training at all. That all changed with Usdaw."

"The course in Glasgow was very well organised and structured."

"My area organiser has supported me all the way. She encouraged me to get involved in stand-down and make contact with Co-op staff in the Highlands who in the

past have felt a little bit cut off from the union. This was very successful and I'm looking forward to going out again."

National officer Sharon Ainsworth said: "Co-op reps in Scotland are doing a fantastic job recruiting and raising the union's profile. I was very impressed to see 16 reps from all over the division, including the Highlands and Islands, getting the best out of the two-day course."

## Opinions

**SHONA ROBERTSON**



“Meeting reps from other stores has helped me communicate better. I have a network of reps I can call on or email for advice and support at any time.”

**CHRIS RANDS**



“I thought the course in Glasgow was very well organised and structured.”

## IN NUMBERS

### MEMBERSHIP FOR WEEK ENDED: 25 SEPTEMBER 2010

South Wales & Western.....	45,492
Eastern.....	55,885
Midlands.....	52,775
North Eastern.....	53,897
Scottish.....	42,263
Southern.....	52,263
North West.....	89,232
<b>TOTAL .....</b>	<b>392,082</b>



## REMEMBER: Respect for Shopworkers Week 8-12 November 2010

With Respect for Shopworkers week just around the corner why don't you log onto the all new Usdaw website for all the information and publications you could need about our **Freedom From Fear** campaign.

This year we're highlighting the issue of under-age sales and the problems surrounding them. Make sure you visit the website now for more information on this age old problem:

[www.usdaw.org.uk/freedomfromfear](http://www.usdaw.org.uk/freedomfromfear)

# New recruits sign up as Co-op reps use Legal Plus

A Legal Plus campaign day helped build membership and raise awareness of the many benefits of union membership at the Midcounties Co-op Cinderford store in Gloucestershire, in August.

"It was a very successful event," said Debbie Tingle, 50, who has been a rep at the store for a year. "We signed up eight new members on the day.

"People didn't realise the full range of legal cover available to them and their families especially **FirstCall Usdaw** - the direct claims line for accidents inside and outside the workplace.

"They were surprised at

how much was on offer and to find out they could get advice about things other than work and employment issues, such as moving house and consumer issues as well as help for family members."

Debbie was joined by rep Gary Tanner from the Coleford Store and academy organiser Rose Bevan was on hand to help the day run smoothly.

"We invited Simon Rosser a panel solicitor from Leo Abse & Cohen to come along and this went down really well," said Gary, 51, a rep for 18 months.

"Simon spent a few hours with us and spoke to many members in private giving free legal advice .



"This is the first campaign day Debbie and I have organised and we were very pleased with the results. The **Legal Plus Toolkit** gives reps all they need to know

about how to promote the service to members.

"These awareness days remind members and potential members of how much help is available."

**Team effort . . . The Legal Plus campaign day went down a treat at the Midcounties Co-op Cinderford store**

## The **co-operative** funeralcare Part of a history that began in 1844.



As part of The Co-operative Group we can trace our roots right back to 1844 when The Co-operative was formed by the people for the people, a principle that continues to this very day in an organisation that is owned and controlled by over 2 million active members.

We are not about making big profits for shareholders or large family groups, but creating value for our members and that could include you. Our top priority

is to provide the best possible services for our clients and to invest in the communities that we serve. In each year we award a percentage of our profits to community projects, and in 2007 this amounted to £10.3 million.

The Co-operative's sound principles of caring for others and concern for the community are as strong today as they have always been, we offer a genuinely local funeral service backed by the strength and reassurance of a unique, caring organisation.

There are few services which are so exacting as the service provided by a funeral director. Naturally we want to ensure that those we love receive the best possible care and with many of us only selecting a funeral director once or twice in our lifetimes, it is easy to believe that such care is more readily available from smaller funeral organisations.

**"We take great pride in maintaining the reputation of one of the UK's most trusted names."**

But at The Co-operative Funeralcare we know that is not the case... We have become the country's leading funeral director because of the high quality of care we deliver through local people working at a local level, people who are backed by resources and expertise that only a trusted national organisation can provide.

The standards to which funeral directors operate are of vital importance in such a demanding profession. We take great pride in maintaining the reputation of one of the UK's most trusted names.

For more information about membership phone 0800 023 4708 or email [membership@co-operative.co.uk](mailto:membership@co-operative.co.uk)

For more information about your local Co-operative Funeralcare branch visit [www.co-operativefuneralcare.co.uk](http://www.co-operativefuneralcare.co.uk)



# Ed Miliband is the new Labour leader

## TRIUMPH FOR ED

Usdaw has welcomed the election of new Labour Party leader Ed Miliband and called for the Party to unite behind him to win the next General Election.

General secretary John Hannett said: "Usdaw congratulates Ed on his election as Labour Party Leader and we look forward to supporting and working alongside him as he now turns his fire on the Coalition Government and sets out the progressive alternative the country so badly needs.

"Now the decision has been

made we need to unite behind Ed, take the fight to the Tories and expose the deeply unfair and irresponsible way the coalition is setting about reducing the deficit.

"Usdaw also pays tribute to the other four candidates. They have all shown that it is Labour that still has the passion, ideas and vision to make the country a better and fairer place to live.

"More than 3,000 Usdaw members have joined the Labour Party during the campaign, a testament to the way the election has greatly strengthened both the Party and the trade union link."



New leader Ed Miliband

## David Miliband thanks Usdaw

### DAVID OPTS FOR BACKBENCHES

Speaking at the Usdaw reception at Labour Party Conference, David Miliband told delegates that he was very honoured to have secured the Usdaw nomination for the leadership election.

He said that he was delighted to have received the recommendation of the Executive Council and the support of Usdaw's members. Around two-thirds backed David in the Usdaw all-member ballot.

Usdaw's reception took place the day after the result of the election was announced and David Miliband called on the Party to unite behind his brother. He said that there needs to be an end to the factions and "soap opera" that have dominated the Party in the past.

John Hannett said, "We are proud of the campaign that David ran. He is an exceptionally talented individual, an asset to the Party and his experience will be sorely missed. We hope he will one day return to front bench politics but we hear what he says and we will get behind the new leader and take the fight to the Coalition Government."



David Miliband MP has announced that he will not serve in the shadow cabinet and will instead sit on the backbenches and recharge his batteries

# 50%

The threshold the candidate had to pass to win the election, Ed won 50.65%, David won 49.35% after the fourth round of voting

## IN BRIEF

### ■ Make a stand and join the Labour Party

It's never been easier to join the Labour Party. As an Usdaw member, if you join by Direct Debit, you'll get the first year free and it will only be £1.63 per month thereafter.

By joining you can be part of the debate that shapes the new optimism of the Party. You can be part of the new generation that tackles the Tories' pessimism about our country and brings new hope.

We need as many Usdaw members as possible to join to make sure that our voice is heard and that Labour is in touch with the issues and concerns of our members. The more members who join and get involved, the more of a difference we can make. Visit:

[www.usdaw.org.uk/ourcampaigns/usdawforlabour/joinlabourtoday.aspx](http://www.usdaw.org.uk/ourcampaigns/usdawforlabour/joinlabourtoday.aspx)

To join the Labour Party at a discounted rate, simply print and fill in the form, and return to us at the FREEPOST address at the bottom of the web page.

If you join up using Direct Debit, your first year will be ABSOLUTELY FREE!

You can download the application form online. If you can't download the form, call the politics office on 0161 249 2452 and we will post one out to you.

## What the reps said about the conference

**Jackie Martin:** "I think that this conference has really brought the Labour Party together. There's a real feeling of unity – even though we're from different areas and different people supported different candidates for the Party's leadership – now we're all ready to take on the Coalition (and the SNP in Scotland) together."

**Mark Boswell:** this conference is a historic occasion. I feel really privileged to be here. I'm also fired up and positive about promoting Labour when I get back. I'm really proud to be an Usdaw delegate too. The union has such a high profile here and is so much respected by all the MPs and delegates."

# IT'S NEVER TOO LATE TO CHANGING YOUR LIFE C

As Usdaw secures further funding to continue the success of its Lifelong Learning campaign, *Network* lo

## GET ACTIVE

### How do I become a Union Learning Rep?

Contact your branch secretary, chair or area organiser about advice on the procedure.

Speak to your lifelong learning project worker to find out about courses – 0845 6060640.

### The role of the ULR is to:

- Identify members' learning needs.
- Provide information and advice about learning or training.
- Promote and arrange learning or training.
- Encourage and support learners.
- Work with employers to promote learning.

### TRAINING

The **Introductory Course** is a five-day course run by the TUC as a day release course spread over five weeks. There is also a **Basic Skills Awareness** course and **Follow-On TUC Units**, these are usually one or two days.

### UNION LEARNING FUND

In March 2010 Usdaw secured more than £770,000 through the Union Learning Fund to support our Lifelong Learning work until March 2011.

Usdaw's successful Lifelong Learning campaign has been improving member's lives for the last ten years. Over the last two years:

- 15,407 members have been engaged in training
- 344 Union Learning Reps (ULRs) have been trained
- 16 new on-site learning centres have been set up
- Nine new Joint Learning Agreements have been signed
- 40 sites now have some 'Time off for learning'
- 70 new stores engaged in learning
- Recognition has been negotiated for Tesco distribution ULRs
- Agreement reached for stand-down and mobile ULRs in Tesco retail.

Adult learning week, May 15-21st, was a busy time for North Eastern ULRs, *Network* caught up with some of them.

ULR **Kevin Winn** from Sainsbury Wincanton in Sherburn in Elmet held a learning promotional day working closely with the local library and the six-book challenge and also the Open University. Twenty people signed up for the challenge and 18 for the Open University.

While ULRs **John Barton, Malcolm Costello, Emma Nightingale** and **Richard Taylor** at Asda Wincanton, ran a week long event with a number of providers including Northern College, Doncaster College and the Open University on hand to offer courses ranging from Skills for Life all the way up to degree level.

The team at DHL Castleford – **Julie Morrith, Dean Worswick** and **Andy Mellows** – committed their support to Lifelong Learning with the signing of a new agreement. A special promotional day highlighted a variety of courses including Skills for Life and NVQs. Healthy living was also promoted with occupational therapists offering free tests and advice on

blood pressure and healthy eating.

ULRs **Claire Ritchie, Christine Harding** and branch secretary

**Brian Middleton** at the DHL Argos Distribution site in

Darlington covered all the shifts to promote the learning agenda. Staff filled in surveys and attended workshops and



Above: Signing of a new learning agreement takes place at DHL Castleford

Left: Tesco York celebrate world book day earlier this year with author, Ian Clayton



# START HANCES



ooks at how members working in the North Eastern division have benefitted



briefings on Skills for Life, IT and NVQs. The Open University and local library were on hand with advice and courses on offer and a local fitness centre promoted healthy lifestyle. 171 staff signed up for briefings and workshops on the day.

Tesco Mobile ULR **Jayne Chapman** from Teeside ran short buzz sessions on CV writing across five different stores. Surveys were completed and referrals made to the Open University and Skills for Life.

Jayne also organised for a

chiropract to attend and give retail staff advice on how to look after their feet. She also signed up two new members.

Meanwhile mobile ULR **Tracy White** organised a series of briefings on health and well being, crime prevention and NHS workshops at stores in and around York. More than 60 staff signed up for library cards giving them access to books and IT courses, entry into museums and other perks. She also signed up three new members and recruited an additional health and safety rep.

## QUALITY STANDARD

Co-operative Retail Logistics (CRL) Learning Centre at Birtley in County Durham has won the prestigious Matrix award for learning, the first depot within the Co-op Group to achieve this accreditation.

The Matrix standard of excellence is the national mark for organisations delivering Information, Advice and/or Guidance services (IAG).

The standard in IAG practice has helped Union Learning Reps (ULRs) to guide staff to a clear path of progression which may be personal, career or a job specific goal. ULR co-ordinator **Ged Duff** said: "It's been a team effort with co-operation between the union and management which has enabled myself and my team of ULRs to implement the process of IAG at Birtley.

"I'd like to thank all involved and in particular the learners who engaged in one-to-ones and group IAG sessions.

"Learners completed courses in their own time showing commitment of the highest standard.

"And one or two of them have moved into new positions on site which also shows their new skills enabled them to progress.

"Providing a professional practice for learners will hopefully help to retain and recruit more learners, The learning centre has a wide variety of courses available on site and hundreds more at our partners' learning centres.

"We encourage all staff to develop their personal skills which will give them confidence and these updated skills should enable Birtley to be more competitive with well trained staff, as well as help CRL and the Co-operative Group on a national level."

### web...

You can keep up-to-date with all Usdaw's lifelong learning news at [www.usdaw.org.uk/lifelonglearning/](http://www.usdaw.org.uk/lifelonglearning/)

# Reps say Alloa to learning

Scottish minister for schools and skills Keith Brown MP joined Alloa Athletic footballers Gary Carroll and Dougie Wilson on a special visit to the Tesco store in Alloa earlier this year to check out Lifelong Learning and present members with their certificates.

"Staff were excited about the visit and we were delighted Keith, Gary and Dougie gave up their time to lend their support," said Union Learning Rep (ULR) Dawn Walker.

"Learning has gone down extremely well since myself and ULR Jane Davis first set up the initiative 18 months ago.

"We have a range of courses on offer in our own training/learning room with staff studying alongside managers.

"We also have a library in the canteen and staff can brush up their skills and use the computers in their own time to surf the net, print their photos, book holidays and shop online."



Cut above as the learning centre is opened at Tesco Alloa

## High flying reps at Old Swan

A winning team of reps and learners at the Tesco store in Old Swan, Liverpool were recently awarded the prestigious European Social Fund Group Award from the National Institute of Adult Continuing Education for their hard work during the past two years in introducing learning at the store.

Lifelong learning project worker Julia Baldwin said: "It's a brilliant initiative that's worked really well and we're now using it across the sector. All credit to them and their use of the union's Check Out

Learning campaign.

"We were all delighted to see the first group of 15 learners presented with their certificates for qualifications ranging from entry level numeracy and literature to basic Spanish, IT and sign language."

The team received a further boost when they were put in the media spotlight by Radio Merseyside who dropped in to interview the learners and the store manager as part of its breakfast show, which was broadcast from the store during Adult Learners' Week in May.

## Great Scots in store



Learning is taking off at the Tesco store in St Rollox in Scotland thanks to the hard work of ULRs Ananka Lyall and Karen McCourt.

The duo have been instrumental in introducing learning in the store for the first time earlier this year. Scottish division's lifelong learning project

worker Jill Little said: "I'm incredibly proud of the commitment shown by Ananka and Karen and it was a delight to see the first 15 learners with new skills, confidence and holding their certificates.

"They've all had a great time and most have already signed up for further courses."



# PRESSURE MOUNTS ON STAFF AS XMAS NEARS

Members across all Usdaw sectors will be under intense pressure to work longer hours ahead of the Christmas rush. **Network** reminds reps of the current laws on bank holiday working

**R**etailers are about to announce their trading hours over Christmas and New Year.

One of the first to publicise their trading hours is the Trafford Centre in Manchester which will be closed on Christmas Day, open from 11am to 5pm on Boxing Day for large stores (Sunday 26 December) and open from 9am to 10pm from Monday 27 December to Thursday 30 December.

On Boxing Day, which is a Sunday, the Trafford Centre is encouraging small stores to open from 10am until 6pm with some stores intending to open at 8am!

As can be seen from this announcement there is going to be a lot of pressure on many shopworkers to work long unsociable hours at Christmas. Over the next few weeks the big retailers will be publishing their Christmas and New Year trading hours.

Udaw wants to see the longest possible break over the Christmas and New Year festive period for shop workers and other workers employed in Usdaw sectors.

The union would like all shops owned by the big retailers to remain closed on Christmas Day and Boxing Day. Usdaw believes that workers who work on Public or Bank Holidays over the Christmas/New Year period should receive premium pay. The union has also urged employers to close shops early on Christmas Eve and New Year's Eve.

Udaw is negotiating with employers against a backdrop



More on Christmas working at: [www.usdaw.org.uk](http://www.usdaw.org.uk)

of statutory rights which are more limited than many people think. Consider the following:

**1. There is no legal right to paid time off on a public holiday.**

Your position in relation to working on a bank/public holiday will depend on what is outlined in your contract of employment, staff handbook and if there is a union/company agreement.

**2. There is no legal right to receive premium payments for working on a public holiday.**

Your position depends on what is in your contract of employment and union/company agreements. The pay rates for working on a public holiday are usually explained in the staff handbook or in other communications to staff. Usdaw always tries to

negotiate premium payments.

**3. Your rights relating to working on public holidays depends on what your employer agreed with you when you started or what the employer has agreed collectively with the workforce.**

The position on whether public holiday working is voluntary is usually explained in your contract, the staff handbook or outlined in any agreement between the employer and the trade union.

**4. The arrangements for assigning the date of the customary holiday are different in each business.**

Bank holidays are the days the Government designates as public holidays under the Banking Act. When the customary holiday falls at the weekend, the bank holiday is the substitute date for workers in Monday to Friday

businesses. For businesses that operate seven days a week, such as the retail and distribution sector, the customary holiday is sometimes kept to the traditional day of the public holiday.

**5. Christmas Eve is a normal working day and staff may be required to work their normal working hours.**

Udaw believes shops should look to close early to give staff time with their families.

**6 If your workplace opens on Boxing Day, you have no automatic right to time off.**

It all depends on your contract and which days have been designated in your company as the customary holidays. Your normal working hours also come into it.

Trading on Boxing Day and Sunday 2 January will be affected by Sunday Trading legislation which restricts large shops in England and Wales to trading for a maximum of six hours between 10am and 6pm; in Northern Ireland large stores can only trade between 1pm and 6pm on a Sunday.

Udaw believes that workers should be allowed a decent break at Christmas/New Year and premium pay for working unsociable hours.

Unfortunately, workers have few legal rights to automatic time off on Public Holidays and shops are under market pressures to be open all hours. Usdaw is negotiating with retailers to get shop and other workers a reasonable break and premium pay at Xmas and New Year.

# New jobs for active reps

Congratulations to Adrian Grabarski, Susan David and Andy Hearn who have recently been appointed as area organisers while former deputy divisional officer John Radigan retired in June



Adrian Grabarski

**A**drian Grabarski, the first Moldovan on the union's staff, took up his new role in early June and is based at the Dilke House office in London.

Adrian came to the UK in 2006 from Chisinau, capital of Moldova, and joined Usdaw the following year, after a brief spell as an agency worker. He became a union rep and health and safety rep in 2008 when he worked for Robert Wiseman in Bridgwater Somerset.

"I was on Academy1 last year and started Academy2 earlier this year but didn't finish because I was appointed as an area organiser," said the 28 year-old who lives in London.

"I look after members mainly in retail with the 'big four'. It's very challenging but I'm enjoying it. There's always someone willing to help me when I need it. Every day is different and there is a lot of research to do into the different issues which arise."



Susan David

**F**ormer Morrisons' rep Susan David started her new job in late June at the Cardiff office having spent two spells as a rep totalling ten years. The 52 year-old worked in the cash office at the Swansea store having been transferred from Safeway after the takeover.

"I completed Academy1 last year and this was the ideal stepping stone to becoming an organiser," she said. "The tutors gave me plenty of encouragement and their support and advice made me think of applying for the job."

"My colleagues in the division have also been very supportive and I'm grateful for that. It's a big step up from being a rep but I'm enjoying dealing with the multitude of problems that come my way. It's a very interesting job because there's so much to it. I'm looking after retail workers mainly which helps because I've worked in the sector for 20 years and know it inside out."

**T**esco activist Andy Hearn made the step up to area organiser in late March after seven years as a rep at the Welling Green distribution centre in Hertfordshire.

The 36 year-old, who is based at the Waltham Cross office in the Eastern division, successfully completed both the Usdaw and TUC Academies training programmes and has extensive experience of recruitment and organising in Usdaw.

"There's not many people who can say they enjoy going to work but I can now," said Andy. "It's hard work but I've had fantastic support from the staff and officials in the division especially area organiser Paul Walker who has helped me a lot. I'm looking after a mixture of retail and distribution sites. I spent 15 years with Tesco and prior to working as a warehouse operative worked as a baker in the Hertford store."



Andy Hearn

## John bows out after 'a terrific time'

Former deputy divisional officer in the North Eastern division John Radigan retired in June after 34 years on the union's staff.

John started work as an area organiser in 1976 and was based at Glasgow before moving to the Leeds office in 1989. He was promoted to deputy divisional officer in 2002.

Now 60, John joined the union in 1969 when he worked in the menswear trade in Strathclyde and soon became an activist and a branch officer.

He was also active in the Labour Party from 1975 and

was a strong opponent of the South African Apartheid regime.

"I've had a terrific 34 years representing some of the most vulnerable workers in society and I tried never to forget that," said John.

"I'll now have more time for my hobbies which are, athletics coaching, marathon running and golf. It is my intention to spend the next few years of my life coaching my young sons in order to ensure that they are strong and fit to participate in rugby, which is their passion.

"Good luck to everyone in Usdaw especially the new



John Radigan

generation of young officials who I am sure will take Usdaw to a new level of professional representation."

General secretary John Hannett said: "Good luck to John and his family. He was a loyal servant to the union and its reps and members."

## Job vacancies

### TWO AREA ORGANISER VACANCIES IN THE SOUTHERN DIVISION.

One position will be based initially at the Morden Office and the other position will be based initially at the Faversham Office. Applicants will be required to live within a 50 mile radius of the Morden or Faversham Office and hold a full, valid driving licence. Applicants should apply in writing to the **General Secretary, Usdaw, 188 Wilmslow Road, Fallowfield, Manchester, M14 6LJ**, for an application form. Application forms should be returned no later than the final post on **Friday, 5 November**

# RIGHTS FOR CARERS

The Equality Act has introduced new rights for carers of elderly or disabled friends and relatives to ensure they continue to get the same rights as non-carers

**T**he Equality Act – introduced by the Labour Government – comes into effect from October 2010. It gives two important new rights at work to members who care for elderly or disabled friends and relatives.

1. If you are caring for someone then you have the right to be treated no less fairly or no worse than someone who doesn't have

caring commitments. An example of 'less favourable' treatment might be where you care for your mum. The chance of a promotion comes up at work and you go for it however your application isn't even considered because an assumption is made in advance that you'd be no good for the job because your caring responsibilities will interfere too much. From October 2010 carers will be protected from this kind of unfair treatment.

2. Carers will also be protected from harassment too. This is where a person's behaviour or remarks create an intimidating or hostile environment for carers. This could include so called 'jokes' or 'canteen banter'. So for example, it might be common knowledge at work that you care for your disabled wife who is registered blind. A number of rude remarks about blind people are made at work and you find them upsetting and offensive. This might be harassment even though you aren't blind yourself and even though the person making the remarks didn't mean to upset or offend you.

However, the new law doesn't mean that a carer has the same rights as a disabled person. For example, carers don't have the right to 'reasonable adjustments' as disabled people do.

We know thousands of Usdaw members are juggling work with caring for someone.

## contact...

For more information on the work of the equalities section contact Ruth Cross or Jo Bird on:  
 ■ 0161 224 2804  
 ■ [equalities@usdaw.org.uk](mailto:equalities@usdaw.org.uk)  
 ■ [www.usdaw.org.uk/equalities](http://www.usdaw.org.uk/equalities)

For the last five years Usdaw has been campaigning for better rights for working carers and the latest legislation reflects that.

The last Labour Government did more than any other to support carers in work from introducing the right to request flexible working for carers to increasing the earnings limit on Carer's Allowance to stop increases in the National Minimum Wage forcing carers off the benefit.

For more information about how the Equality Act works for carers download a copy of the guide 'Equality Act 2010: What do I need to know as a carer?' from the Government Equality Office at: [www.equalities.gov.uk](http://www.equalities.gov.uk)



## The Disability Discrimination Act has changed

**G**et hold of a copy of Usdaw's brand new leaflet *The Disability Discrimination Act (DDA) Has Changed* to find out all you need to know about the better rights disabled workers now have since the introduction of the Equality Act in October.

The Equality Act replaces all nine major pieces of equality law including the Sex Discrimination Act, the Race Relations Act and of course the Disability Discrimination Act.

Although the Equality Act has now replaced the Disability Discrimination Act (DDA) all of the same rights

disabled workers had under the DDA, such as the right to reasonable adjustments, carry on as before.

This leaflet is a must have for all reps and members who are supporting and representing disabled members at work. It is available to download from the website or copies can be ordered from the stationery department at central office by calling **0161 224 2804** or email [stationery\\_enquiries@usdaw.org.uk](mailto:stationery_enquiries@usdaw.org.uk)

A new briefing for reps is also available called *Ten things you need to know about the Equality Act*. You can order this in the same way.



# Nobody should die at work

Campaigners will not stand idly by and let the Government put even more workers' lives at risk

## ANGER OVER PLANNED CUTS

Following David Cameron's attack on health and safety in the election, the Government has commissioned Lord Young to produce a report on health and safety and the 'compensation culture'.

In anticipation of the report, the TUC has published a detailed rebuttal, 'The Case for Health and Safety' at: [www.tuc.org.uk/extras/the\\_case\\_for\\_health\\_and\\_safety.pdf](http://www.tuc.org.uk/extras/the_case_for_health_and_safety.pdf)

The TUC reveals that there are at least 20,000 people dying from work-related ill-health and accidents every year. Injuries are also higher than reported figures suggest. And 1.2 million workers in the UK suffer from a work-related illness related illnesses.

The TUC argues that the cost to individuals and tax-payers from employers' failure to manage health and safety is massive. Far from supporting business calls for deregulation, the TUC wants the Government to appoint a health and safety 'tsar' to champion health and safety.



Campaigners for the Fight Against Corporate Killers

The campaign group for families of people killed in work accidents, Families Against Corporate Killing (FACK), also condemns Lord Young's review, describing a comment he made that 'People occasionally get killed at work, it's unfortunate but its part of life' as callous and offensive. Their 'Face the Facks' DVD displays the suffering that is caused by poor health and safety management -

[www.hazardscampaign.org.uk/fack](http://www.hazardscampaign.org.uk/fack)

And the Hazards Campaign is running its 'We Didn't Vote To Die At Work' campaign -

[www.hazards.org/votetodie/](http://www.hazards.org/votetodie/)

One concern shared by all the critics of the Young report is that spending cuts in the October public spending review will further restrict the ability of the Health and Safety Executive and authorities to enforce health and safety law.

## Take the rights steps to protect your workforce

### DANGEROUS HEIGHTS

Every year more than 4,000 workers suffer major injuries as a result of falling from a height at work.

Serious injuries can even result from low falls for example falling off a kick stool or step ladder or off the back of a van.

Objects falling on people can also cause injuries such as cages falling from tail-lifts or boxes falling from shelves or racking.

Some of the risk areas for Usdaw members include:

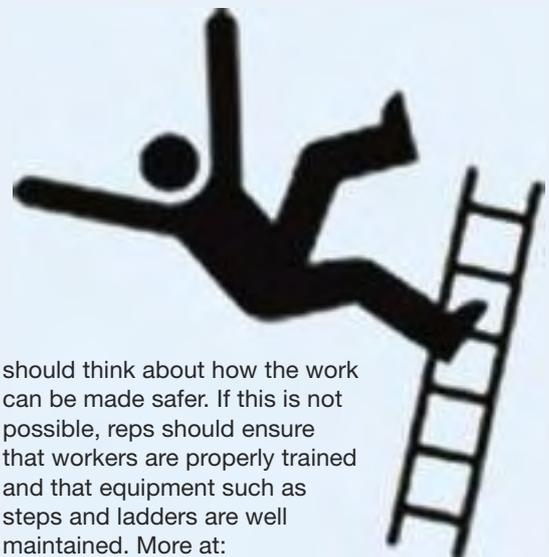
- Putting up a display
- Stacking shelves

- Cleaning windows
- Loading or Unloading vehicles
- Carrying out machine maintenance

All of these tasks can be done safely if the right equipment is used and workers are properly trained.

There are legal duties on employers under the Work at Height Regulations to avoid the need to work at heights where there could be an injury or to manage the risk where work at height cannot be avoided.

Health and safety reps can play their part to help prevent risks. Where people or objects could possibly fall from a height, reps



should think about how the work can be made safer. If this is not possible, reps should ensure that workers are properly trained and that equipment such as steps and ladders are well maintained. More at:

[www.hse.gov.uk/falls/index.htm](http://www.hse.gov.uk/falls/index.htm)

# European health and safety week

## MAINTENANCE

Every year the European Safety and Health Agency organises European Health and Safety week. This year the theme is *Maintenance in the Workplace*.

Regular maintenance of the workplace and its equipment is essential to make sure workers are in a safe environment. Maintenance of the workplace and equipment can cover everything from major work on the fabric of a building to the cleaning of individual pieces of equipment such as checkout chairs or ladders.

It must be remembered though that maintenance itself can be a risky business as it can involve exposure to different hazards. Machinery might have to be dismantled, workers have to work inside equipment, or cleaning chemicals need to be used. Statistics show that up to 15 per cent of fatalities at work and 20 per cent of all accidents are connected with maintenance in Europe.

Maintenance work can also cause risks for others. Work on the fabric of a building may release

asbestos dust, maintenance equipment or fumes from cleaning agents can cause hazards for others working in the area and machinery that is not put back together properly after maintenance can be dangerous for normal use.

The European Agency argues there are five key steps to safe maintenance:

- Planning in advance
- Keeping the work area safe
- Using the correct equipment
- Following the plan
- Making final checks after the work is done

The TUC has developed a guide for reps on workplace maintenance in support of the campaign. Copies can be downloaded from:

[www.tuc.org.uk/h\\_and\\_s/tuc-18233-f0.pdf](http://www.tuc.org.uk/h_and_s/tuc-18233-f0.pdf)

For more details of the European campaign visit the European Agency website:

[hw.osha.europa.eu](http://hw.osha.europa.eu)



Regular maintenance of the workplace and its equipment is essential

## GET ACTIVE

### WHAT DOES A HEALTH AND SAFETY REP DO?

- Represent the members in consultation with the employer.
- Investigate potential hazards, complaints by members, dangerous occurrences and accidents.
- Do formal inspections at least once every three months.
- Receive information from Factory Inspectors/EHOs.
- Represent the members in consultation with Factory Inspectors/EHOs.
- Attend meetings of the safety committee, if there is one.

**So that you can carry out these duties your employer has a legal obligation to:**

- Consult with health and safety reps, in good time, on any matters affecting the health and safety of members.
- Provide health and safety reps with reasonable facilities and assistance.
- Form a safety committee if the health and safety reps request one.
- Give health and safety reps paid time-off during working hours to carry out their functions in the workplace and to attend trade union training.

You can download the [Health and Safety Reps' Handbook](#) for more information on your role as a health and safety rep from the website by visiting the following address:

[www.usdaw.org.uk/healthandsafety](http://www.usdaw.org.uk/healthandsafety)

### Contact for health and safety information

Email Doug Russell on [healthandsafety@usdaw.org.uk](mailto:healthandsafety@usdaw.org.uk) or visit the website: [www.usdaw.org.uk/healthandsafety](http://www.usdaw.org.uk/healthandsafety)

# Time to take action on October 27

## NATIONAL INSPECTION DAY

The TUC is asking health and safety reps to get out and inspect their workplace on National Inspection Day on Wednesday 27 October during European Health and Safety Week.

Health and safety reps have a legal right to inspect the workplace on a regular basis. Routine inspections are a good way to check that standards are maintained and are a great opportunity to talk to the workers you represent.

Any Usdaw health and safety reps who can arrange it so they can take part in TUC National Inspection Day should use the union notice-board and any other means at their disposal to tell workers in advance.

Good health and safety reps talk to workers during inspections so that they know what's going on and what you're doing.

The TUC has produced a useful guidance document on workplace inspection for health and safety reps at: [www.tuc.org.uk/extras/insbooklet30auglowres.pdf](http://www.tuc.org.uk/extras/insbooklet30auglowres.pdf)



**£50 UP FOR GRABS!**

Write to the editor of Network and you could win £50 if your letter is chosen as the star letter.

This issue's winners are the **Cardiff Tesco Climbers** and we'll be sending £50 to their charity **CLIC Sargent**

**SEND YOUR LETTERS TO:**

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

Email: [network@usdaw.org.uk](mailto:network@usdaw.org.uk)

**MEMBERSHIP SERVICES**

**Super savings**

I was recently shopping around for holiday insurance for my forthcoming family holiday to Turkey. Thomas Cook, the agency I am travelling with, quoted me £51.95 for my two children and myself. However, when I advised them of some medical conditions (asthma, diabetes and my son's ADHD and nut allergy), the cost went up to in excess of £100.

I decided to look at the membership services on the new Usdaw website. I contacted UIA and got a quote for the whole family for £24.35. I couldn't believe it. They advised me that they do not charge extra for members who are taking medication for medical conditions, as the condition is treated as being controlled and are not flying against medical advice. I immediately took out the premier cover which gave me a better cover than Thomas Cook were offering and I got it at more than £75 cheaper.

I want to let members know that they should definitely look at the member services Usdaw offers to get discounts, especially when money is tight. By booking the cover online I also got 10 per cent discount. Thanks Usdaw for getting us these great deals.

**SARAH LANGTON**  
C97 Norfolk Area Tesco

**STAR LETTER**

**SPONSORED CLIMB**

**In peak condition**

Nine volunteers from Tesco Customer Service Centre in Cardiff set off on 23 July to climb the three highest peaks in Wales, Cader Idris, Snowdon and Pen-y-Fan. The group had been training for over a year.

They started with the 2,927 foot high Cader Idris. After reaching the peak the team were persuaded by their slightly insane guide to descend down the infamous 'ski slope'. One of the most terrifying experiences of their lives.

The second peak was Snowdon; the views would have been amazing but bad

weather meant they couldn't see for more than 10 feet at the summit. The look of relief when they came back to the mini bus was proof of how hard it had been.

On the last day the group were joined by retired area organiser Alun Williams, and divisional officer Nick Ireland. They made it to the top of Pen-y-Fan in two hours and then it was home for a well-earned rest.

The team is hoping to raise £2,000 for their charity CLIC Sargent.

**ANTHONY GOULDING, A57 Cardiff**



**RETIREMENTS AND REWARDS**

**Loyal Fred gets the credit he deserves at DHL**



DHL worker Fred Barnes (left) was overwhelmed earlier this year to receive a £100 cheque from branch chairman Dave Cartlidge thanking him for his outstanding service to the branch and union. Fred's been an active member for 41 years and has held many union positions. He was instrumental in assisting to organise DHL. Fred is now taking a well earned rest. Friends at DHL and K183 wish him a happy and healthy retirement.

**DAVE CARTLIDGE, K183 branch chairman**

**EVENTS ACROSS THE COUNTRY**

**Tolpuddle Martyrs Festival Gallery, 16-18 July 2010**

The pictures to the right show Usdaw's South Wales & Western Division marching in the Tolpuddle Martyrs Festival in July. Thanks go to Henry Adams (A146) and David Smith for the pics



## FANCY DRESS IN-STORE

**Cartoon capers**

Staff at Tesco Axminster gave their customers a surprise when they all dressed up as cartoon characters for the day to raise money for Tesco's charity of the year, CLIC Sargent.

Kath Rabjohns and Natalie Roberts (pictured left) turned heads as Dennis the Menace and Alice in Wonderland. The staff managed to raise a total of £391.94.

**ROY HEWINGS**, area organiser, Plymouth office

## LIFELONG LEARNING CAMPAIGN

**Learners bubbling over with success**

When Mary Wilkins, Cheryl Chaplin, Diane Andrews, Pam Hurricks and Teresa Box went for an introduction into IT at Tesco Copdock in Ipswich, they never thought they would complete the course let alone celebrate their success with certificates and a congratulatory drink.

The members were thrilled when they went along to their Celebration Day also attended by their very patient and encouraging IT tutor Garry Manning, union learning rep Mary Braman, shop steward Sally Tilley and store manager Peter Hope. Peter commented "It's great to see the staff taking up the opportunity to further develop themselves, and to increase their skills to go on to different positions within the company."

Cheryl and her colleagues are very much looking forward to taking part in other courses as soon as possible.

**HELEN KING**, mobile union learning rep, C54 Anglia Tesco

## MEMBERSHIP AWARDS

**Tesco's Gareth celebrates**

Friends and colleagues of Gareth James, who works at Tesco Barry, turned out in force to congratulate him on receiving his 30 year membership award certificate and to help him to celebrate in style. Well done Gareth!

**BIPIN PITROLA**, area organiser, Cardiff

## BLOOMING MARVELLOUS ACHIEVEMENT

**The Stowmarket florists**

Tesco Stowmarket indulged in their first course of the year and came out 'blooming'.

The Floristry taster session was organised as part of the lifelong learning campaign. Ten members of staff participated in the session learning how to condition, prepare and design an arrangement. The members were amazed at how well their efforts turned out. They were also grateful to be given the opportunity to do something different, and enjoy some quality time learning a new skill.

They are now looking forward to Christmas wreath making and a possible relaxation techniques course.

**HELEN KING**, mobile union learning rep, C54, Anglia Tesco

## MEMBERSHIP AWARDS

**Proud Nick receives his thirty years**

I was delighted to present Nick Proud (right) with his 30 year membership award. Nick has been with Tesco Pitsea and a loyal union member for more than 30 years. He is a very caring and considerate employee towards both staff and customers. Congratulations Nick!



**FREDDY WEST**, Eastern divisional councillor

## EVENTS ACROSS THE COUNTRY

**Glasgow Pride Gallery, 17 July 2010**

Members enjoy Glasgow Pride. To see more pictures from Pride celebrations visit [www.usdaw.org.uk/gallery](http://www.usdaw.org.uk/gallery). Thanks to Graham Newport (G3) for taking the pictures

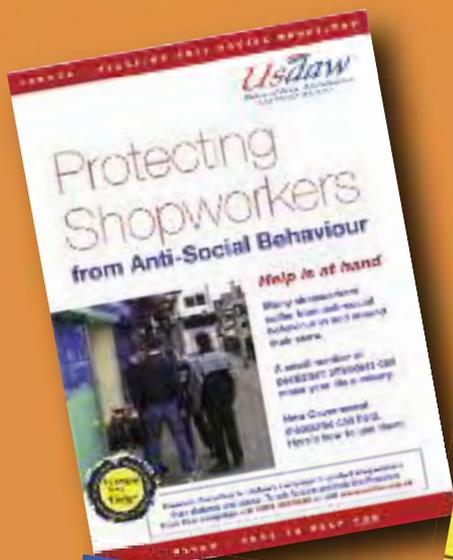


Make the most of . . .

# RESPECT FOR SHOPWORKERS WEEK

## 8 – 12 NOVEMBER 2010

### . . . with our specialist publications



### Usdaw leaflets – helping to protect shopworkers from violence and abuse

- **Top 10 Tips to Survive Christmas – A Christmas card** featuring Usdaw’s top ten tips to stay safe over the festive period. Also contains an Usdaw membership form to recruit new members.
- **Preventing under-age sales** – Provides details on age-restricted products and what retail staff should do when selling these goods.
- **Protecting Shopworkers from Anti-Social Behaviour** – Explains how retail employers can work with the police, local council and other stores to help reduce anti-social behaviour towards their staff.
- **Late Night Working – Preventing Violence to Staff** – Shows how extended trading hours have increased the exposure to risk and lists what employers should do to reduce these risks.
- **Don't be a Victim of Violent Crime** – Lists 10 ‘pointers’ to a safer workplace and explains Usdaw’s Legal Plus scheme which gives assistance to members who are injured in criminal attacks.

### To place an order:

Complete the slip opposite and return to The Stationery Department, Usdaw, 188 Wilmslow Road, Manchester M14 6LJ. You can also telephone on 0161 224 2804 or download from [www.usdaw.org.uk](http://www.usdaw.org.uk)



I would like to order the following:

- |  |     |       |
|--|-----|-------|
| <i>Top 10 Tips to Survive Christmas (Keep Your Cool at Christmas Card)</i> | Qty | _____ |
| <i>Preventing under-age sales (Lft 351)</i>                                |     | _____ |
| <i>Protecting Shopworkers from Anti-Social Behaviour (Lft 338)</i>         |     | _____ |
| <i>Late Night Working – Preventing Violence to Staff (Lft 294)</i>         |     | _____ |
| <i>Don't be a Victim of Violent Crime (Lft 313)</i>                        |     | _____ |

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