

NETWORK

THE BIMONTHLY MAGAZINE FOR USDAW ACTIVISTS – JULY/AUGUST 2019



ACTIVISTS OUT IN FORCE
FOR MEMBERSHIP WEEK

REPS RECRUIT AND PROMOTE

Usdaw

URGENT ACTION IS NEEDED TO SAVE OUR SHOPS

USDAW IS CALLING FOR:

- Economic measures to create a more level playing field between the high street and online retailing.
 - Fair pay and job security for retail workers - a minimum wage of £10 per hour, tackle zero-hours and short-hours contracts, investment in skills and training.
 - Government action to protect jobs in the retail sector. Retail jobs are real jobs - retail is a key part of the economy providing jobs and income for millions of families.
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To download our *Industrial Strategy for Retail* document or find out more about the campaign please visit:
www.usdaw.org.uk/sos





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CAMPAIGNING FOR MEMBERS

Firstly, I want to take this opportunity to say thank you to all the fantastic reps who have taken time out to help support the union's campaigns over the last few months. In particular, I want to say thanks to the reps who made June's Membership Week such a success; the activists who took to town centres up and down the country to help raise awareness of the crisis blighting our high streets and the reps who helped us collect over 50,000 signatures for the Time For Better Pay petition.

Thanks to your efforts we have been able to continue putting pressure on the Government to make changes to the law that will deliver better pay and better protections for Usdaw members.

You can also read about Usdaw's latest campaign which will be launched later in the year. The campaign will lobby employers to give workers a decent break over the Christmas period.

There were some big wins for the union with Burnley



councillors backing Usdaw in urging clothes retailer Boohoo to recognise the union. In addition, the union secured a 10.45 per cent pay deal in Tesco retail and a protective award for former employees of Lockwoods in Liverpool.

Joining the union can change a person's life. Network talks to Usdaw member Jamie Doherty about her Lifelong Learning story and how the union was instrumental in encouraging her to go back to learning which then motivated her to study for a counselling qualification.

Usdaw General Secretary

Paddy Lillis



Paddy Lillis raising awareness of the crisis on the high street.

usdaw organising awards

USDAW
ORGANISING
AWARDS
2019

Usdaw is looking for its best activists to nominate themselves or a colleague for this year's prestigious **Organising Awards**.

Now in its 15th year the Usdaw Organising Awards recognises and celebrates the hard work of Usdaw reps nationwide and is a unique event in the trade union movement.

There are nine award categories:

- Individual organising
- Individual recruitment
- Campaigns
- Team recruitment and organising
- Health and safety rep
- Union learning rep
- Equalities rep
- Most promising new activist
- Outstanding achievement



Any Usdaw member can make a nomination in each category. Nominations must be received at your local Usdaw office by **Friday 20 September**.

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

www.usdaw.org.uk/nominate

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IN THE NEWS

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COUNCILLORS SUPPORT UNION

Usdaw welcomed the overwhelming support of Burnley councillors, as they backed a motion to urge online clothes retailer Boohoo to engage with the union.

After months of campaigning and action days Boohoo has failed to engage with Usdaw, despite a previous cross-party of MPs' report into fashion industry sustainability specifically recommended that Boohoo recognise Usdaw as the union for their staff.

Usdaw divisional officer Mike Aylward said: "We are grateful to Burnley's councillors for their support for our members and all workers at Boohoo. Burnley council now adds their name to a list of organisations, including the Parliament's Environmental Audit Committee and the Ethical Trading Initiative, who are calling for Boohoo to engage with Usdaw.

"I will be seeking a meeting with the council to see how we can make their newly adopted policy a reality.

"Boohoo makes some pretty bold statements about ethical trading, but when it comes to giving their staff a voice through



an independent trade union they are found wanting. Ethical trading isn't just about checking the terms and conditions of workers in the supply chain, as important as that is, it's also about ensuring Boohoo's directly employed staff are treated with dignity and respect.

"MPs listened to Usdaw's evidence that countered Boohoo's assertion that there was no demand for union recognition and we welcomed the recommendation for the company to engage with

us as a priority, but the company continues to decline to engage.

"It is shameful that big companies like Boohoo, the largest private sector employer in Burnley, won't recognise Usdaw. Our members are unhappy with Boohoo's position and want Usdaw's support in raising and resolving workplace issues.

"Boohoo staff should be allowed to speak for themselves, directly to Usdaw, and not have the company make statements on their behalf."



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TESCO RETAIL

USDAW SECURES 10.45 PER CENT PAY DEAL

The National Forum Pay Team reps have secured a 10.45 per cent increase to basic hourly rates of pay over two years. The rate will increase from £8.42 to £9.00 in September 2019, and then to £9.30 from October 2020.

The deal incorporated the colleague bonus into the hourly rate which means the value of the bonus is guaranteed for future years in the hourly rate of pay. This is good news for members, because:

- Through negotiations, the value of the bonus that has been incorporated has been maximised, so it is worth more than the average bonus award.
- The value of the bonus in the higher rate of pay will now be paid in holiday pay, sick pay, premium payments and company pension contributions.
- It gives consistent, guaranteed levels of pay for everyone, avoiding fluctuations that affect universal credit.



- It results in a considerably higher basic hourly rate. This means that future pay increases will be worth more.

This significant boost to the basic hourly rate also means that, come September, those working Sundays or bank holidays will receive a higher hourly rate than when they were getting time and a half. Tesco, is the only one of the large retailers

who continues to pay premiums for Sundays and all bank holidays.

Premium changes have been an unpopular aspect of recent pay deals. However, these difficult decisions have meant the union has been able to significantly increase the hourly rate for everyone, by 25 per cent since 2016 as well as securing other improvements to the overall employment package.

LOCKWOODS LIVERPOOL

ANOTHER PROTECTIVE AWARD WIN

Usdaw has won justice for members who worked for Lockwoods Liverpool Limited, a meat processing factory in Liverpool.

The Liverpool employment tribunal granted a protective award after they agreed that there was no information or consultation with Usdaw and no special circumstances allowing the company not to comply with its legal obligation.

This is not the first victory Usdaw has achieved. In recent years Usdaw has been compelled to take a number of employers to the employment tribunal for failing to

consult on redundancies.

Since the recession started Usdaw has secured millions in compensation for workers in Kleeneze, Palmer and Harvey, Haldanes, Comet, TJ Hughes, Dairy Farmers of Britain, Woolworths and Ethel Austin.

Usdaw general secretary Paddy Lillis said: "Yet again the taxpayer will have to pick up the bill for what is owed to sacked staff because companies continue to deliberately flout the law.

"It's absolutely disgraceful that workers can be treated in this way in

the 21st century.

"These companies choose not to involve the recognised trade union which is in breach of the legislation.

"This area of law requires review because it is riddled with injustices for both workers and taxpayers, as liability to pay the protective awards when companies are in administration falls to the Government's insolvency fund.

"The Government needs to end the perverse financial incentive for employers not to comply with legal obligations on collective redundancy consultation."

ICTU CONFERENCE

CALL FOR ACTION TO SAVE THE HIGH STREET

Usdaw raised the retail crisis at the Irish Congress of Trade Unions biennial delegate conference in Dublin.

Retail is Ireland's largest industry and private sector employer, with 280,000 jobs accounting for 14 per cent of total employment. In Northern Ireland, the retail sector provides a living to around 70,000 people. Research revealed staggering job losses across the high street in 2018, with over 20,000 jobs axed in the first three months of the year.

Usdaw general secretary Paddy Lillis said: "Over the past 12 months, the retail sector has been hit by more shop closures than ever and consumer confidence has still not fully recovered from the impact of the financial crisis, as customers continue to cut back on discretionary spending. These factors are compounded as traditional bricks-and-mortar shops are facing increasing competition from online retailers.



Usdaw delegation at the ICTU conference in Dublin

"Retail workers have long been undervalued as contributors to the economies of the Republic and Northern Ireland and action needs to be taken to safeguard the future of retail jobs. There is a clear link between instability on the high street and the reduction in retail employment.

"We need a clear and coherent strategy for retail, to address

the worries and concerns of shopworkers and our members. We hope Usdaw's retail strategy will be a catalyst for a combined and concerted effort to tackle the growing retail crisis and save our shops."

To read the full Industrial Strategy for Retail please visit:

www.usdaw.org.uk/retailstrategy.aspx

MATERNITY ACTION

STOP CHARGING FOR NHS MATERNITY CARE

Maternity Action, the UK's leading charity committed to improving the health and wellbeing of pregnant women, partners and young children, are calling on government to immediately suspend charging for NHS maternity care ensuring all pregnant women living in the UK have the right to access free pregnancy and maternity care.

Some women living in the UK from overseas are now charged for NHS maternity care. The fees start at around £7,000 for a straightforward pregnancy and labour and can rise

to tens of thousands of pounds for more complex care. Many pregnant women and new mothers subject to charging for NHS maternity care are socially and economically vulnerable.

Many have escaped violent and abusive relationships only to find themselves faced with homelessness, sexual exploitation and extreme poverty. Most of the women charged have no means of paying the debt because they are not allowed to work under the government's immigration rules.

Maternity Action regularly hears from women who have been denied care or told they must pay in advance of receiving their maternity care.

Research shows that women experience enormous stress as a result of being charged are missing vital antenatal appointments and scans because of fears of incurring debt that they simply cannot pay.

For more information about the campaign visit:

maternityaction.org.uk and search **toolkit 2**

IN BRIEF

UNILEVER

In July, Usdaw, Unite and the GMB welcomed Unilever adding their name to the TUC's Dying to Work charter.

Unilever was the latest employer to sign up to the charter which is seeking greater security for terminally ill workers where they cannot be dismissed as a result of their condition.

More on this in the Autumn issue of *arena* magazine.

LEARNING AWARDS

Udaw reps Michelle Whitley and Sean Dixon each won an award at the TUC's UnionLearn conference.

Michelle won the 2019 Union Learning Rep Award for Supporting Older Workers and Sean won the 2019 ULR Award for Supporting Disadvantaged Learners.

ARCADIA

Arcadia will cut 1,000 shop floor jobs and 170 head office jobs as part of the CVA the company has entered into this month. The firm is planning to enter a month long redundancy consultancy process. 18,000 jobs were initially at risk with the CVA talks nearly failing.

Jobs across the Topshop, Topman, Evans, Miss Selfridge, Burton and Dorothy Perkins brands will be lost.

END OF THE LINE FOR FOSTON

PLANT CLOSURE CONFIRMED



Milk & Ingredients

Müller Milk and Ingredients, one of the UK's largest dairy producers, confirmed plans to close their Foston site in South Derbyshire. This puts 223 jobs at risk of redundancy, with operations likely to cease by the end of the year.

Udaw national officer Daniel Adams said: "While Usdaw recognises the ongoing challenges within the dairy sector, this news is a devastating blow for a loyal and hardworking workforce."

"Despite extensive interrogation of the company's business case by the trade union, including exploring all alternatives to closure during collective consultations at a national level, we were sadly unable to persuade the company to maintain its operation in Foston."

"The union, however, has continued

to work tirelessly through the collective consultation process to secure as good a deal as possible for those at risk of redundancy.

"Through the efforts of our local and national reps, we have managed to agree enhanced redundancy terms and additional payments at the point of closure for those made redundant, as well as pay protection and relocation support for those that secure alternative roles within Müller."

"We are also continuing to look at retraining opportunities to be provided and funded by the company as well as utilising the expertise of Usdaw's Lifelong Learning team."

"Our reps and officials are continuing to provide support and advice to our members at this very difficult time."

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USDAW BACKS NEW TUC CAMPAIGN

TACKLING HARASSMENT

The TUC campaign 'This Is Not Working' calls on the Government to take immediate action with a new, easily enforceable legal duty requiring employers to take all reasonable steps to protect workers from sexual harassment and victimisation.

Usdaw general secretary Paddy Lillis said: "We very much welcome this new TUC campaign.

"It complements Usdaw's own 'Call It Out' campaign, which promotes our belief that everyone has the right to work in a safe and supportive environment.

"Our aim is to promote workplace campaign activity on this issue and let Usdaw members know what sexual harassment is and how to report it.

"Current laws put the onus on individuals to report such incidents, but it should not be down to the individual to prevent and manage their harassment alone.

"Employers need to protect their staff from harassment; it should be part of their duty of care.



"The Usdaw and TUC campaigns make it clear that workers don't have to experience sexual harassment and workers should 'call it out', challenging comments and actions of a sexual nature.

"Usdaw has a zero-tolerance approach to sexual harassment

in the workplace and we urge the Government to listen to this petition and act with urgency".

Sign the petition at:
www.megaphone.org.uk/petitions/uk-gov-act-to-prevent-sexual-harassment-at-work

WALGREENS BOOTS ALLIANCE

BOOTS CONFIRMS 200 STORE CLOSURES

Usdaw is calling on Walgreens Boots Alliance to enter into talks with the union after the company confirmed the closure of around 200 stores by 2021.

The company made an official statement saying that it wants to reduce store count by 8 per cent in the UK through a store optimisation programme that targets around 200 Boots pharmacies.

Usdaw national officer Daniel

Adams said: "This is clearly very worrying news for the staff in all Boots stores particularly given the company's earlier denials. Usdaw will be doing all it can to support members during this difficult time. It is only fair that staff are treated with dignity and respect, which is best achieved by giving them a voice through their trade union. We urge the company to engage with Usdaw as the trade union for

Boots retail staff to ensure that all avenues to minimise job losses are explored during this critical time.

"Usdaw has developed a retail strategy and we hope it will be a catalyst for a combined and concerted effort to tackle the growing retail crisis and save our shops."

Visit: www.usdaw.org.uk/retailstrategy.aspx

IN BRIEF

B&M GROWING

B&M are continuing their expansion, with another 50 new stores planned to open in the UK this financial year, on top of the 44 new stores opened last year. The current high level of empty retail space is said to be speeding up the expansion.

AMAZON SHOPS

Amazon is opening 10 'Clicks and Mortar' stores across the UK, in which 100 small online businesses will be given the chance to sell their products on the high street. Sites will be opened in Manchester as well as Wales, Scotland, the Midlands, Yorkshire and the South East.

OBITUARY

Former area organiser Sidney 'Sid' Webber passed away in May, he was 98. Sid was employed by the union from 1956 and based in the North Eastern division until his retirement in 1982. He was an active member of the union prior to his appointment, volunteering as a collector canvasser in the Swansea area. General secretary Paddy Lillis paid tribute. "I'd like to put on record my thanks to Sid for his commitment to the union through his activism and employment, he was a dedicated trade unionist. Our condolences go out to his family and friends at this sad time."

ORGANISING AWARDS 2019

CALLING ALL OUTSTANDING USDAW ACTIVISTS

Do you know a fantastic Usdaw rep who goes out of their way to look after members and make a difference to people's lives?

The 15th annual Usdaw Organising Awards takes place in January 2020 and celebrates the hard work of Usdaw reps nationwide. Nominations are now open and the union wants to hear about all its amazing activists from across the country.

There are nine award categories:

- Individual Organising
- Individual Recruitment
- Campaigns
- Team Recruitment and Organising
- Health and Safety Rep

- Union Learning Rep
- Equalities Rep
- Most Promising New Activist
- Outstanding Achievement

Any Usdaw member can make a nomination in each category and nominations must be received at your local Usdaw office by Friday 20 September.

Divisional winners will be invited to the glamorous awards ceremony in January 2020 in Manchester where the national winners will be announced.

To download the nomination form and find out more about the different award categories visit:

www.usdaw.org.uk/nominate



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HELPING TO SAVE THE HIGH STREET

Usdaw activists and MPs joined forces to raise awareness of the crisis blighting the retail sector

Usdaw's Save Our Shops campaign has been gaining momentum since its launch earlier this year. On 22 June Usdaw held its second national Save Our Shops campaign day which saw MPs, Labour party activists and Usdaw reps and officials join forces in their local town centres to raise awareness about the current crisis on the high street.

As with all Usdaw campaigns, grassroots campaigning was combined with lobbying of people who make the decisions. In June Usdaw held a parliamentary event at Westminster to launch its Industrial Strategy for Retail.

The event was attended by 38 MPs, several major employers and representatives from organisations including the Living Wage Foundation and the Institute for the Future of Work.

Usdaw general secretary Paddy Lillis introduced the document and talked through the three strands of the strategy – Economy and Community, People and Productivity, and Changing Perceptions.

"Usdaw has a unique insight into the challenges facing the retail sector," said Paddy. "Our members know first-hand how changes are impacting on the way they work and the way customers shop.

"Consumers see job losses, shop closures, automation in stores on their TVs on the news each night, but Usdaw members are living this every day.

"We are joining with the retail

employers who are calling for a number of key measures to tackle the crisis on our high streets, including a reform of business rates to help level the playing field between online and 'bricks and mortar' retailers.

"This is not about favours from Government, it's about fairness across all forms of retailing.

"We need national and local government, unions and employers to work together to effectively tackle the current crisis.

"The retail sector is experiencing turbulent and challenging times. Employing around 3 million people it contributes 11 per cent to the UK economic output; so it is clear that the challenges affecting the retail sector have a huge knock on effect, impacting the UK economy and a significant number of workers.

"If this was happening in any other sector there would be a response from government.

"We need from the Government a clear and coherent strategy for the retail sector, to address the worries and concerns of retail workers and our members.

"We need to work together to make sure the high street survives and our communities have good quality shops in their locality.

"We hope this launch and Usdaw's retail strategy will be a catalyst for a combined and concerted effort to tackle the growing retail crisis and save our shops."

The Industrial Strategy for Retail is covered in more detail on p22-23.



Belfast



Wakefield



Edinburgh

CHRISTMAS ISN'T WORKING

'A lot of effort is put in by many retail stores to allow people to enjoy Christmas festivities, but the staff don't get a chance to enjoy the Christmas.'

This year Usdaw will be launching a new campaign which will lobby employers to give workers a decent break over the Christmas period

It may feel like Christmas is still a long way off, but we know that employers will already be deciding their opening hours for the festive period. Usdaw wants our members to be able to enjoy a decent break with their family and friends over Christmas and New Year.

Earlier this year, Usdaw's Annual Delegate Meeting (ADM) called for all shops to shut at 4pm on Christmas Eve and New Year's Eve and to remain closed on Christmas Day, Boxing Day and New Year's Day, as well as 2 January in Scotland.

Following this, Usdaw is launching a campaign calling for members to get a decent break over the festive period. This campaign will involve the union talking to employers about their Christmas trading hours as well as making the public aware of the challenges members face in getting quality time off work.

At the beginning of 2019, Usdaw surveyed members on their experiences of working last year's festive period. The union received over 18,000 responses to the survey, and the results clearly show how difficult it is for many members to spend decent time with their friends and family over Christmas and New Year.

ACCORDING TO THE SURVEY:

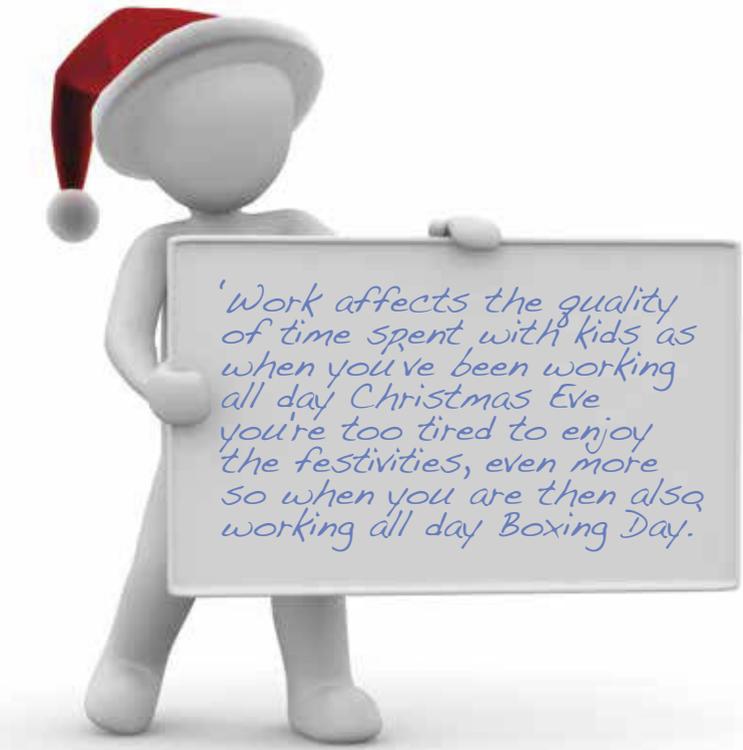
- Only 4 per cent of people working on Boxing Day were happy to do so.
- 55 per cent of members reported that their store was either fairly or very quiet on Boxing Day.

- Over a third of members had to work on New Year's Day with some starting as early as 4am.
- Overall, over three quarters of members felt that working over the Christmas period affected their ability to enjoy Christmas and that they spent too little time with loved ones.

We know that people want to be able to spend both Christmas and Boxing Day with loved ones, recovering from the busy run-up to Christmas. Yet, all too often members are required to work even though stores are generally quiet.

Most members reported that Christmas Day was just a day off, not a holiday, as the pressure to work longer or additional hours in the build up to the festive period left them too exhausted to enjoy Christmas.

Usdaw is already talking to employers around Christmas working arrangements and will be making the case for a longer break. The union will be launching the public facing part of the campaign in the run-up to Christmas, so look out for more information.





CHRISTMAS FAQs

New Year's Day in Scotland

Within Scotland, the last Labour government passed a law to close all large shops on Christmas Day. The law also leaves open the possibility of closing shops on New Year's Day. Unfortunately, the current Scottish government has not enacted that part of the legislation. Usdaw's Scottish divisional officer, Stewart Forrest has written to the SNP government calling on them to take steps to implement this section of the law. So far, they have refused to take these steps, something that Usdaw is determined to pursue. The union will be keeping members and reps in Scotland updated on any progress.

Does working on a public holiday attract premium payments?

There is no automatic right to enhanced pay if you work on a public/bank holiday. The pay rate for working these days depends on your contract of employment and any union/company agreements.

Will all shops be closed on Christmas Day?

The Christmas Day (Trading) Act prevents shops, except for small convenience stores, from trading on 25 December. Although the legislation allows small convenience stores to trade, Usdaw is urging retailers not to open any stores on Christmas Day. You should check your trading hours to see whether or not your store will be open.

My store is closed on Christmas Day. Will I have to make up the hours?

Some employers require staff to make up lost hours, use holiday entitlement or take unpaid leave for the hours when stores are closed. Usdaw is urging employers to pay staff their normal wages for any contracted hours when stores are closed over Christmas and New Year.

Is working on a public holiday voluntary?

The position on whether working on a public holiday is voluntary is usually explained in your contract, the staff handbook or outlined in agreements between the employer and the trade union. Usdaw believes any stores opening on a bank holiday over the festive period should be staffed by volunteers.

Am I entitled to a paid day off on a public holiday?

There is no automatic legal right to paid time off on a public holiday. Your position in relation to working/time off on a public holiday will depend on your terms and conditions of employment.

Are Christmas Eve and New Year's Eve normal working days?

As Christmas Eve 2019 and New Year's Eve 2019 fall on

a Tuesday, these days are normal working days. Nonetheless, Usdaw is lobbying for a closing time of 4pm on Christmas Eve, to ensure workers have a decent break.

Every Christmas and New Year the business puts pressure on staff to work extra hours, often at short notice. Do I have to do it?

Unless your contract states otherwise, working additional hours is voluntary and should be agreed mutually between you and your manager.

Where can I get more information on Christmas working?

For more FAQs on Christmas working go to the 2017 winter edition of *arena*.

dtp.usdaw.co.uk/

ArenaWinter2017/index.html





LOBBYING FOR CHANGE

Usdaw, the campaigning union, continues to make the case for better pay and better protection for workers by raising awareness and putting pressure on MPs

It's been a busy couple of months for Usdaw as it continues to push for changes in the law.

OFFENSIVE WEAPONS BILL

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

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

David Hanson MP tabled an amendment that would create a new offence if a person attempting to

buy corrosive substance or knives abuses, threatens or assaults the retail worker who is enforcing the law.

Despite cross-party support from peers and positive discussions with the home office, the amendment did not gain enough support to put it to a vote. However, Usdaw did manage to help secure a 'call for evidence' and investigation into what can be done to provide better protections for shopworkers.

In June Usdaw responded to that 'call for evidence' by telling the Home Office that 80 per cent of shopworkers believe violence and abuse was getting worse.

Usdaw's call for government action has been backed by retailers and their representative organisations. A joint letter to the home secretary and other ministers recommends:

- Tougher sentences for those who attack shopworkers.
- Change to the out of court disposals system (eg fixed penalty notices) which is failing to have an impact on reoffending.
- A full review into the response of police forces to incidents of violence in the retail sector.

Usdaw general secretary Paddy Lillis said: "Yet another survey reveals the full extent of

violence, threats and abuse against shopworkers and demonstrates the need for urgent government action.

"We welcomed the Home Office 'call for evidence' and we look forward to them now taking action to stem the rising tide of shopworker abuse.

"The Government should really sit up and listen when the shopworkers' trade union and the retail employers are talking with one voice on this very important issue.

"Eighty per cent of our members believe the problem has increased in recent years, with many citing increased levels of aggression and violence in society in general, often attributed to increased lack of respect or a greater sense of entitlement. There was also mention of the effects of austerity and associated financial hardship.

"Our message is clear, abuse is not a part of the job. We continue to call for stiffer penalties for those who assault shopworkers and the introduction of a simple stand-alone offence that is widely recognised and understood by the public, police, courts and most importantly criminals.

"We are aware of the existing criminal offences that could apply when shopworkers are assaulted, threatened or harassed. However our members' experience is that

the law is failing vulnerable workers. Many incidents are not even reported to the police. When they are the police response is often unsatisfactory because of their resource problems. Cases which do progress to trial often result in sentences which the victims consider unsatisfactory.

"Retail staff have a crucial role in our communities and that role must be valued and respected, they deserve the protection of the law."

TIME FOR BETTER PAY

Usdaw's Time For Better Pay petition closed in June after securing more than 50,000 signatures. The petition expressed deep concerns about the pay and rights of a growing number of workers who find themselves in increasingly insecure employment.

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

Usdaw's survey found:

- Over the past five years, 92 per cent have seen no improvement in their financial situation.
- Over the past 12 months, 76 per cent of low-paid workers have had to rely on unsecured borrowing to pay everyday bills.

- Sixty-three per cent of people believe that financial worries are having an impact on their mental health

Based on this Usdaw launched its Time For Better Pay campaign. The campaign aims to tackle the causes of in-work poverty and develop an economy where going to work guarantees that people can afford a basic standard of living.

Paddy Lillis said: "More than 50,000 people have backed our call to end job insecurity and help working people make ends meet. That should make the Government sit up and listen.

"The initial Government response to the petition was deeply disappointing and woefully inadequate.

"They failed to engage with the evidence we provided and snubbed the petition, so we now think it is time for the issues to be debated in Parliament and we are exploring how we can achieve that.

"So the campaign continues. Our aim is to persuade MPs to back a £10 an hour minimum wage and more secure contracts, which would boost minimum wage workers' full-time pay by a much needed £2,640 a year. We need real and urgent improvements to workers' rights to deliver an economy that works for all working people."



Usdaw's Time for Better Pay campaign is calling on the Government to strengthen workers' rights by introducing:

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

For more information: www.usdaw.org.uk/T4BP

MemberOffers

CARS & TRANSPORT

Car Hire
Fiat
Startrescue
Usdawdrive
Vauxhall Cars
Vehicle Servicing

INSURANCE

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

MONEY & FINANCE

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

HEALTH & BEAUTY

Comfort Insoles
Groom Razors &
Skincare
Gym Membership
Usdaw Health Plan
Usdaw Dental Plan
Vision Express

LEISURE & ENTERTAINMENT

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

SHOPPING

Apple
Crown Decorating
Centres
Domestic Appliances
Flowers
Magazine Subscriptions
Usdaw Prepaid Cashback
Card
UsdawRewards Cashback
Virgin Wines

HOLIDAYS

Airport Parking, Lounges
& Hotels
Cottage Breaks
Forest Holidays
James Villa Holidays
Lost Luggage Protection
Novasol Holiday Homes
Parkdean Resorts
Pontins

MISCELLANEOUS

Funeral Planning
Gas and Electric
Mobile Phones
NUS Extra



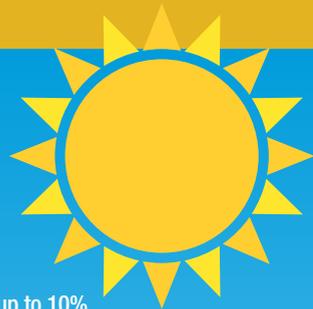
www.usdaw.org.uk/offers*

*Terms and Conditions for individual offers on the website.

Find out more
www.usdaw.org.uk/offers*

IT'S HOLIDAY SEASON

Don't forget to remind your members about the various discounts and offers they can take advantage of...



★ Save 5% over the school holiday period



★ Save up to 10%



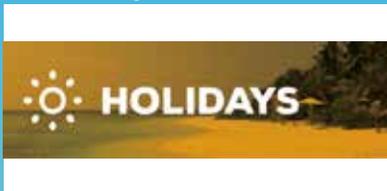
★ Save up to 10%



★ Save up to 10% on Holiday Homes



★ Great Savings



★ Save up to 13%



★ Save up to 57% at UK Top Attractions



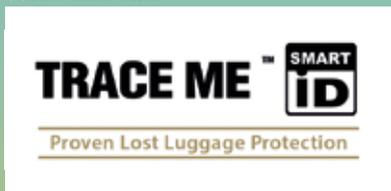
★ Save up to 10%



★ 10% discount when you buy online



★ Free Trial Offer



★ 25% off Annual Memberships



★ Weekend Breaks from £79



★ 10% off National Trust Gift Cards



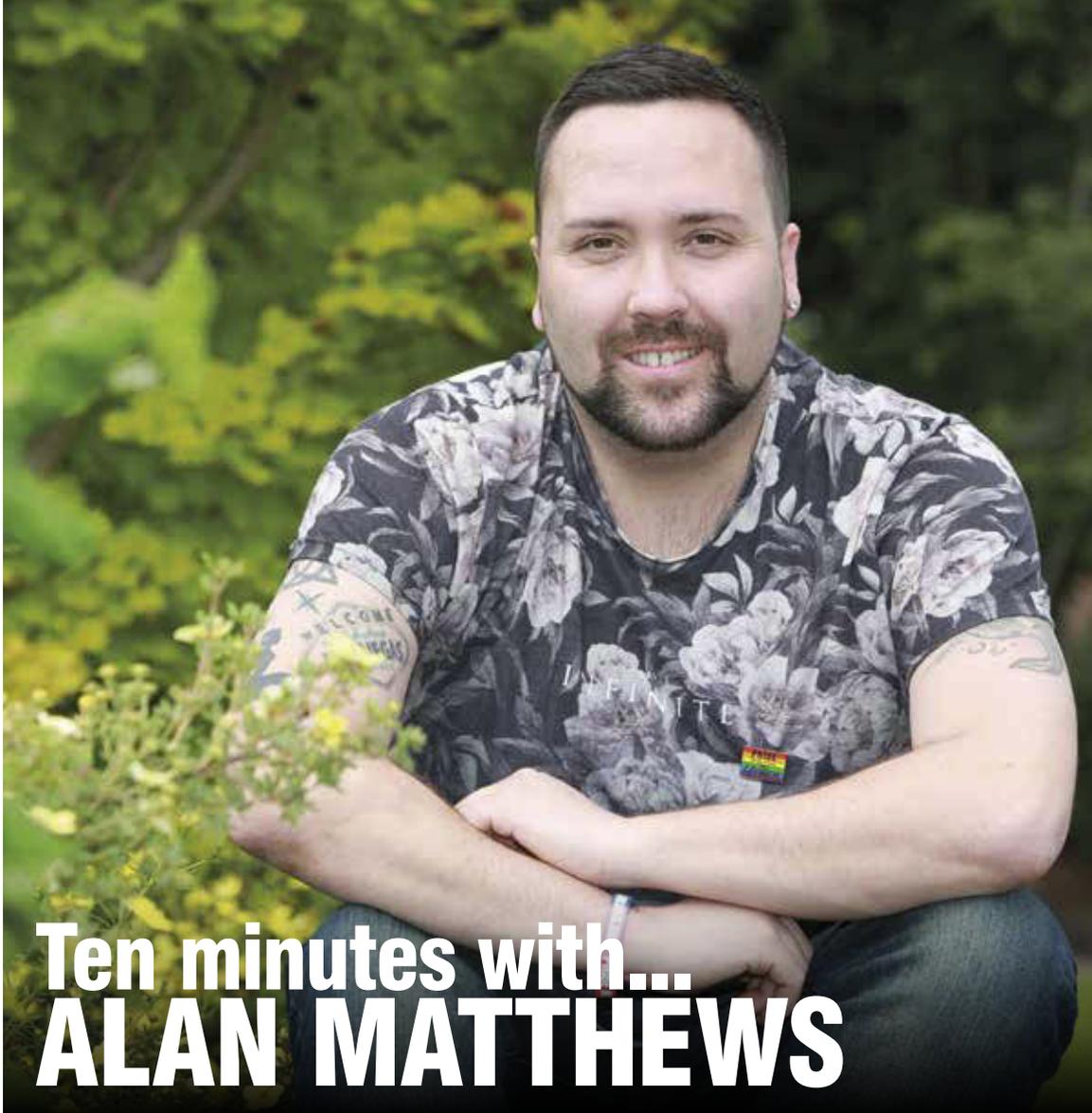
★ Save up to 17% on Worldwide Attractions



★ 12% discount



*Terms and conditions apply. A number of Usdaw Membership benefits are arranged and managed on behalf of Usdaw by Parliament Hill Ltd. Further benefits are organised directly by Usdaw Membership Services. Please see our website for further details. www.usdaw.org.uk/offers



Ten minutes with... ALAN MATTHEWS

Network speaks to Usdaw rep Alan Matthews about the value of attending union conferences, accessing training courses and getting active with your branch...

Where do you work?

I work for Central England Co-operative in Ratby Village, Leicester. I've worked there for four years now as a customer service assistant and I'm also a duty manager in the store when my manager is off. My job involves carrying out everyday tasks in the store like filling the shelves, working on the tills and

preparing in the bakery. When I'm in the role of duty manager I'm in charge of the store and team.

Why did you become involved with Usdaw?

I really enjoy helping people and giving advice to members, and I like that you get to meet new people within the union, which is great for the role of a rep as you can learn so much from others.

Tell us more about your role as an Usdaw rep?

I became a rep in 2016. I'm the only rep in my workplace as it's a convenience store and my role

mainly involves giving advice, representing members and recruiting new members. I'm also a committee member in my branch and have attended divisional conferences and ADM.

What's been your best moment with the union so far?

I really enjoyed Summer School1 because it taught us about everything that's involved in the union. The tutors were amazing and we held a mini ADM to build our confidence, so when it came to the real ADM in May we were all able to get up and speak on the rostrum. Summer School2 was also great.

I chose to study Women and Organising, which some people thought was strange because I'm a man, but I learned a lot, and to be honest I mainly work with women so it was very useful to me.

At both summer schools I loved working with the other reps from different companies and learning about the issues they face in the workplace.

Where do you go to for guidance and support?

I'm part of a huge network of reps who I've met at various events and conferences and who I'm now friends with and stay in contact with through group chats. It's a great way to keep in touch if we need each other. I've kept in contact with most people from summer school and other training courses and we all meet up which is fantastic. I will also contact my local office for information and advice when I need to.

What changes have you made at work that you're proud of?

I've made sure that all my members know how to correctly book their holidays as some didn't before and I've also made sure that everyone takes the right breaks and correct rest period in between shifts.

You recently attended the LGBT conference. How was it?

I really enjoyed the conference and found the workshops and guest speakers very interesting. I got to meet a lot of new people as well and catch up with old friends. The whole weekend was fantastic and I very much look forward to the next one.

You also attended ADM, was this your first time?

This was my second year as a delegate at the Annual Delegate Meeting, last year I stood up and supported a proposition to ban bee-killing pesticides. I didn't get

up to speak this year but I plan to next year. I think this year's ADM was great. I loved the new layout of the conference hall with the new chairs and the addition of the tables. It felt very professional and it all ran very well.

Are you actively involved with your branch?

I'm part of the branch committee and I find out a lot of useful information about what's going on within the union from attending the branch meetings. Being part of the branch also gives me the opportunity to go to federation schools, conferences and

courses so I would definitely stress the importance of being an active member of your branch.

Have you any tips for new reps?

Don't feel like you can't ask for help if you need it, always speak to your area organiser or your local office if you have any questions.

Make sure you network and meet other reps, build a support system for each other as it will really help, and get involved with your branch. I also urge reps who want to learn more about Usdaw to consider applying for summer school as it will really help with confidence and enable you become a better rep.

ALL ABOUT ALAN

Where do you live?

Ratby, Leicester.

How do you like to spend your spare time?

With my friends and family and my dog Charlie.

Favourite food?

Paella.

Favourite place?

Las Vegas.

Last film you saw?

Moana.

Have you got any hobbies?

My hobby is going abroad, I always have a holiday booked, I love to travel and see new places.

If you could be an expert in something without any effort what would it be?

I'd have to say outer space.



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

A GUIDE TO USDAW'S INDUSTRIAL STRATEGY

Usdaw's Industrial Strategy for Retail outlines the challenges within the sector and practical solutions that can improve the crisis on the high street

In an attempt to deal with the crisis on the high street, Usdaw launched its Industrial Strategy for Retail at Westminster in June (the launch is covered in detail on pages 12-13).

Usdaw general secretary Paddy Lillis introduced the document and talked through the three strands of the strategy – Economy and Community, People and Productivity, and Changing Perceptions.

In a three-part series *Network* will focus on each strand of the strategy. This issue of the magazine will look at Economy and Community. This section suggests a number of actions, with the aim of developing a solid and robust foundation that allows retailers to adapt to the constant change within the sector and to create a more level playing field between in-store and online retailing.

COMPREHENSIVE REVIEW OF RENTS, LEASE ARRANGEMENTS AND COMPANY VOLUNTARY ARRANGEMENTS (CVA)

Usdaw is aware from its agreements with retailers who have undertaken mass store closure programmes, that rents are often a key tipping point when it comes to the decision to close stores.

Currently, one of the only legal ways to get out of a lease, short of administration, is a Company Voluntary Arrangement (CVA). There is growing concern that some retailers are now misusing CVAs to free themselves from long leases or underperforming stores and

landlords are calling for a review of the CVA process to ensure a more balanced process.

Solutions:

A comprehensive review of rents and lease arrangements within the sector, as well as a review of CVAs.

FUNDAMENTAL REFORM OF BUSINESS RATES

In 2017 the rateable values were reassessed which led to a sharp increase in business rates. Not only do business rates not work for the sector, they are actively creating gross disparities between traditional bricks and mortar and online retailers. For example, Tesco paid business rates totalling almost £700m in 2016-2017. In contrast Amazon said its UK sales amounted to £8.77bn and it paid business rates of only £63.4m.

Solutions:

Fundamental reform of business rates.

TAX REFORM

Usdaw believes there needs to be a wider set of tax reforms with an overriding principle that no particular business or corporate structure should be able to deliver a competitive (or uncompetitive) tax advantage.

Solutions:

Reform of tax laws to ensure that companies pay their fair share of tax (ie avoidance of corporation tax) as well as creating more of a level playing field between online and bricks-and-mortar retailers.

PLANNING REFORM

In order to help the high street and wider retail sector the planning process in the UK needs some reform. Retailers need to be able to continuously adapt to enhance their offer to customers but the current system is overly bureaucratic.

Solutions:

Planning reform based on a long-term viewpoint that takes into account a number of the problems within the sector.

PARKING CHARGES AND TRANSPORT NETWORK

Public transport is a key component when it comes to the health of the retail sector but it is often overlooked and undervalued. High streets and town centres have also been hindered by harsh parking enforcement regimes.

Solutions:

A review of town/city centre parking charges and other transport issues.

EXPERIENTIAL RETAIL

Technology has not just driven growth in online retailing for existing retailers; it has reduced barriers to entry and widened competition. Therefore, in order for traditional retailers to compete, they need to develop an omnichannel that sees online and in-store as complimentary with the emphasis on experiential retailing.

Solutions:

Increased focus by retailers on the experience of shopping and the importance of customer service through more direct investment with

a long-term view rather than a focus on short-term profit taking.

COMMUNITY FOCUS FROM LOCAL AUTHORITIES

There is a hugely disproportionate impact of retail closures on the local economy in deprived areas as it can be one of the major employers.

Solutions:

An increased community focus from local authorities to improve town centre footfall. This needs to involve a range of measures such as tackling the issue of anti-social behaviour in town centres, as well as pursuing more creative measures to attract shoppers, for example Christmas Markets, Manchester's Bee in the City project.

THE APPRENTICESHIP LEVY

In May 2017 the Government introduced the Apprenticeship Levy with a view to increasing the number of apprenticeships in England to 3 million by 2020. However, the number of people starting an apprenticeship fell – resulting in a total underspend of £2bn to date, which if left unspent after two years will go to the treasury.

Solutions:

A full review of the Apprenticeship Levy. If there was greater flexibility in the system this would allow retailers to create more, quality and properly paid apprenticeships as well as increasing the number of training opportunities for staff. Therefore, apprenticeships should not solely focus on skill sets required for current roles but also skill sets that are likely to be required for future work, including digital skills, programming and coding.

CLOSING THE PAY GAP AND STRONGER CORPORATE GOVERNANCE

It is particularly frustrating for staff when they are being asked to bear the brunt of pressures within their stores, through less hours, restructures and job losses,

while directors continue to receive substantial increases in pay.

Solutions:

Closing the pay gap between CEO pay and the lowest paid workers, stronger corporate governance rules to curb asset-stripping and ensuring that business failure cannot be rewarded with excessive bonuses and pay-outs, as was the case with BHS.

A FULL REVIEW OF THE COMPETITION AND MARKETS AUTHORITY (CMA)

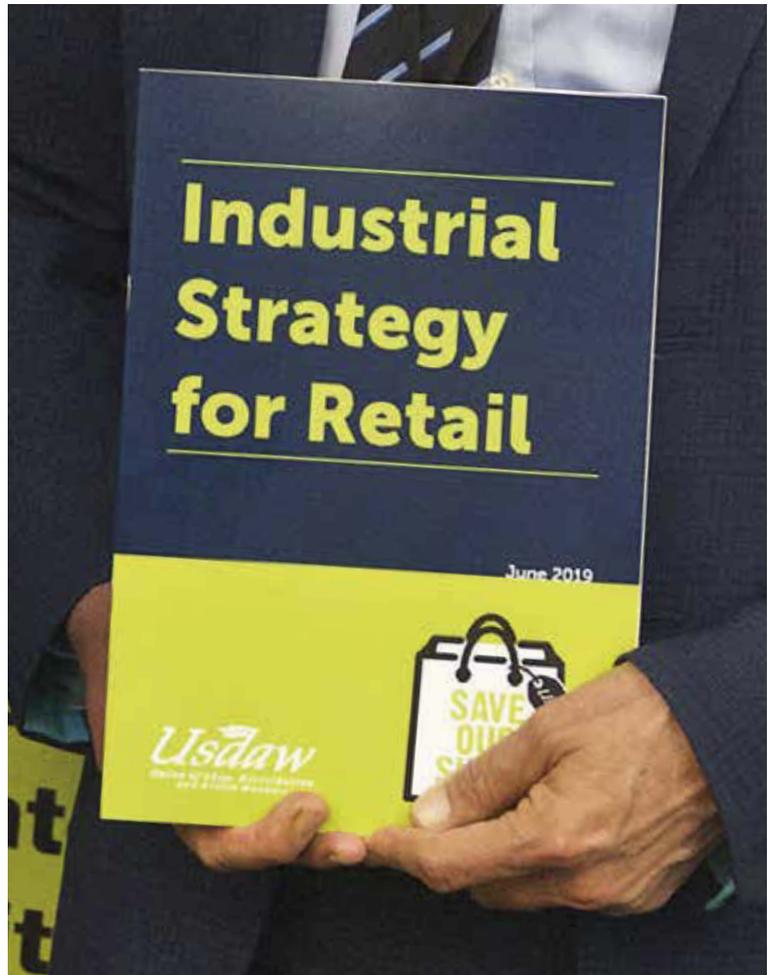
If the CMA are serious about ensuring fair competition going forward, then a review needs to take into account the changing dynamics

of retail and recognise the people who work in the sector.

This is why Usdaw is calling on the CMA to completely review its market test to fit the modern retail sector, as well as providing a voice for workers within the CMA's internal structures.

Solutions:

A review of the role and function of the Competition and Markets Authority in light of the increase in proposed mergers within the sector. This should include permanent trade union representation within the CMA's internal structures to ensure the interests of workers are considered at every level of decision-making.



ACADEMY REPS SUPPORT RECRUITMENT CAMPAIGNS

Hundreds of hard-working Usdaw reps played their part in making this year's June Membership Week another great success story

Activists across the country organised events in their workplaces aimed at encouraging their non-member colleagues to join the union. Some events were themed around the union's established campaigns such as Legal Plus and Lifelong Learning while others used a selection of Usdaw's publications to showcase the union's great benefits.

MORRISONS WOOD GREEN

Academy2 organising officer Maxwell Adu-Yeboah supported reps at Morrisons in Wood Green for their event which was themed around Supporting Parents and Carers.

"I set up the stall in the staff canteen so that I could catch staff on their breaks," said Maxwell who

usually works at Ikea in Edmonton. "A lot of the employees at Wood Green are already in the union but it was good to have a chat with them and show them various leaflets.

"There's no point sitting at the table and expecting the staff to come to you during a campaign, it won't work. You have to go and speak to people. I always try to create a friendly environment, and try to be patient and helpful."

MORRISONS EXETER

Membership Week at Morrisons in Exeter was coordinated by Academy1 organising officer Michael McKnight and supported by stand-down reps Amy Heaton from Morrisons Teignmouth and Mark Tapper from Sainsbury's Pinhoe.

"We picked Morrisons Exeter because membership there is low, there are no reps and it can be quite challenging to get the staff interested in the union," said Michael, who works at Tesco in Crediton. "We held a stall in the staff canteen and managed to sign up a couple of members which is a really good result. It's a case of letting staff know why joining is a good idea.

"Management at Exeter are 100 per cent behind the union and are even helping us find some reps, so it won't be long before it's a well-organised site."

WINCANTON WELLINGBOROUGH

Paul Woodbine, a driver at Wincanton in Northampton who is currently on Academy1, visited



Morrisons Wood Green, London



Morrisons Exeter



Wincanton Co-op Distribution, Wellingborough



XPO Logistics Bradford



Tesco Extra St Helens

Wincanton Co-op distribution in Wellingborough. Many of the staff have recently joined the company from the XPO operations for House of Fraser across the road where members were made redundant in April this year.

"It's a well-organised site and almost everyone is a member," said Paul. "We spent the day chatting to staff to see how they were getting on and reminding them about all the benefits of union membership, the workforce are really happy.

"I think what's also key is that there's a really good management team who are transparent and very supportive of the employees and that creates a good work environment."

XPO LOGISTICS BRADFORD

Usdaw reps Lee Wilson and Jessica Szczambura are part of a team of eight reps at the XPO Logistics site in Bradford looking after nearly 400 staff. They organised a week-long event, incorporating both day and night shifts, supported by organising officer Michelle Hargreaves and stand-down rep Marika Porozova.

"Alongside promoting all the union benefits, we also themed the event around mental health and

'It's Good to Talk,'" said Michelle, who is currently on Academy2. "We had a 'quote of the day' box and encouraged people to write down how they were feeling.

"We usually recruit most members at the site during their inductions so it was a case of chatting to those that we had missed. We managed to recruit about 20 new members so it was a great result."

TESCO EXTRA ST HELENS

Membership Week at Tesco Extra in St Helens was a great success said Academy1 organising officer Menna Roberts who co-ordinated the event with stand-down rep Carol Horrigan.

"We set up a stall in the canteen to speak to staff on their breaks and also did a walk round to catch staff that way too," said Menna, who works at Pheonix Healthcare distribution in Wrexham. "The event was a good opportunity to remind members about union benefits. You would be surprised how many people don't know about the legal service or accessing education through Lifelong Learning. We also updated the union noticeboard.

"Recruiting in retail is different to distribution, I find it helps if you read up on the agreement between

Usdaw and the company before you go in so you know the background."

TESCO CFC CROYDON

It was a busy week for reps Mick Pengelly and John Palmer at the second biggest Tesco customer fulfilment centre in the UK. The pair spent the week on stand-down at the site in Croydon where they are part of a team of 12 reps looking after nearly 1,000 members.

"We do a lot of our recruiting during inductions, so Membership Week was a good opportunity to spend some time chatting to existing members about the union and discussing any concerns," said John who became a rep at the site in 2008. "It's a good time to just show the union's presence, what we're all about, and remind staff that we are here if they need us."

Membership for week ended 13 July 2019

South Wales & Western	47,879
Eastern	59,726
Midlands	55,935
North Eastern	59,153
Scottish	42,838
Southern	62,315
North West	88,218
Total	416,064



Tesco CFC Croydon



TALKING ABOUT THE FUTURE OF PENSIONS

Usdaw's pension section played host to the annual pension conference in June. Enthusiastic reps gathered to discuss the developments in the world of pensions

Usdaw's training centre in Warrington hosted the 15th National Pensions Conference.

The conference aims to update delegates on what's happening in the world of pensions and encourages them to start a conversation with their colleagues to help them understand what their pension choices might be.

The conference was attended by Usdaw pensions officer Debra Blow, Usdaw pensions assistant Neil Ashworth and Usdaw clerical assistant Laura Berisford. The event was chaired by executive council member Simon Vincent. Guest speakers included Margaret Snowdon the chair of the Pension Scams Industry Group (PSIG), Jack Jones TUC and Eleanor Keehan

barrister from St Johns' Chambers.

Debra Blow gave an overview of what was happening in the pensions sector. "Although there have been no major changes to pension legislation over the last twelve months, there have been some developments worth noting, said Debra."

Brexit and Pensions

"£2.4 billion has already been spent on planning for a no-deal scenario which would have been enough to wipe out the deficit in one of the UK's largest private sector defined benefit schemes.

"If the UK does leave and the economy falters, one of the biggest impacts could be on the investment performance of pension funds.

"According to Government figures,

around 474,000 recipients are based in the EU. Any annual increases in the state pension are passed on to British recipients abroad.

"However, in the event of a no-deal Brexit the UK may have to renegotiate reciprocal deals with each of the 27 EU member states.

"While we wait for politicians to decide our fate, back in the UK we continue to try and influence pension policy to make it fit for purpose."

Pension Regulator

"Government is keen to give the Pension Regulator more powers to intervene faster and more effectively with companies who are diverting funds to the business and shareholders rather than



increasing contributions to reduce pension shortfalls.”

Funding Code of Practice

“A new ‘Funding Code of Practice’ will be issued this year with a focus on strengthening Defined Benefit scheme funding – increasing members’ security and reducing risks.”

Collective Defined Contribution (CDC)

“The proposed Pension Bill will also look to introduce legislation to support a new type of pension in the UK known as Collective Defined Contribution (CDC). This is an attempt to provide an alternative type of pension where both the employee and employer contributions are paid into one large pot and an income is targeted, based on age, level of contributions

paid up until retirement and how well the investments have performed on the stock market.”

WORKSHOPS

The delegates were broken up into two groups and received a presentation from either Debra Blow or Neil Ashworth. Neil updated his group on the following:

Auto-enrolment

“Auto-enrolment has been a great success but Usdaw continues to lobby for the removal of the age trigger, earning trigger, contributions to be included from the first pound of pay and an increase to employer contributions.”

Cold Calling

“Since January 2019 cold calling has been banned. The only people who should be ringing you about

your pension are your financial advisor, managers or trustees of your pension or somebody you have given consent to.”

Pension Sidecar Initiative

“In the UK only 44 per cent of the UK working population has immediate access to £500 or more in their savings account. The Pension Sidecar Initiative attempts to give people a safety net, if something unexpected occurs.

“The Sidecar model combines an emergency savings account with a traditional defined contribution pension. Employees make contributions in excess of the auto-enrolment minimum which are distributed in the savings pot and pension pot. This will give employees a pension that remains locked up while giving them access to a small amount of savings.”

MARGARET SNOWDON PENSION SCAMS INDUSTRY GROUP

The chair of the Pension Scams Industry Group (PSIG) gave delegates a presentation on pension transfers and scams.

Transfers and scams: Protecting scheme members

“Although pension freedoms have given people the autonomy to do what they want with their pension they have also made it easier for people to be scammed,” said Margaret.

“Research shows that over £1bn of pension savings have been lost to scams. Most people believe they’re too savvy to be scammed but unfortunately the scams are extremely sophisticated.

Combatting Scams: Code of Practice

“The Code of Practice for combatting scams means that many providers have adopted due diligence. It is estimated that the code has saved £250 million from scammers.

“There is now a ban on cold calling and schemes will talk to members who want to transfer their pension. Although there is more scam awareness there is growth in International SIPP’s (Self Invested Personal Plan).

“To combat this, we need shared intelligence, accreditation of schemes that apply the code of due diligence and greater transparency.”



Debra Blow



Margaret Snowden

JACK JONES TUC

Jack Jones from the TUC gave delegates a presentation on the pensions gender gap.

How big is the gender pensions gap?

“The gender pay gap varies,” said Jack. “In Prospect its 39.5 percent, 24.5 per cent in HMRC and 21.1 per cent at the DWP.”

How big is the contribution gap?

“Male pensions members saved £559 on average last year while female members saved £433. This will result in a difference of round 20 per cent in pension income.”

Why is there a gap?

“There are a number of explanations. Women still get paid less than men, they have lower contributions, are more likely to take on caring responsibilities, face more barriers to joining workplace pensions and receive lower state pensions.”

State pension

“The average state pension

received by a man is £153.86 a week compared to £125.98 a week for a woman. This gap will close for people reaching state pension age by 2041.”

Labour market participation

“1.8 million women were economically inactive due to looking after family or home in January to March 2018 compared to 200,000 men.”

How to improve things?

- Close the gender pay gap.
- Fund high quality childcare.
- Auto-enrolment contributions should be calculated from the first pound of earnings.
- All pension savers should receive tax relief.
- Workers earning below the £10,000 threshold should be automatically enrolled.
- Cutting the earnings trigger to the primary National Insurance threshold of £8,628 would bring in half a million new pension savers, three-quarters of whom would be women.



Jack Jones



Eleanor Keehan

PUZZLED BY PENSIONS?

BEWARE PENSION SCAMS

THE HOOK

Contact is usually out of the blue; a text or cold call, sometimes via websites.

This is the Hook

Transfer your pension pot to us:

- Guaranteed returns of 8 per cent on your savings.
- Immediate access to cash.
- We can offer non-repayable loans.
- Why wait till 55, access your pension pot now

THE HUSTLE

Scammers will suggest it is part of a Government initiative, or that it is time for your annual review.

They will claim that their offer is a once in a lifetime opportunity, or that they've found a legal loophole.

They will put you under pressure to sign up quickly, often sending a motorcycle courier for your paperwork.

They will have a very professional looking website because the scammers are good at what they do.

This is the hustle

THE REALITY

Pension scams are serious. If you fall victim, it's likely that you could lose some, but more than likely all of your pension savings.

The scammers don't tell you that they will take excessive commission costs or fees for dealing with your transfer, sometimes up to one third of your pension pot.

If you receive cash from your pension before you are 55 you are likely to be hit by significant tax charges. HMRC will charge you usually more than half of the value of your pension pot.

In 2017 it was reported that the average amount swindled out of pension scam victims was £91,000 each – the real cost is substantially higher because pension scams ruin lives.

- Call Usdaw's **Pension Section** on **0161 224 2804**.
- Contact your workplace pension department or pension company – they may be able to still stop a transfer that hasn't taken place yet.
- Call **Action Fraud** and report it on **0300 123 2040**.

**IF YOU ARE
WORRIED YOU MAY
HAVE BEEN SCAMMED
ALREADY ACT IMMEDIATELY!**

ELEANOR KEEHAN ST JOHNS' BARRISTER

Eleanor gave delegates a presentation on Divorce and Pensions.

Current Divorce Trends

"There were 101,669 divorces of opposite-sex couples and 338 divorces of same-sex couples in England and Wales in 2017," said Eleanor. The average (median) duration of marriage at the time of divorce was 12.2 years for opposite-sex couples. Unreasonable behaviour was the most common reason for opposite-sex and same-sex couples divorcing."

Divorce and pensions

"Your pension should be included in your financial settlement if

you divorce or dissolve your civil partnership. If you're not married, or in a civil partnership, your pension can't be shared if you separate.

"In England, Wales or Northern Ireland the total value of the pensions built up will take into account the pensions accrued before the marriage or civil partnership. In Scotland, only the value of the pensions built up during the marriage or civil partnership are taken into account. Anything built up before or after is not included. The basic state pension and new state pension cannot be shared if the marriage or civil partnership ends."

Eleanor went on to outline how the court deals with the issue of pensions when a marriage or civil

partnership ends:

- Pension Sharing: You're given a percentage share of your former partner's pension pot. The money that you get from the pension pot of your former spouse or civil partner is then legally treated as your money.
- Pension Offsetting: The value of a pension is offset against other assets. For example: you keep your pension and your former spouse or civil partner keeps the home.
- Pension Attachment: Some of your pension is paid to your former partner. This is like a maintenance payment directly from one person's pension pot to their former spouse or civil partner.

REPS MOTIVATE MEMBERS TO RETURN TO LEARNING

Usdaw's Lifelong Learning campaign is transforming the lives of many members who feel they missed out at school by helping them get back into the classroom

The Irish Congress of Trade Unions held its annual Learning Conference in Newtownabbey in March celebrating past, present and future Lifelong Learning projects across Northern Ireland.

Union learning reps and learners took to the platform to talk first-hand about their learning projects and experiences and the impact that it has had on their work and lives.

The conference was an extra special occasion for two Usdaw members. Union learning rep Iulia Pavel was awarded union learning rep of the year while fellow member Jamie Doherty took home the award for learner of the year. Jamie's story is a great example of how powerful and life-changing learning can be.

JAMIE DOHERTY

Jamie definitely got bitten by the learning bug when she discovered it's never too late to return to education following a Lifelong Learning roadshow at her Tesco store in Lisburn.

"I never really thought that going back to learning was an option until I

met Lifelong Learning project worker Lorna Morton," said Jamie, 39, who became an Usdaw member in 2009.

Jamie hated school and felt the teachers gave no support to those who struggled with the subjects. She left school in her fourth year with no qualifications.

"Lorna was very encouraging and told me how I could improve my maths and English by studying at the local college in the evening. I signed up straight away.

"It was very daunting at first to go back into the classroom. I'm a confident and loud person, but I suddenly became nervous and shy. Thankfully, it was an adult learners' class and everyone was in the same boat, so after a couple of weeks I relaxed and started to enjoy myself.

"The classes were on Tuesday and Wednesday evenings, I was working the nightshift so I would go to work straight after. During this time my husband John became ill and was diagnosed with an incurable brain tumour. He was undergoing radiotherapy and chemotherapy and was admitted to hospital twice.

"I thought I wasn't going to be able to keep up with everything and get enough studying done to pass my exams. It was difficult but in the end learning became my escape and I managed to complete the courses.

"After English level 2 and Maths levels 1 and 2 I was hooked. Since then I've completed ICT level 1 and 2, and a course on project management. I'll be starting a counselling course in September and I've decided this is the path I want to take.

"Winning the award shocked me. I just threw myself wholeheartedly into the learning and I enjoyed it, I didn't expect to win an award for it.

"My husband and children are really proud of me. My daughter said I was amazing to go back to learning at my time of life.

"None of this would be possible without Lorna and my rep who have both given me the support and encouragement to carry on and inspired me to head for the sky.

"Learning is a craving, when you've done some and achieved something, you just want to do more."

ONLINE LEARNING GATEWAY

The union's Lifelong Learning campaign was launched in 1998 to provide members with the chance to return to education and improve their skills, knowledge and career prospects. Since that time more than 80,000 members have returned to some kind of learning through the union.

To make it even easier to take up the learning opportunities on offer, members now have access to the online learning gateway where they can

complete courses in English, maths, ICT, languages, CV writing and much more. There are also a number of bitesized online courses. They can be accessed from a computer, tablet or mobile phone and take just a few minutes to complete. The courses include mental health, vulnerable workers, GDPR and pensions.

Usdaw members can access the gateway here: www.usdaw.org.uk/onlinelearninggateway



“MY HUSBAND AND CHILDREN ARE REALLY PROUD OF ME. MY DAUGHTER SAID I WAS AMAZING TO GO BACK TO LEARNING AT MY TIME OF LIFE.”



FUTURE PROOFING THE SECTORS

Usdaw reps come together to discuss the upcoming challenges in the sectors and how trade unionists can help find solutions to issues like automation

In June Usdaw activists gathered in Warrington for Usdaw's annual Warehouse and Distribution conference.

The conference was attended by Usdaw general secretary Paddy Lillis, deputy general secretary Dave McCrossen and was chaired by executive council member Chris Winwood.

Guest speakers included Usdaw senior researcher Chris Morris and Usdaw lifelong learning project worker Julia Baldwin.

Paddy opened the conference with a wide-ranging speech that aimed to give reps an update on

some of Usdaw's biggest campaigns including the launch of the Industrial Strategy for Retail.

"It's been almost a year since me and Dave started our roles. It's been a busy and challenging year for us. But I know it's been more challenging for you reps because the crisis in retail is inevitably affecting distribution.

"One million jobs have been lost in the retail sector over the last 10 years. If you take into account the people in the supply chain such as warehouse and distribution, then it's another 200,00 - 300,000 people. There are predictions that 160,000

jobs are to go. With three million people employed in the sector we will all know someone who works in retail.

"Retail is bigger than manufacturing and construction put together but it's not seen as important. When 3,000 job losses at Honda in Swindon were announced there was a swift response from MPs and the press. Yet, when retailers announce redundancies there's nothing."

Industrial Strategy for Retail

"That's why we launched our Save Our Shops campaign which has



been gaining momentum ever since. In June Usdaw held a parliamentary event at Westminster to launch its Industrial Strategy for Retail.

"It was a widespread panel with lots of experience and lots of different views. But they all agreed that our strategy document was excellent with a well thought out, step-by-step approach.

"This ensures that we are now leading the discussion on this issue."

Civil liabilities bill

"Our campaign continues, because the threshold increase for employer liability cases has yet to be adopted through the statutory instrument process. We will be seeking a vote of the whole House of Commons

and asking MPs to support our campaign."

Time for Better Pay

"The Time For Better Pay petition closed with over 50,000 signatures. We are now asking for a debate in Parliament. Our aim is to persuade MPs to back a £10 an hour minimum wage and more secure contracts.

"We need real and urgent improvements to workers' rights to deliver an economy that works for all working people."

Trade Union Act

"The Trade Union act was brought in deliberately to silence us. It tried to ensure that we couldn't campaign for our members. In addition, the

Education Fund was set up by a Labour government to help the TUC train reps and members. Fifty per cent of our training is done by TUC. That funding has been taken away.

"This is just another attack on the trade union movement designed to stop us from upskilling you to become effective reps.

"Despite this, I am determined that we will continue to invest in our reps.

"There are a number of initiatives that are happening this year including; a talent spotting exercise, the Lay Rep Tutor programme which takes people like you and gives them a chance to get a teaching qualification and of course the academies."



Usdaw deputy general secretary Dave McCrossen led the session on automation and the future of work.

"We are facing an artificial intelligence revolution with some predictions stating that 30 per cent of jobs could be at risk. Routine jobs are most likely to be impacted and this will have a significant effect on our members in warehouses, transport/driving and checkouts.

"Usdaw's Future of Work survey found that only one third of respondents said they received adequate training on new equipment/technology, 75 per cent were not confident that their employer will provide adequate training when new technology is introduced in the future and 64 per cent of members support increasing investment in technology in the workplace."

Are job losses inevitable?

"Jobs will be displaced but past experience shows that new jobs will be created.

"So, how can Usdaw mitigate the impact on workers? And how can we make sure workers benefit?"

Consultation

"Usdaw is campaigning for a new right to collective consultation on the introduction of new technology into workplaces."

Upskilling

"The single most important Government intervention to prepare for automation is education and training.

"Currently, the Apprenticeship Levy is costing large employers millions but has yet to increase the number of apprenticeships. With

some reforms it could potentially be used to assist workers affected by automation. Rather than attempting to fight the introduction of technology we should plan how to implement it to improve productivity and wages. The gains in productivity should lead to increased prosperity for workers and translate into shorter working weeks and a younger retirement age."

What next?

"There is a danger that technology could widen inequality. Therefore, we need to develop a strategy in collaboration with all stakeholders on the impact of automation, ensure that workers benefit from automation and explore the possibilities of a robot tax and redistribution schemes such as Universal Basic Income."

USDAW IS CAMPAIGNING FOR A NEW LEGAL RIGHT TO COLLECTIVE CONSULTATION ON THE INTRODUCTION OF NEW TECHNOLOGY INTO WORKPLACES



WORKSHOP LIFELONG LEARNING

On Saturday afternoon Lifelong Learning project worker Julia Baldwin organised a workshop to identify current and future skills required to respond to the impact of automation through training and development in the sector.

Delegates feedback

Fork Lift Truck drivers: currently need a licence and health and safety training. If this was automated then the driver would need to be upskilled into an engineer type of role.

Pickers: role is dependent on IT. Likely to become even more IT focused. Training needs to get better as currently its seen as a tick box exercise.

Jobs that may be needed in the future:

There is an assumption that with more automation there will be more engineers. The role is highly skilled and therefore attracts higher pay.

If automation was introduced what would reps need to support them through this:

- A learning centre.
- Negotiate with the company for more training time
- Make better use of forums and JCCs to raise issues of concern.

WORKSHOP ORGANISING

On the Sunday morning a session on Organising Your Workplace took place. Workgroups were asked to discuss the following:

- Identify the organising challenges in your workplace.
- How can you overcome these challenges?

The report back included:

Challenge: Large amounts of agency workers.

Solution: Seek a recognition agreement with the agency hirer.

Challenge: Not enough individuals nominating themselves to become reps.

Solution: Raise the profile of Usdaw in the workplace. Don't be reactive for nominations; try to identify potential reps on site.

Challenge: Lack of time to speak to non-members.

Solution: Look to secure a strong facilities agreement, which includes facility time to speak to non-members, and ensure that the union participates in all new starter inductions.

Challenge: Negativity of management.

Solution: Build effective working relationships with managers and where necessary use the procedures and structures in place such as regular health and safety meetings or JCC's.

Challenge: Communication between reps.

Solution: Set up WhatsApp groups, utilising email systems and noticeboards.

Challenge: Identifying members and non-members

Solution: Regularly map the workplace.



With health and safety vitally important in workplaces, *Network* guides reps through how they can raise the profile of the union in their workplaces

Trade union safety reps have extensive legal powers to investigate hazards and negotiate improvements. But workers need to know who the rep is and how to get hold of them so that they can get in touch if they have concerns. One of the best ways to raise the profile of the reps is to organise a health and safety event in your workplace.

WHAT SORT OF EVENT

There are a couple of international events you can organise around but you may have your own ideas about when to do something.

There are a number of different ideas you can use to raise the profile of health and safety and to get workers talking to you as their health and safety rep.

- *Union noticeboard display*
Pick a month, in consultation with any other reps where you work, to do a feature on the union noticeboard. April would be good, for example, for International Workers Memorial Day. But you may want to use another month to focus specifically on health and safety issues in your workplace.

- *Health and safety awareness day/week*
If you have support from other reps or from your employer there may be opportunities to organise a stall in the canteen or other activities themed around health and safety.

- *Focus on specific issues*
There may be particular health or safety issues in your workplace which require more targeted campaigns. As part of its 'Help

GB Work Well' campaign the HSE is keen for workplaces to focus on prevention of work-related ill health. On safety the big issues for Usdaw members are slips and trips, falls from height and workplace vehicles, but there may be other issues where you work. Don't forget Respect Week in November when we focus on the risk of violence and abuse to our members.

www.hse.gov.uk/gohomehealthy

MAKE IT INTERACTIVE

If possible, try to involve the workers themselves in the event. You can use survey forms to get feedback from staff on the issues at work and what can be done about them. Usdaw provides a number of options including body-mapping, the Usdaw

HEALTH AND SAFETY EVENTS CALENDAR

INTERNATIONAL WORKERS MEMORIAL DAY 28 APRIL

The day on which the international trade union movement remembers all those who die from occupational diseases or are killed at work with the slogan 'Remember the Dead: Fight for the Living'. Usdaw produces its own leaflet and poster for reps to use on the day in their workplace. More materials are also available from the Hazards Campaign. www.hazardscampaign.org.uk/workers-memorial-day

EUROPEAN WEEK FOR HEALTH & SAFETY AT WORK

3RD WEEK IN OCTOBER

Is held during 21 to 26 October, promoted by the European Agency for Safety and Health, the aim is for organisations to run events to raise awareness of H&S issues. The theme for 2019 is managing dangerous substances at work.

<https://healthy-workplaces.eu/>

TUC NATIONAL INSPECTION DAY 23 OCTOBER

Held on the Wednesday of European Week, the TUC asks trade union safety reps to arrange one of their normal workplace inspections on or around that day. This year it falls on 23 October. www.tuc.org.uk



stress survey and the slips and trips risk mapping tool – all of which require reps to talk to workers. Other interactive ideas that some reps have used include quizzes, suggestion boxes and competitions.

WORK WITH OTHERS

If there are other union reps at work, get them involved as well. Talk to management and get their support. Many employers have their own planned events that union safety reps can get involved in.

CONTACT THE HEALTH AND SAFETY SECTION

The health and safety team at central office can help with materials for your event. They will need information about the location, the number of workers, the type of event and any specific issues. They can supply

leaflets, posters, pens and other materials and also help you with any survey you may want to carry out – for example, using body mapping. Contact healthandsafety@usdaw.org.uk for assistance.

FOLLOW UP ON YOUR EVENT

Prepare a brief report on the event to share with other reps at a rep team meeting or with management at a health and safety committee meeting. Give brief details of what you did, the number of workers who engaged with the event, any feedback from the workers on the risks at work and on ways of making it healthier or safer. If you have done some sort of survey activity, post a brief summary of the results on the union noticeboard and use any other communications channels to give feedback to the members involved.



STRESS GUIDE FOR MANAGERS

The HSE has produced a workbook to tackle work related stress using the management standards approach. HSE are targeting work related stress because it caused 15.4 million working days to be lost last year. The management standards approach helps measure how well your employer is managing the potential causes of work-related stress. The HSE have already produced a stress 'Talking Toolkit' that can be used in conjunction with the stress workbook. The workbook and the talking toolkit can be accessed on the HSE website

www.hse.gov.uk

CONTACT

Health and safety officer

Doug Russell
0161 249 2441

Health and safety assistant

Tony Whelan
0161 249 2474

General health and safety enquiries email:

healthandsafety@usdaw.org.uk



GLOBAL PLAN TO CURB VIOLENCE

After nearly two years of negotiations, led by international trade unions, the International Labour Organisation (ILO) has agreed a new convention and related recommendation on the prevention of violence and harassment at work.

The new standard covers all workers and all acts of violence and harassment perpetrated in the workplace, including 'third party' violence by customers and other members of the public. ILO conventions are standards which set a baseline for action once they are ratified by governments.

TUC general secretary Frances O'Grady said: "People at work should be safe from violence and harassment.

"The agreement is a crucial step forward to guarantee basic protections throughout the world of work."

"The UK government should take the lead on this and ratify it as soon as possible – to ensure that every worker is protected."

TUC AND MATERNITY ACTION

EMPLOYERS NOT DOING ENOUGH FOR NEW MOTHERS



The TUC and Maternity Action have published new guidance to help union reps ensure that their employer has processes in place to protect and support women during and after pregnancy. They are concerned that employers are not doing enough according to recent research from the Equalities and Human Rights Commission.

Employer's need to consider workplace risks for new and expectant mothers, including irregular and long working hours, stress, excessive heat,

chemicals, infectious diseases and violence.

The guide sets out what employers need to do when a new mum returns to work, and how bosses can support their female staff with breastfeeding and expressing milk.

Please see the TUC guidance at:

www.tuc.org.uk
search **pregnancy PDF**.

A Hazards article with the background to the guide is at:

www.hazards.org/women/expecting.htm

STATEMENT OF COMMITMENT

LAS ASKED TO ENFORCE LAW

The Health and Safety Executive is urging local authorities (LAs) across the country to make a Statement of Commitment (SOC) to work with others to improve health and safety standards in the sectors they regulate.

LAs enforce health and safety law for retail, distribution and office premises which means they cover two thirds of all businesses. They are

the regulators for the vast majority of Usdaw members..

The SOC is designed to ensure renewed commitment from senior officers of LAs to deliver their legal duty to regulate and to protect the health and safety of workers.

Reps who want to raise this with their LAs can see a copy of the SOC at: www.hse.gov.uk/lau/statement.htm

IT'S ABOUT TRYING TO GET THE BEST RESULT

Network speaks to Tesco cashier **Dave Woodhams** who has been a health and safety rep for almost 10 years...

Q. WHAT IS YOUR JOB ROLE?

I have been working at Tesco in Penarth as a cashier on the checkouts since 2010.

Q. WHEN DID YOU BECOME ACTIVE WITH THE UNION?

I took on the role of health and safety rep from the word go. I had done the IOSH (Institution of Occupational Safety and Health) course prior to joining Tesco. I became a shop steward when it became apparent that there was a need for a rep, I was being asked many questions at the time and I had a good knowledge of the company and procedures so I was able to provide answers for the members.

Q. WHAT'S INVOLVED AS HEALTH AND SAFETY REP?

The main part of my role is to maintain a safe work environment for staff and members of the public. I do a walk around the store before my shift each day and if I spot a problem I report it. I bring any health and safety problems to the attention of management and try to get them

sorted as soon as possible. I also make sure the noticeboard is up to date.

Q. WHAT ARE THE MAIN ISSUES IN YOUR STORE?

Everyday problems are similar in retail, issues with roll cages, foot stalls, and trips and falls being some of the group's biggest issues. Problem solving is second nature as reps, we have a keen eye and spot problems that others don't notice.

Q. WHAT MAKES A SUCCESSFUL HEALTH AND SAFETY REP?

I find by not being militant and being approachable, with members and managers alike, I can get more achieved. I'm the only rep in my store and I fear when I retire we will have no union voice except reps coming in to cover members' issues. It's one of the reasons I carry on until it's my time to call it a day.

Q. IS IT IMPORTANT TO KEEP UP WITH HEALTH AND SAFETY LEGISLATION?

Most definitely yes. The changes in legislation are constant and I am

aware that as reps we have to stay up to date to keep our skills honed. If I need advice or support I always contact my local Usdaw office or my area organiser.

Q. DO YOU THINK THE ROLE HAS CHANGED SINCE YOU STARTED?

Things have changed over the years, some for the good, some not so good. Laws keep on changing and rights slowly get eroded. Who knows what will happen in the future.

Q. WHAT KEEPS YOU MOTIVATED?

Good question. I think it's being able to provide a much-needed voice for our members. Listening to our members and being able to act accordingly, whether that's giving advice, compassion or a shoulder to cry on. It's about trying to get the best result possible within the guidelines.

Q. WHAT'S BEEN YOUR BEST MOMENT AS A REP SO FAR?

That would be attending the organising awards in Manchester and picking up the South Wales and Western divisional health and safety rep award. It made all the hard work worthwhile, it was a very proud moment.

Q. ANY TIPS FOR OTHER HEALTH AND SAFETY REPS?

Do your homework, listen and get all the facts, stay impartial and give feedback. Don't be afraid, managers don't bite, reps are there to make sure they follow the agreement. Use all means at your disposal to do a job worth doing as without reps recruiting and taking part in campaigns Usdaw would not be as strong as it is today.



Dave at Usdaw's Organising Awards Ceremony in Manchester earlier this year

NEVER TOO YOUNG TO JOIN A UNION

The best way to protect young workers in the workplace and secure the vitality of the union is to recruit them

Young workers are a vital part of the workforce but unfortunately are often undervalued, underpaid, discriminated against and even bullied at work. All workers, irrespective of their age, should be treated in a fair and consistent manner by their employer. Therefore, it's important to make sure that they join the union.

Below are some common questions raised by young workers.

Why should I join?

Union membership is an insurance policy for when things go wrong at work. Usdaw reps provide professional support and advice when you need it.

Reps can represent you in a sickness meeting, help you raise a grievance, make sure you are being paid correctly, signpost you to expert services if you are having any health or mental health issues and much more.

Am I allowed to join a union?

All workers have a legal right to join a trade union, and your employer cannot prevent you from doing this. Your employer cannot discriminate against you for being a member of Usdaw. In fact, hundreds of Usdaw members and reps have been promoted to bigger roles with their employers.

My manager has told me that I am not entitled to paid holidays.

You are legally entitled to a minimum

of 28 days paid holiday per year (pro rata for part-time staff).

I never get a break.

You are legally entitled to a minimum unpaid 20-minute break if you work longer than six hours a day. Many companies will offer better break entitlement than the legal minimum. This should be detailed in your contract or staff handbook.

My manager says I am only entitled to time off in lieu when I work overtime or on Bank Holidays/Sundays, is this right?

Pay arrangements for overtime, Sunday and Bank Holiday working will vary between employers. What arrangements apply will be outlined in your contract or staff handbook.

I was late for work will I lose pay for this?

Unless this is specifically outlined in your contract, you cannot be deducted pay for lateness. However, being regularly late may lead to disciplinary action.

My manager has told me they intend to change my contracted hours. Can they do this?

This will depend on your contract. Your manager can ask you to change your schedule. However the union would expect these changes to be reasonable and agreed with you, giving you plenty of notice. If you believe the changes are unreasonable, then you have the right to challenge this through



the grievance procedure and be represented by Usdaw. Make sure any challenge is done immediately and ideally before the change is introduced, otherwise it may appear that you have accepted the change.

I have been underpaid and told I'll have to wait until my next pay date for it to be rectified, is this right?

You are entitled to receive your contractual pay on your pay date. It is unreasonable to make you wait until your next pay day date. This could be classed as an unlawful deduction of wages. Most



employers can rectify this through a BACS transfer which can take up to five working days.

What should I do if I'm not getting paid the correct rate for the job?

Your pay rate will be outlined in your contract. If you think you're not getting the correct rate then speak to your manager. If this isn't rectified contact your Usdaw rep.

Am I entitled to time off to study for my exams?

Udaw has negotiated time off for study leave with many employers, so it's worth speaking to your manager.

My manager always gives me the worst shifts. What can I do about this?

Young workers must be treated in the same way as all other staff. If you feel you are unfairly being singled out because of your age then speak to your Usdaw rep.

I feel like I am being bullied by my manager. I don't know what to do to make it stop.

No-one should be subjected to bullying or harassment. Usdaw has negotiated anti-bullying and harassment policies with most of the companies that they deal with and many have a zero-tolerance

policy. An Usdaw rep will be able to help you report any incident and support you in dealing with the situation.

How do I contact an Usdaw rep?

Contact details of the Usdaw rep can be found on the Usdaw noticeboard in your store/site. Alternatively, you can contact Usdaw's national helpline on 0800 030 80 30.

Where can I get more information?

Take a look at the Young Workers leaflet on the Usdaw website: www.usdaw.org.uk/397

UNION ANNOUNCEMENTS



Peter Connolly

PETER CONNOLLY

Pete Connolly, head of the computer services department, retired in July after 37 years on the union's staff.

He joined Usdaw in 1981 as an audit clerk, and was appointed part-time deputy computer supervisor in the late 80s then promoted to supervisor.

"I've been involved with IT in Usdaw since computers were introduced due to Margaret Thatcher's anti trade union legislation requiring electronic balloting of members," said Pete, 56. "I'm proud to have managed the implementation of two new membership systems, the most recent being three years ago.

"In retirement I'll be getting more involved with my community. I've qualified as a level 1 football coach and manage two junior football teams, I'm also on the committees of my 10-year-old son's junior football club and his scout group so I'll be busy.

"I've been proud to work at Usdaw. I wish the union the very best for the future, hopefully with a Labour Government in power."



Kathryn Eastwood

KATHRYN EASTWOOD

Former research assistant Kathryn Eastwood took up her new role as deputy head of admin services in June following the retirement of her predecessor Susan Bickers.

Kathryn joined Usdaw in 2006 as a senior assistant in the Tesco support team. In 2010 she was promoted to research assistant and has looked after members in retail non-food, food manufacturing, dairy, chemical and pharmaceutical industries and the Co-op.

Prior to Usdaw she worked in various administrative roles including district administrator at Woolworths and PA to the director of nursing at Manchester Royal Infirmary.

"Administrative services is Usdaw's biggest department and includes HR, post and dispatch, information and



Alex Bingham

archiving, correspondence, catering and all the ancillary staff," said Kathryn. "The biggest responsibility is the smooth running of ADM, there are over 1,000 members who attend. It's a huge task.

"I am thrilled to be appointed to the role and very much looking forward to working with a great team!"

ALEX BINGHAM

Usdaw's newest area organiser in the South Wales and Western division is former rep Alex Bingham.

Alex joins Usdaw's office in Plymouth from Tesco Express in Cardiff where he worked for 12 years. He became a rep in 2012 and has since completed both Academies and time on stand-down.

"As an activist I've been keen to get more young people to engage with trade unions and worked with organisations such as Labour students," said Alex, 33. "Consequently, I was able to develop connections with local Labour politicians and encourage them to come and support Usdaw campaigns.

"I'm looking forward to the job and am excited to meet everyone."



Michael Smith

MICHAEL SMITH

Former rep and Academy graduate Mike Smith is the new area organiser in the Southern division working out of the Morden office.

Mike joins Usdaw from Tesco Croydon where he worked as a delivery driver for 14 years at the company's first customer fulfillment centre in the UK.

"In my role I will be dealing with a number of employers in my patch," said Mike, 47. "I was a rep, health and safety rep and union learning rep so I have a good idea of the challenges that face our members industrially and politically.

"I'm looking forward to motivating reps so that they can provide the best service to our members. I'll also be focusing on organising, membership and promoting some of Usdaw's flagship campaigns."



AN USDAW GUIDE FOR YOUNG WORKERS

Usdaw launches a pocket-sized booklet outlining the rights of young members in the workplace

Young workers all too often find themselves undervalued, underpaid, discriminated against and bullied at work.

It's clear that belonging to a trade union is the best way for young workers to fight for an adult minimum wage for all, protect their rights and improve their terms and conditions, but nationally only 4.4 per cent of trade union members are aged 24 or under.

If you're looking to boost your organising activity, our newly updated and redesigned Young Workers leaflets are an invaluable

resource to help you talk to your younger colleagues about the benefits of Usdaw membership.

There's an A5 leaflet to give an overview, and a more comprehensive pocket-sized booklet that answers some of the common questions about workers' rights and gives examples of how Usdaw can help young people with the issues that matter to them.

Read the guide online and download from:

dtp.usdaw.co.uk/396

Hard copies can be ordered from your local office.

NEW IN!

Leaflets

10 Good Reasons to join Usdaw
(Leaflet 261)

10 Good Reasons to join Sata
(Leaflet 137)

Rights for LGBT Parents
(Leaflet 372)

Supporting Young Workers
(Pocket Guide 397)

Supporting Young Workers
(Leaflet 396)

Want To Know More? Go to www.usdaw.org.uk
(Leaflet 390)

Work for the Co-op Group? Join Usdaw today (Leaflet 355)

Posters/Flyers/Factsheets

Cash Benefits (Poster R3)

Puzzled By Pensions? - Have you seen our pensions website?
(Poster)

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

Pension Freedoms (Factsheet)

10 reasons not to opt out of a workplace Pension Scheme
(Factsheet)

Tesco Defined Benefit Pension Scheme (Factsheet)

Online courses

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

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

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

Shop 'til you Drop - Maths bitesize course
www.usdaw.org.uk/maths

'Summertime Songbirds' - English bitesize course
www.usdaw.org.uk/summertime

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

OVER TO YOU

Email your thoughts and pictures to us at:

network@usdaw.org.uk

or write to:

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





Pictured L-R: Southern division's Recruitment and Organising Team award winners from Tesco Extra Ryde, Isle of Wight; Tesco Skegness get ready for Parents and Carers Spotlight Day.



Pictured L-R: Spotlight Day at Tesco Kinson; campaigning for mental health awareness at Morrisons Lacey; Protesting for union recognition outside Boohoo Manchester.



Pictured L-R: Saving Our Shops in Liverpool; Spotlight Day at Tesco Dingwall and taking the Save Our Shops campaign to Altrincham.



Pictured L-R: Tesco Bursledon reps campaigning during Mental Health awareness week; Campaigning on Spotlight Day in Boots Warehouse, Nottingham; Southern division Individual Organising award winner Rachel Arnold from Tesco Hythe and Tesco Bury St Edmunds Pride stall.

Supporting LGBT Equality

Usdaw

Campaigning
For Equality

Usdaw **celebrates equality and shows solidarity** with LGBT people in the UK and around the world, who still face violence and discrimination at work because of who they are.



To find out more and get involved, please visit our website: www.usdaw.org.uk/lgbt

Usdaw

