

NETWORK

THE BIMONTHLY MAGAZINE FOR USDAW ACTIVISTS – NOVEMBER/DECEMBER 2018



MAKING YOUR WORKPLACE SAFER

RECRUITMENT | HEALTH & SAFETY | EQUALITIES | NEWS | CAMPAIGNS



**what's
happening** =====

on your =====
journey to work?

Usdaw wants to ensure that our members feel safe when travelling to and from work. But lots of our members, particularly women, tell us they don't.

Dark car parks, bushes and trees near the staff entrance, missing the last bus home can all make women feel less safe.

If you are worried about these or any other issues concerning your journey to work, we can help.

Talk to your Usdaw rep or if there is no rep in your store you can call the freephone Usdaw helpline on 0800 030 80 30

=====
*Have a
SAFE JOURNEY*
=====

Usdaw
*Union of Shop, Distributive
and Allied Workers*
www.usdaw.org.uk



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NEW YEAR BRINGS OPPORTUNITY

After almost two years of negotiations no-one knows what's going to happen when we leave the EU in March 2019.

The Conservatives have squandered this crucial negotiating period in a state of civil war. The only thing Brexiteers, Remainers, the Conservatives, Labour and the DUP agree on is that the draft withdrawal agreement is a bad deal.

As chaos engulfs government, trade unions, as always, are focusing on protecting jobs and addressing the issues that affect their members.

It's been an incredibly busy year with the launch of our Time for Better Pay campaign and our industrial retail strategy; lobbying government to bring in legislation to protect shopworkers when they are enforcing the law on underage sales and our strong opposition to the government's plans to increase the small claims court threshold to £2,000.



We are also currently working on a tutor training programme that will provide new opportunities for our reps and a political activists programme that will help reps to stand for roles such as local councillors, MPs and governors.

I want to take this opportunity to place on record my appreciation and thanks for all your hard work throughout the year.

I wish you and your families a very happy Christmas and New Year.

Usdaw General Secretary

Paddy Rees



Paddy joins Usdaw's young workers to promote the Time for Better Pay campaign



If you are going through a tough time it could help to talk to someone...

The Samaritans

24-hour confidential, emotional support for anyone who is feeling troubled. You don't have to be suicidal to call us.

www.samaritans.org

jo@samaritans.org

116 123

Mind

Providing advice and support to empower anyone experiencing a mental health problem, and campaigning to improve services, raise awareness and promote understanding.

www.mind.org.uk

info@mind.org.uk

0300 123 3393

Text 86463

Rethink Mental Illness

Working together to help everyone affected by severe mental illness to recover a better quality of life.

www.rethink.org

0300 5000 927 (Mon-Fri 9.30am-4pm)

SANE

A mental health charity providing practical help to improve the quality of life for people affected by mental illness, and campaigning to end the stigma.

www.sane.org.uk

0300 304 7000 (4.30pm-10.30pm, every day)

CALM

Raising awareness of suicide in young men, and offering guidance and support for young men with mental health problems.

www.thecalmzone.net

0800 58 58 58 (Nationwide 5pm-midnight))

0808 802 58 58 (London 5pm-midnight)

Webchat available

Papyrus

If you are a young person at risk of suicide or are worried about a young person at risk of suicide. www.papyrus-uk.org

Hopeline: 0800 068 41 41 (Mon-Fri 10am-10pm, Sat-Sun 2pm-10pm)

Text: 07786 209697

For more information and advice visit www.usdaw.org.uk/mentalhealth



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ACTION NEEDED TO PROTECT STAFF

Usdaw's Freedom From Fear survey's interim results show that during 2018:

- Six in ten shopworkers experienced verbal abuse.
- 37 per cent were threatened by a customer.
- And over 230 were assaulted every day.

The number of incidents are in line with last year and remains higher than two years ago.

General secretary Paddy Lillis said: "Violence, threats and abuse against workers are amongst the great scourges of our society.

"Usdaw's survey findings are in line with other statistics recently released, with the level of abuse and violence remaining far too high. The Suzy Lamplugh Trust found (in November) that two-thirds of UK retail workers have been exposed to violence or aggression in the workplace.

Earlier in the year the British Retail Consortium (BRC) reported a doubling of violence against retail staff as part of their annual retail crime survey.

"While there are many factors behind retail



Usdaw at Westminster making the case for shopworkers

crime, severe cuts in police funding and the loss of over 20,000 police officers does not help.

"Life on the frontline of retail can be pretty tough for many shopworkers and there is still a lot to do to help protect them. Our Freedom From Fear campaign works with employers to promote respect and make shops safer for staff and customers alike.

"So there needs to be action to help protect staff. It is time for the government to act by providing stiffer penalties for those who assault workers; a simple stand-alone offence that is

widely recognised and understood by the public, police, CPS, the judiciary and most importantly criminals.

"The government could act immediately by accepting a protection of shopworkers amendment to their Offensive Weapons Bill, which will make it a specific offence to obstruct a shopworker who is preventing the illegal sale of knives and corrosive substances."

The Freedom From Fear survey is ongoing and you can complete it at www.usdaw.org.uk

Full results of the survey will be released in the new year.



IN BRIEF

PLADIS SIGN CHARTER

Usdaw has welcomed pladis adding their name to a charter aimed at protecting the employment rights of employees who become terminally ill. The charter is part of the TUC's Dying to Work campaign which seeks greater security for terminally ill workers where they cannot be dismissed as a result of their condition. Following the footsteps of employers such as Rolls Royce, Royal Mail and the Co-op, pladis became the latest employer to sign up to the charter.

RETAIL JOBS WORRY

In the first nine months of this year 85,000 retail jobs disappeared from the high street. Nearly 1,000 retail businesses went into administration from big brand names like House of Fraser to independent retailers.

Please see p12 for Usdaw's industrial retail strategy that aims to help the crisis on the high street.

CO-OP BIGGLESWADE

The Co-op has announced plans to build a £45m distribution depot, creating up to 1,200 jobs in Bedfordshire. The depot is scheduled to open in early 2022.

DEBENHAMS

Following three profit warnings the retailer announced up to 50 store closures that would put around 4,000 jobs at risk. This resulted in shares diving by more than 17 per cent.

NEW GDPR GUIDE FOR REPS

STORING INFORMATION SECURELY

Usdaw will be publishing shortly a guide on data protection. The aim of the booklet is to provide Usdaw reps and branch officers with guidance and procedures on how to deal with members' data.

The General Data Protection Regulation (Data Protection Act (DPA) 2018) governs the way organisations deal with personal data. If an organisation, or people who work on behalf of an organisation, break the rules in the GDPR (DPA 2018) they can

be subject to legal penalties and the organisation's reputation could be badly damaged.

This booklet will guide reps through the data processing principles, what constitutes personal data, how to store information safely and securely and for how long, and what to do if there's a breach.

A summary of the guide can be found in the Sep/Oct issue of *Network* dtp.usdaw.co.uk/NetworkSepOct2018



CLAIMANTS OUT OF POCKET

DISABLED OWED £1.7BN

The Department of Work and Pensions (DWP) has been criticised for its handling of the employment and support allowance (ESA). About 1.5 million people were transferred from incapacity benefits to ESA between 2011 and 2014. Underpayments resulted from the DWP's failure to assess whether claimants qualified for income-related ESA rather than just the less generous contribution-based ESA.

An estimated 180,000 claimants were due arrears payments totaling £970m.

The cost of paying them at a higher rate is estimated to add another £700m over the next seven years.

General secretary Paddy Lillis said: "It's disgraceful that 180,000 of the most vulnerable people in our society have been left without the financial assistance they were entitled to.

"This kind of injustice is to be expected when the government deliberately creates an environment that routinely demonises sick, disabled and terminally ill people."

FIGHTING FOR WORKERS' RIGHTS

USDAW TAKES CAMPAIGNS TO WESTMINSTER FOR PARLIAMENTARY SUPPORT



Usdaw lobbying MPs at Westminster

JUSTICE FOR INJURED WORKERS

Usdaw is disappointed that the Government defeated our amendment to increase the small claims court threshold to £1,500 rather than the proposed £2,000.

General secretary Paddy Lillis says: "Usdaw fears that an increase in the small claims court threshold to £2,000 will not only restrict access to justice for injured workers, but also have a damaging effect on workplace health and safety as negligent employers are less likely to face the consequences in court. The only beneficiaries of these reforms will be unscrupulous employers and the UK Insurance industry.

"We are grateful to the Labour MPs who put up strong opposition to the Government's proposals. However, 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 to stop the Government forcing more injured workers into the small claims court, where the costs of legal representation cannot be recovered from negligent employers. We want the Government to accept the reasonable and fair compromise of raising the threshold to £1,500."

■ Lobby your MP

Members can help the campaign by asking their MP to oppose the Government's plans. It's quick and easy to do with Usdaw's online e-mail your MP facility at: www.usdaw.org.uk/Justice4InjuredWorkers

OFFENSIVE WEAPONS BILL

David Hanson MP tabled an amendment to the offensive weapons bill that would create a

new offence if a person attempting to illegally buy corrosive substances or knives uses it to abuse, threaten or assault the retail worker who is enforcing the law. Usdaw has been campaigning on the issue and supports the amendment.

Home office minister Victoria Atkins responded to the amendment by offering Usdaw and the retailers a round-table discussion on how to legally protect staff from violence, threats and abuse.

General Secretary Paddy Lillis said: "We are pleased that the Home Office has agreed to sit down with us. The existing offence of common assault is not enough, particularly in cases of threats and abuse. A specific offence of obstructing a retail worker who is enforcing the law, which is easily understood by employers, staff, police, judiciary, shoppers and most of all violent criminals is absolutely necessary."

IN BRIEF

NO WAITING IN

Waitrose is trialling a new 'While You're Away' delivery service, in which drivers access customer's homes while they are out. Drivers will use a temporary code to get into customer's homes via a smart lock, and then unpack customer's purchases in their kitchens. Deliveries will be recorded on a body camera and customers will be able to view the video the next working day.

DELIVEROO

Workers are taking Deliveroo to the High Court in a bid to overturn a Central Arbitration Committee ruling that denied workers the right to collective bargaining.

PENSION AGE STING

The state pension age for women rose to 65 in November 2018, the same as men. Women Against State Pension Equality (WASPE) argue that the rise will hit women hard and 3.8 million women will be forced to wait an extra 6 years to receive their state pension.

PODCAST WITH GS

Listen to general secretary Paddy Lillis talk to Unions 21 about his vision for the future of Usdaw and the retail industry
www.podbean.com/media/share/pb-qxr5y-99a8e2l

UNIONS21
 building tomorrow's unions

NATIONAL LIVING WAGE INCREASE

PAY RISE FALLS SHORT



Udaw welcomed the announced increase to the National Living Wage from £7.83 to £8.21 but expressed concerns that it still fell below the real Living Wage.

General secretary Paddy Lillis said "The increase to the National Living Wage falls short of the rate set by the Living Wage Foundation of £9 per hour (£10.55 in London) and it is only paid to

workers over 25.

"The National Living Wage alone will not end the scourge of in-work poverty. Our Time for Better Pay campaign calls for a minimum of £10 per hour as well as looking at all aspects of the pay package, security of employment and availability of hours, in order to help provide workers with a weekly income that they can live on."

SEXUAL HARASSMENT AT WORK

SHOCKING RESULTS FROM SURVEY

Sexual harassment has rarely been out of the headlines and Usdaw has been finding out about members experiences of sexual harassment at work.

Udaw reps and the divisional equality forums have been raising awareness of Usdaw's sexual harassment survey and the union has also held get-togethers with members.

Both men and women took part in the survey. Anyone can experience sexual harassment but we know that women are far more likely to experience it than men.

A major study by the TUC into sexual harassment reports that women in Europe are almost three times as likely to be subjected to sexual harassment as men, and that over half of all women in the UK have experienced sexual harassment at work.

The findings of Usdaw's survey are shocking but not surprising:

- Nine out of ten young women members have recently experienced sexual harassment at work.
- Half of all women have recently experienced or overheard sexist 'jokes' or remarks at work.
- Two thirds of members didn't tell their employer about the harassment.

Udaw has developed new materials for reps and members to help raise awareness of what sexual harassment is and how to tackle it. To order copies please contact equalities@usdaw.org.uk or www.usdaw.org.uk

The results of the sexual harassment survey will be covered in more detail in the January /February edition of *Network*.

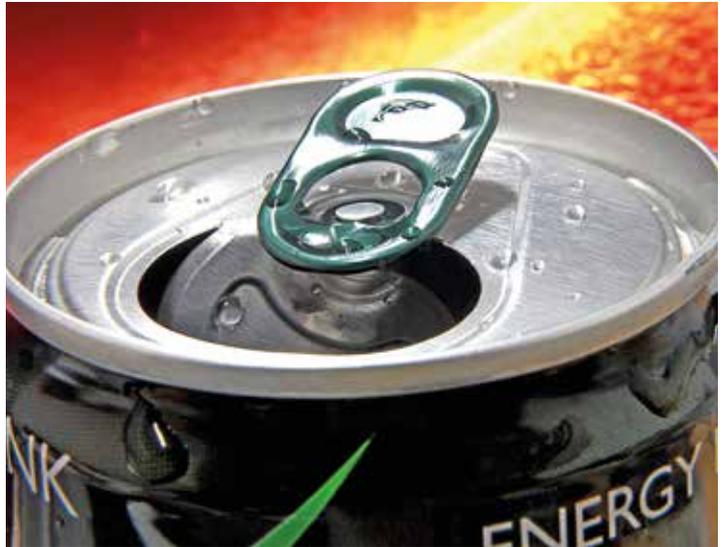
CAFFEINE CODE FOR CHILDREN

GOVERNMENT CONSULTATION ON AGE RESTRICTIONS FOR ENERGY DRINKS

In response to growing public concern over young people consuming sugary caffeinated drinks a number of retailers have banned selling energy drinks to under-16s. Evidence suggests that excessive consumption of energy drinks by children is linked to negative health outcomes such as headaches, sleeping problems, irritation and tiredness.

Many retailers including Waitrose, Aldi, Asda, Sainsbury's, Morrisons, Tesco, Lidl and Boots have voluntarily stopped selling energy drinks to under-16s. This means shopworkers will have to apply their underage policies when selling energy drinks.

The government is currently consulting on a proposed ban on selling energy drinks to children and whether the age limit should apply at 16 or 18.



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IN BRIEF

B&M EXPAND

B&M is planning to snap up stores that Asda and Sainsbury's may be forced to sell to gain approval for their merger. The retailer has ambitions to open 58 stores this year taking the total to 630.

SIMPLY FAILING

Marks and Spencer is to close stores after a food sales plummet. The 2.9 per cent drop in food sales was the worst in a decade and could lead to the retailer closing more than 100 stores.

BHS

A group of MPs are pressurising the regulator to hold to account the directors responsible for the collapse of the company after the regulator found insufficient evidence to prosecute those in charge.

HOF CLOSURES

Sports Direct has announced that four more House of Fraser stores are set to close in Norwich, Nottingham, Lakeside in Essex and Metrocentre in Gateshead in the new year.

MICROCHIPPING

The TUC and CBI have serious concerns about British companies wanting to microchip employees to improve security. Their concerns centre on the possibility that staff might be coerced into being chipped, employers micromanaging their staff and the loss of privacy.

MORRISONS PENSION CHANGES

USDAW DISAPPOINTED THAT SAVER PLAN WILL CLOSE

Morrisons announced their decision to close the Retirement Saver Plan (RSP) on 20 September 2018 following a 60-day pension consultation.

Usdaw's Consultative Group of representatives fought hard to keep the RSP open and to improve the terms being offered in the replacement Personal Retirement Scheme (PRS).

Usdaw was disappointed that despite the group putting forward a number of counter proposals, Morrisons decided to go ahead with their original plans, without offering any concessions.

WHAT'S HAPPENED?

Morrisons has automatically transferred the ex-RSP members into the 'Standard Section' of the scheme. The 'Standard Section' has a total contribution of 5 per cent (members pay 2 per cent and Morrisons pay 3 per cent) on a portion of their pay.

WHAT THIS MEANS

This means members will be paying a reduced amount of 2 per cent (rather than 5 per cent). Morrisons will be paying a smaller contribution of 3 per cent.

It will look like an immediate pay rise for members as they will be paying a lower amount on a smaller portion of their pay. However, their pension pot will be substantially smaller.

WHAT REPS NEED TO SAY TO MEMBERS

Usdaw wants its members to understand that they have a choice. Usdaw is encouraging ex-RSP members (and any new members to the scheme), to apply to the 'Step Up Section' if they can afford to.

This section actually reflects what the ex-RSP members were paying before the RSP scheme closed. It has a total contribution of 10 per cent (members

pay 5 per cent and Morrisons pay 5 per cent) on a higher amount of their pay. This means there will be more money building up in their pension pots.

HOW TO CHANGE SECTION

To change section members will need to access the MyPension section on MyMorri.

We know that many people find pensions complicated and making changes online can also be quite daunting, so members may need help and guidance from reps to go online.

FURTHER HELP AND SUPPORT

Usdaw has produced an update for members which summarises the options available to them

www.usdaw.org.uk/morrisonsPension

There is also an easy to follow rep's brief: www.usdaw.org.uk/morrisonsPensionRep

Reps and Usdaw members can contact the union's pension section for further information and guidance.

0161 224 2804
pensions@usdaw.org.uk



TIME FOR RETAIL RIGHTS

Usdaw reps gathered in Manchester for the union's second biggest annual conference.

In October delegates came together to discuss violence at work, underage sales and lone working.

This year the focus was on the recently launched Time for Better Pay campaign, the future of the retail sector and universal credit.

TIME FOR BETTER PAY AIMS:

- £10 per hour minimum wage.
- Minimum contract of 16 hours per week for all employees who want it.
- The right to a contract based on an individual's normal hours of work.
- An end to the use of zero hours contracts.

CHALLENGES AHEAD

In a wide-ranging speech, Usdaw general secretary Paddy Lillis gave delegates an overview of the work the union was doing.

"Usdaw's work must always be member-led and our newest campaign, Time for Better Pay, is a prime example of this," said Paddy. "In response to our survey, ten and a half thousand members told us about the impact of low pay and insecure work on their lives.

"In the world's sixth richest economy, nobody should ever have to set foot in a food bank or take a payday loan, or go hungry to pay their bills. Much less someone who is working hard to support themselves and their families.

"Our members are facing huge challenges. There is massive

upheaval in the retail sector, insecure work and pressure on terms and conditions. The spiralling cost of living is making survival a constant struggle for many.

"There are some really tough times ahead. With our hard-hitting, member-led campaigns, a strategy for growth and influence; and the very best reps in the trade union movement I'm confident we are strong enough to weather the storm."

NEW RETAIL STRATEGY

Deputy general secretary Dave McCrossen outlined the challenges facing the retail sector and updated the reps on Usdaw's retail industrial strategy.

"We're all aware that the retail sector is facing one of the most challenging periods in its history," said Dave.

"In recent years we've seen big names like Woolworths and BHS disappear from the high street. We've seen established, well-known retail businesses close stores, cut jobs and reduce trading hours.

"The government has sat back and done nothing. There's been a complete failure to form any clear or coherent strategy for the retail sector.

This is why Usdaw is calling on the government to commit to a long-term strategy. Our proposed strategy for the future of retail is based on three key strands.



"A new economic framework is needed to support and develop the sector including a comprehensive review of commercial rents and business rates; reform of tax laws; and closing the gap between CEO pay and workers.

"A range of measures need to be introduced to tackle the issues affecting workers in the retail sector including minimum pay of £10 per hour; minimum contract of 16 hours (for those who want them); an end to zero-hours contracts and the right to an employment contract that reflects an individual's actual hours of work.

"We need to change the narrative to ensure retail jobs are viewed as 'real jobs' by getting a commitment from employers/government to invest in skills within the retail sector; a robust strategy on how to deal with automation; and a seat for Usdaw on the Expert Advisory Panel on High Streets."



PROPOSITIONS

Conference participated in a lively debate on the propositions raised. These ranged from Think 25, to lone working to surveillance in the workplace.

Pete Robson (A division)

Delegates called for a review of company policies regarding Think 25.

"Think 25 places undue pressures on sales staff in terms of the interpretation and enactment of policy at customer level," said Pete. "This is further compounded by company test purchasers, where failure by staff can lead to written warnings or worse, despite the legal compliance and lack of exposure for the company in such instances.

"The proper and fair management of the process, including increased transparency and proper training is the way for companies to ensure legal

compliance and the avoidance of problems.

Michelle Whitehead (E division)

Michelle outlined a number of violent attacks that have taken place in various stores in her area.

"We call upon this conference and our national officers to ask companies to look at ways of safeguarding our colleagues.

"Many of our convenience stores are being targeted by criminals. Being a victim of any crime can be very traumatic and colleagues in our convenience stores are now seeing an increase in armed robberies. These involve crowbars, knives, screwdrivers and hammers as well as verbal abuse and threats.

"This increasing threat of violence means companies need to find a more practical and effective way of dealing with these incidents and protecting their staff."



Paddy Lillis



Dave McCrossen

John McLean (G division)

Delegates wanted retailers to bring cleaning, security and catering back in-house.

“We condemn the widespread practice by big retailers of using contract companies for services such as cleaning, security and catering instead of using in-house staff. This usually means worse terms and conditions for contract workers than the core workforce.

“Conference calls upon national officers and the EC to conduct a drive to unionise contract workers, challenge any accredited living wage employer found in breach of the living wage foundation regulations and demand big retailers bring jobs in-house to ensure equality of terms and conditions.”

Jackie McKenzie (G division)

Delegates called for an abolition of lone working in both petrol stations and small convenience stores.

“We have staff dealing with drive offs, fuel spillages, disabled customers who need assistance, customer complaints and enquiries, yet they are expected to work alone,” said Jackie. “Then we end up with customer complaints, verbal abuse and angry customers. This adds stress to staff which in turn may lead to absence. We have to make companies abolish this working practice now.”

Stuart James (H division)

Delegates called for a national campaign to ensure all customers wishing to refuel their vehicles at

petrol filling stations should pre-pay.

“Cashiers across retail, on a daily basis, are facing aggression and unnecessary abuse from customers who are intentionally filling their vehicles and are unable to pay,” said Stuart. “Cashiers are put into difficult situations having to ask customers to fill in paperwork, ask for ID and whether they can pay in any other way.

“Pre-payment will help reduce drive offs with no revenue lost and reduce aggression and abuse currently experienced by staff.”

John Bowers (H division)

Delegates called on national officers to do everything within their power to discourage the use of covert video surveillance in the workplace.



WE CONDEMN THE PRACTICE BY BIG RETAILERS OF USING CONTRACT COMPANIES FOR SERVICES SUCH AS CLEANING, SECURITY AND CATERING

"This is an infringement and invasion of our privacy," said John. "It causes unnecessary stress and extra pressure on our members. If this video surveillance is allowed to continue unchecked, it could lead to a toxic environment at work and contribute to a rise in disciplinary threats and discrimination."



UNIVERSAL CREDIT: THE BASICS



Dan Norris from the Child Poverty Action Group gave a presentation on universal credit covering the following points:

What is universal credit?

Universal credit is a single monthly payment for people in or out of work. It replaces the following benefits:

- Child tax credit and working tax credit
- Income support
- Income-based job seekers allowance
- Income-related employment and support allowance
- Housing benefit

Roll out

The roll out of universal credit is being done in stages. If an area is offering universal credit claimants will be asked to claim it. Otherwise they will continue to claim existing benefits.

Rent

If a claimant gets help with the rent, this will be included in their monthly payment. The claimant is responsible for paying the landlord directly.

Bank account

If a claimant lives with someone as a couple and they're both entitled to claim universal credit, then one monthly joint payment will

be paid into a single bank account.

Working hours

There is no limit on how many hours a week a claimant can work. Instead the amount they receive will gradually reduce as they earn more.

First payment

Universal credit is paid monthly in arrears so it can take up to five weeks after a claim is made.

Advance payment

A claimant can request an advance payment if they have little or no money until the first payment is made. However, this advance has to be repaid over 12 months.

Usdaw's position

Usdaw has repeatedly called for the government to halt the roll-out of universal credit to allow for a fundamental rethink and a complete overhaul of a broken system.

Universal credit was supposed to simplify benefits. However the union is concerned that working people and their families will be worse off under universal credit.

The five week wait for their first payment leaves many claimants without any money and there is evidence that when universal credit comes into a local area the need for food banks goes up significantly.

Usdaw General secretary Paddy Lillis said: "Despite the number of organisations raising serious issues about the design and impact of universal credit the government has so far neglected to address these concerns."

MemberOffers

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Catch the latest blockbusters and save money on tickets. Get up to 40% off next time you visit the cinema with fantastic discounts available at over 300 nationwide venues. Whether you are seeking action, romance, comedy or thriller, enjoy a great saving every time at both local cinemas and nationwide chains such as Odeon, Vue and Cineworld*.



FREE case of craft beers from Beer52

Beer52 is a monthly beer club which sees them selecting the best, most niche beers from around the world, which are then delivered right to your door. Your special free case will include eight delicious craft beers from Beer52's ever-changing monthly themes (think Norwegian, Estonian or even exclusive beers from Kentucky!). Also included is an issue of Ferment magazine, which will feature exclusive interviews and insightful articles. You'll also find a tasty snack for you to enjoy with your drink and your mag.

To receive your free first box, you'll just have to pay £5.95 postage!*



£50 to spend at Virgin Wines with FREE prosecco & delivery!*

Virgin Wines are delighted to offer a fantastic £50 Wine Voucher to spend on the wines of your choice, plus you'll also receive a FREE bottle of Senti Prosecco (normally £10.99) and FREE next-day delivery! Choose from exciting 12-bottle mixed cases starting at just £4.17 a bottle or browse over 550 top-quality, hand crafted bottles to pick and mix your own selection.

This fantastic freebie-loaded £50 voucher acts as the perfect introduction to the cracking savings and exclusive VIP benefits you'll receive as part of the Virgin Wines WineBank*.



20% discount on full priced Virgin Experience Days

Treat your loved one, or even yourself with an indulgent treat, fantastic day out, or once-in-a-lifetime experience! We have teamed up with Virgin Experience Days to offer you a 20% discount on all full priced experiences – that's all 2,000 of them!

Keep an eye out for our Virgin Experience Days competition!

See these offers and many more at
www.usdaw.org.uk

*Terms and conditions apply to all benefits. See website for details. Offers and prices subject to change without notice. The Cinema Society - Discounts vary between cinema venues. Please check when purchasing vouchers, registration to The Cinema Society is required to access discount. Beer52 - Full terms at www.beer52.com/terms. Usdaw Benefits is managed and run on behalf of Usdaw by Parliament Hill Ltd.



Ten minutes with... **TIM WILKES**

Network spoke to South Wales and Western division's rep Tim about trade union issues at his workplace in Caerphilly.

Where do you work and what is your job role?

I've been working at Peter's Food Service Ltd for 10 years. The food production company is a baker and supplier of pies, pasties, slices, sausage rolls and other products into retail, food service, catering and hospitality outlets across the United Kingdom. My role there is production operative in the pastry department.

What are your union positions?

I joined Usdaw in 2009 and initially became active about four years

ago. I'm a rep, health and safety rep, union learning rep and branch secretary.

Why did you become a rep?

I wanted to change things for the better, particularly in terms of health and safety. I wanted to improve the culture and ensure my colleagues were better looked after. The vacancy came up and I decided I had to go for it to make the changes that I wanted. We've been through some difficult times recently with redundancies and cutbacks but hopefully that's all over now and we can move forward.

Are you part of a team of reps?

There are five reps on site including myself covering production, packing

and distribution. We look after about 500 members. A team of five reps is great as it allows us to have a strong union voice throughout the workplace. It also allows us to provide a better service to the members.

What do you enjoy most about being a rep?

I particularly enjoy representing the workforce, making sure members are looked after and helping them understand their rights and entitlements. I recently spent a couple of weeks out on stand-down in my division. It was quite a daunting experience really, going into strange workplaces and representing the union. But it was interesting to learn how

other companies operate. My area organiser is keen for me to apply for the Academy but I don't think I'm quite ready for that yet.

Tell us about your role as a union learning rep?

The lifelong learning side of things is currently on hold because of the recent redundancies, but I'm keen to get things up and running again. Hopefully next year we'll be able to get some good courses off the ground. We were looking at bringing in a mental health course which I think would be a really good idea as it's an important and relevant subject.

I was a bit of a dreamer at school and didn't work very hard. If I had tried harder I'm sure I could've done better. I know others feel the same and it will be great to be able to give colleagues a second chance at learning.

What do you think of the union's training courses?

I recently went on the branch officers' course at Usdaw's Warrington office and I loved it. The training officer Jenni White was brilliant and really supportive. I particularly enjoyed listening to the guest speakers and I learned a lot more about the union and its structure. The pensions session was really useful too. I'm a quiet person so it can be a bit nerve-racking attending group events and such, but you're made to feel very welcome and everyone is really nice. It's also good to network with other reps and swap stories and advice.

Tell us about your role as branch secretary?

Our company is its own branch but we've not had any branch meetings for a while. We couldn't get enough interest from the members and only two or three people were showing up. Members tell me that they don't know what the union does but they're not willing to attend branch meetings to find out more

about what's going on. I'm very eager to start them up again and get members involved in the work of the union. If we can get more members to branch meetings I know they would be more passionate about the union.

Has being involved with the union changed you?

It's certainly opened my eyes and I've learned a lot – not just from the training courses but from carrying out the union roles at work, you learn a lot on the job. And the more I've learned the more passionate I've become about the union.

It's really improved my confidence too, I'm more willing to have a go

at things and make some noise at work.

Do you feel like you're making a change at work?

My aim was to improve the culture at work, make it a better and safer place for the staff and build stronger relationships with management. I feel like we're slowly getting there now. Our relationships have definitely improved, and management are now taking more of an interest in health and safety. As I said earlier, we've been through some rough times, but we're coming out the other side now and hopefully we can start working on a brighter future.

ALL ABOUT TIM

Where do you live?

I live in Hengoed with my wife, step-son and our cat and dog.

How do you like to spend your spare time?

I love playing my guitar, I've been playing since I was 15. I also spend a lot of time playing on my playstation – I'm a big gamer. I also like reading and watching movies.

Favourite food? Chinese

Favourite film? The Goonies

Favourite music? Rock music

What are you currently reading?

I'm reading Sleeping Beauties by Stephen King and Owen King – I'm

a big Stephen King fan.

If you could instantly become an expert in something what would it be?

Playing the guitar.

If you could take three things to a desert island with you what would they be?

My guitar, my wife and an American football.

What's one thing you're excited about coming up next year?

I'm going to watch a band called Disturbed in London in May – they're an American heavy metal band from Chicago.



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

SHOW RESPECT

Usdaw activists, officials and MPs remind shoppers that 'abuse is not part of the job'

Usdaw's annual Respect for Shopworkers Week was a fantastic success thanks to the hard work of the union's reps and members across the UK.

Over 1,000 events took place in workplaces, shopping centres and local towns during November, supported by Usdaw officials and local MPs, to raise awareness about the union's Freedom From Fear campaign and highlight the violence, threats and abuse that retail staff face all too often.

Usdaw general secretary Paddy Lillis said: "I want to congratulate our activists for all the work they've done to make this year's Respect Week our best yet.

"It's now time for the government to act by providing stiffer penalties for those who assault workers; a simple stand-alone offence that is widely recognised and understood by the public, police, CPS, the judiciary and most importantly criminals.

"The government could act immediately by accepting an amendment to their Offensive Weapons Bill, which will make it a specific offence to obstruct a shopworker who is preventing the illegal sale of knives and corrosive substances."

See more Respect Week photos from your division at: www.usdaw.org.uk/gallery



Tesco Colinton Edinburgh with MSP Daniel Johnson

Morrisons Littlehampton





Sainsbury's Heaton Park, Manchester





Sainsbury's Colchester Avenue, Cardiff with Welsh assembly member Jenny Rathbone



Sailmakers Shopping Centre, Ipswich



Tesco Park Farm, Ashford



Ikea, Sheffield



Tesco Extra Riverside, Dundee



Tesco Holywell with David Hanson MP





ACTIVISTS DRIVE SUCCESS

The union's Road Transport conference gives professional drivers the opportunity to learn more about workplace health and safety and new industry legislation

Usdaw reps and activists from the road transport industry gathered in Cheshire in October for their annual trade conference. The popular two-day event, coordinated by Usdaw national officer Mark Todd, saw guest speakers talk to delegates about changes to the industry and health and safety concerns. The reps also took part in workshops on ADM propositions and sleep apnoea.

Usdaw general secretary Paddy Lillis and deputy general secretary Dave McCrossen opened conference with a discussion about the main challenges facing the industry and building membership and activism in the sector.

"The growing crisis within the retail sector has seen big names in financial difficulty and 30,000 job losses," said Paddy. "Usdaw has

always been clear that the concerns of the retail sector are the concerns of the road transport sector.

"We have seen members at DHL in Wellingborough impacted by the financial difficulties at House of Fraser and last year we saw Palmer and Harvey enter administration as a result of margins being squeezed too far.

"I am proud that the union was able to quickly respond to the issues in that business and provide the best possible support for our members.

"Usdaw is currently developing its own industrial strategy that will put the concerns of the workforce at the top of the agenda and come up with achievable solutions which can save jobs.

"Automation is another challenge that continues to grow. There

are already companies trialling driverless lorries and vans, and warehouses moving towards fully automated systems. The next industrial revolution will bring significant changes to the world of work and as such, Usdaw is calling for a change in the law to ensure that there is a legal right for workers to be consulted on the implementation of new technology in the workplace."

It was Dave McCrossen's first road transport conference as deputy general secretary and he discussed the importance of the role of the rep.

"Usdaw prides itself on being the trade union for professional drivers and we have 20,000 members in the road transport industry," said Dave. "This is a fantastic number, but there are so many unorganised parts



Delegates at the 2018 Road Transport Conference in Cheshire

of the sector that offer us a real opportunity to grow.

"In my new role I am determined to work to build this sector not just in terms of membership numbers but also its prominence within the union.

"In a sector like road transport, where specialist knowledge is vital, that continuity of reps is especially important to us. Our members need reps who know their agreements, who know the law, and who understand their own particular needs and concerns. So, we need reps who stay with us – and it's a priority for me to make sure that we deliver that."

PAT KELLY OCADO CHEADLE

Pat has been a delivery driver for Ocado for the past three years. He first became involved with the union in his previous job with Tesco where he was a union learning rep. He's now a rep, health and safety rep and

branch chair.

"When I started working at Ocado there was no rep and density was low," said Pat. "I decided to step into the role and have since managed to increase density to 80 per cent.

"It's mainly thanks to the union's support network that I've been able to make such a success of it. Being a driver, you don't get the chance to have much time on-site, so stand-down and Academy reps have been invaluable. I've also managed to recruit some activists who are great at helping out and spreading the word.

"We've done a lot at the site to reduce accident rates and make things safer, particularly in terms of transport and PPE. We've recently encouraged management to spend money on making the footpath safer for colleagues."

It was Pat's first time at the transport conference and he says it's important not to underestimate

the value of attending union events. "When I first became a rep I felt like I was thrown in at the deep end. My area organiser encouraged me to go to divisional conference and I suddenly felt like I had the support I needed. Networking with other reps is so important to help you in your own role as a rep."



Pat Kelly



Keith Childs

KEITH CHILDS TESCO CFC ERITH

Keith is a rep, health and safety rep and union learning rep at the Tesco customer fulfillment centre in Erith where he works as a customer delivery driver.

“My union duties are many and varied,” said Keith. “As a rep I ensure my members’ concerns are voiced appropriately and heard effectively, likewise I ensure they receive the best representation during any disciplinary matters that arise.

“As one of the 14 health and safety reps I also have a responsibility to ensure a safe working environment, from inspecting the workplace for hazards, to investigating accidents and being consulted on changes to working practices and safety considerations.

“I’m also a union learning rep where I encourage and engage with the membership to expand our growing educational services, running courses and improving our membership opportunities and social mobility. I was fortunate enough to attend university and receive a great education, I just wish everyone had this opportunity.”

“This was my first transport

conference, and I enjoyed it immensely, the opportunity for many discussions around regulation of the sector and other issues effecting us as a union for professional drivers was very useful.

“For me the greatest part of the conference was the opportunity for debate with other reps within the sector and to learn from them. The knowledge of other reps is outstanding, and there’s always room to learn new skills and acquire fresh knowledge, which helps make me a better rep and able to represent the membership to the high standard they deserve.”



Doug Russell

**BEING A DRIVER,
YOU DON'T GET THE
CHANCE TO HAVE
MUCH TIME ON-SITE,
SO STAND-DOWN
AND ACADEMY
REPS HAVE BEEN
INVALUABLE**



A group of delegates take part in a workshop



OBSTRUCTIVE SLEEP APNOEA

Usdaw health and safety officer Doug Russell, a frequent guest speaker at the road transport conference, returned this year to discuss health and safety concerns and legislation in the sector. He focused on Obstructive Sleep Apnoea (OSA), a condition where the walls of the throat relax and narrow during sleep interrupting normal breathing. It can lead to regularly interrupted sleep which can impact on quality of life and increases the risk of high blood pressure, strokes and heart attacks.

OSA commonly affects overweight men over 40 and professional drivers are at risk because of the nature of their profession.

"There are around 400,000 drivers with known OSA but there could be up to 1.4 million more undiagnosed," Doug told conference. "A lot of people who have OSA don't realise they have it because they don't have any symptoms. They are not aware of it during their sleep but it might be apparent to a partner because of loud snoring or laboured breathing.

"OSA becomes a problem when the condition causes you

to be fatigued during the day, and particularly for drivers when tiredness affects their ability to drive.

"A simple test can monitor how many times a person with OSA stops breathing during a night's sleep and determine the severity of the condition. It is treatable, and there are a variety of options that can reduce the symptoms.

"If you're diagnosed with OSA it's your legal obligation to inform the Driver and Vehicle Licensing Agency (DVLA). You'll only be at risk of losing your licence if you've been diagnosed with OSA and it's affecting your ability to drive. If you're getting effective treatment then you're managing the condition.

"The majority of sufferers respond well to treatment and as a result fewer than one per cent of the people who contact the DVLA actually end up losing their licence.

"It's in your employer's interests to support you but if they don't, that's why the union is here – call us."

Professional driver Chris Anderson (pictured above left) was diagnosed with OSA two years ago. He spoke about how he manages the

condition with a continuous positive airway pressure (CPAP) device.

"The CPAP machine is a small portable pump that delivers a continuous supply of compressed air through a mask that either covers your nose, or your nose and mouth, and prevents your throat closing," said Chris. "It also detects when you stop breathing and pumps more air in, and that can happen between 50 and 100 times a night.

"If you're a professional driver the DVLA states that you should have the machine on for at least four hours a night and they require you to have an annual assessment to see how you're responding to treatment.

"A lot of drivers are in denial and don't like to admit that they've got OSA because driving is their livelihood. But it's important to get diagnosed and get treatment. At the end of the day, it's about safe driving. For every sufferer who is being treated with a CPAP machine, the roads out there are a lot safer because they've taken that action."

For more information about Obstructive Sleep Apnoea visit www.sleep-apnoea-trust.org



ARE YOU READY FOR THE ORGANISING CHALLENGE?

This year's Acadmey1 ended in November with 63 reps celebrating their successful graduation from the specialist training programme at a glamorous presentation evening in Manchester.

The reps, or organising officers as they are known while on the Academy, have spent the past six months working for the union, recruiting members, organising workplaces and developing their roles as reps.

It's been a very successful year for the group and between them they've managed to sign up an impressive 14,000 new members.

Network spoke to some of the organising officers about their journey over the past six months.

TRACEY DAVIES TESCO

Tracey, from Tesco in Pontardawe, has been a rep for 12 years.

"I loved the Academy and how it developed me as a rep and more importantly as a person," said Tracey, 48. "There were good days and challenging days but the strength and support from the Academy team was always there.

"My first week was the most difficult. I visited a B&M store where the previous rep had told staff they get the first 12 weeks of membership free, so I found myself trying to rescue the union's good name and stop members leaving. I ended up developing a great relationship with the company and even managed to increase density.

"A proud moment was overcoming a personal battle with technology. I had never used emails on my phone, but I knew I needed to be able to keep in contact with the officials. I bought a smart phone and taught myself how to use it including how to email. It was a massive leap and something I wouldn't have done without the Academy.

"The experience isn't for everyone, but if you have the passion and determination to succeed you can achieve anything."

DARROCH LOGAN TESCO

Shopworker Darroch, became a rep at his Tesco store in Tain in 2015.

"Although a big part of the Academy is recruiting new members,



The organising officers celebrate their graduation from Academy1

you're also a representative and an advocate of the union and that must be your main focus when working as an organising officer," said Darroch, 35.

"I learned to enhance my skills in organising and leadership but most of all, I learned that I had a true passion for working with Usdaw.

"I made a lot of friends on the Academy, particularly those on the programme in my division, but I also met a lot of reps in my area who I'll definitely stay in contact with.

"The support was overwhelming, from my colleagues, my training officer and area organiser all the way up to my deputy divisional officer.

"The whole experience was far

better than I expected and I loved every minute of it. It can really make a big impact on you and help you identify your true skills.

"If you are up for a challenge and want to grow, not only in Usdaw, but as a person, this is a great programme to be on. You will make memories that will last a lifetime."

AMANDA FLEMING MORRISONS

Amanda has been a rep at Morrisons in Camden for seven years.

"I had my worries about the Academy before I started because of my age, going back into the classroom and having dyslexia," said Amanda, 53. "I worried about how would I cope, but thankfully the support was amazing. My training

THE ACADEMY IS ONE OF THE BEST TRAINING COURSES YOU CAN GO ON. YOU LEARN SO MUCH ABOUT BEING A REP, THE UNION AND DIFFERENT WORKPLACES.

officer, my Academy colleagues and my area organiser were there every step of the way if I needed anything.

"The Academy is about organising and recruiting and building up relationships with managers. We were given target stores and I got Primark in Oxford street. Only 8 per

cent of staff were members when I arrived there so I made it my goal to increase membership. Running campaigns was a great way of recruiting new members and it was really good to have the help of reps and stand-down reps.

"The Academy is one of the best training courses you can go on. You learn so much about being a rep, the union and different workplaces and companies. You have the odd challenging day but there are more good days and you also make friends for life. The Academy was a great experience all round."

DARREN VICKERY TESCO

Darren is a 45-year-old rep and branch chair from Coventry.

"The Academy stretches both your ability to work in environments you are not familiar with and academic knowledge in the classroom," said Darren. "Every day is different, one day I was sent to support a campaign at a Tesco depot and the next I was waving a flag outside Lidl.

"We learnt about the history of the union which gave us a better insight into what we have been through and what we can learn moving forward.

"My first induction was uncomfortable but by the end of the Academy I was standing in front of over 50 people. It really builds your confidence. I supported and developed so many reps and signed up 25 new reps over the six months which was very rewarding.

"I have learnt so much over the last six months, I am more organised and my work/life balance is better but applicants should be aware this is not a nine to five job. I worked days, nights and weekends.

"On my final days I went around the stores to say goodbye and one lady was very tearful. This was testament to how close relationships were formed and the support this union provides, I cannot walk through Kidderminster high street without someone saying hello."

NICOLA FITZSIMMONS TESCO

Tesco rep Nicola became involved with the union in 2006. She's also a union learning rep and health and safety rep at her store in Yardley.

"One of my first outings was Pride at the end of May and feel it really helped to raise my profile and get to know people," said Nicola, 47. "I really

YOU LEARN SO MUCH ABOUT BEING A REP, THE UNION AND DIFFERENT WORKPLACES AND COMPANIES.

enjoyed it and it was great to see everyone getting involved.

"I have worked hard to ensure workplace reps have been involved in the campaigns to help build their confidence and develop their roles.

"The most challenging aspect for me was the coursework. I found it extremely difficult and even considered quitting. Thankfully with the support of my training officer, I managed to complete it.

"I have met lots of people along the way and have hopefully educated them about the union and the good things that we are doing.

"Thanks to the Academy I've now got more confidence in myself and in my ability to be a good union rep. This journey has been a most fulfilling experience."

WHAT IS ACADEMY1?

Usdaw's Academy1 is a specialist six-month training programme that provides active reps with the opportunity and skills to recruit and organise across all sectors and companies in their division.

Reps who are selected for Academy1 will work for the union for six months, on secondment from their employer, mentored by an Usdaw official. They also receive four weeks of classroom-based training to supplement their on-the-job role.

The Academy runs from May to November with the recruitment process starting in January each year. It is open to reps who have shown a firm commitment to the work of the union and have demonstrated they are capable of recruiting and organising beyond their own workplace.

The popular programme has been running for

16 years and has seen over 700 reps take on the organising challenge.

General secretary Paddy Lillis said: "The Academy is unique in the trade union movement and provides an excellent opportunity for reps wanting to develop and play a bigger role in the union.

"I have seen first-hand the way it can transform the lives of the reps who take part. Those who complete the Academy return to work after six months with much developed skills and confidence and are ideally placed to help build our union.

"We are looking for reps who have experience of organising and recruiting and who are keen to learn new skills. Reps who are selected to take part in the Academy will find themselves in plenty of new situations and will have a rewarding six months."

If you think you're up for the organising challenge visit: www.usdaw.org.uk/academy
The strict deadline for applications to be received at central office is **25 January 2019**



Campaigning outside Aldi DC in Cardiff



Campaigning outside the Boohoo depot in Burnley



Recruiting during membership week in Tesco Harlow



Promoting the Legal Plus service at Tesco Aberystwyth

GET READY TO RECRUIT

Kickstart your year by organising a membership week and help the union recruit new members

Usdaw will kickstart the year with the first of its biannual Membership Weeks.

Activists across the country will be teaming up with Usdaw officials and working extra hard to give the union's membership a boost.

General secretary Paddy Lillis said: "Our two national annual Membership Weeks have made a significant contribution to Usdaw's membership growth over the years and are key events in the union's calendar.

"Thanks to our army of fantastic reps and officials Usdaw has recruited thousands of members into the union.

"Membership Week remains central to maintaining and increasing our presence and influence in workplaces up and down the country. I want to personally thank those reps and members who have taken part to make these events such a success.

"For those who've never taken part I would encourage you to give it a go. It can be as simple as recruiting a family member, or talking to a friend or colleague about the benefits of being in the union. For those who want to do more, you can organise a stall in the workplace.

"All activities go a long way towards the growth of the union. Recruitment is essential because the bigger the union, the stronger our voice."

PLANNING CHECKLIST

- Speak to your manager about time off to organise an event.
- Order recruitment leaflets and promotional materials in advance.
- Identify areas/departments in your workplace where membership is low.
- Arrange your team of reps on a rota to cover all shifts.
- Contact your area organiser or your local Usdaw office for help.
- Take photos yourself and send them to network@usdaw.org.uk

RECRUITMENT FAQs

Why should I join Usdaw?

Usdaw helps people at work by negotiating better pay and conditions.

Every year Usdaw negotiates improvements to pay, better holiday entitlement, good pension provisions, and improved arrangements for time off work.

In addition, you will have access to professional advice, support and representation; access to our legal services and member discounts and offers. Being a member of the union gives you the opportunity to have a say in issues that affect your working life. The more Usdaw members there are in the workplace the stronger the union's voice when we talk to employers and when we lobby politicians for changes in the law that will benefit our members.



Union membership is like having an insurance policy. It's there to help and support you when things go wrong.

Will Usdaw represent me in meetings?

There are over 10,000 Usdaw reps in workplaces across the country. If you have a problem at work or need advice Usdaw reps are on hand to advise and represent you in grievance, disciplinary and sickness meetings. We can also provide specialist advice on pensions, health and safety and legal queries.



Can Usdaw help if I have an accident at work?

Workplaces with unions have far less accidents. With 4,000 health and safety reps, Usdaw makes sure that your safety at work is taken seriously. If you do have an accident your membership gives you free accident cover. If you win, you keep 100 per cent of your compensation.

What other legal services are included in my Usdaw membership?

- Legal assistance on employment matters.
- Free will-writing service.

- Conveyancing – special terms for Usdaw members.
- Probate – special terms for Usdaw members and partners.
- Free initial advice – from a union solicitor on any matter not related to work with special terms for follow-up work.

What else does membership include?

Usdaw partners with a number of organisations to give members exclusive deals and discounts with a range of companies. This is an extremely popular benefit with Usdaw members as offers and

discounts include cinema tickets, home, car and travel insurance, high street shops and restaurants.

Why should I opt-in to the political fund?

Politics affects everyone. All workers rely on employment rights that were secured by trade unions running political campaigns to improve workers' lives and deliver to members.

Usdaw has used the political fund to lobby government on issues such as the national minimum wage, tax credits, the right to 28 days paid holiday and the right to take breaks.

BIG CAMPAIGNS FOR BETTER DEALS

Reps in the North West and the North East took their recruitment campaigns on the road in a bid to protect the rights of fellow retail and distribution workers

Usdaw's long-running nationwide drive to get union recognition for workers at the food retailer Aldi continued in October with reps and officials campaigning outside the Aldi distribution centre in Rotherham.

Activists waved Usdaw flags and handed out leaflets in an attempt to let Aldi staff know their rights and build union membership. Aldi has, so far, refused to enter into a conversation with Usdaw about trade union representation for staff.

North East deputy divisional officer Cathy Godfrey led the campaign supported by deputy general secretary Dave McCrossen.

"We have heard directly from staff who are unhappy at the treatment and working practices at Aldi," said Cathy. "Ideally, we would like the company to realise that there are better ways of treating their staff and one of those ways is to allow them to join a union without fear of reprisal.

"We will not give in until Aldi recognise that they are swimming against the tide with their negative approach to trade unions, and that they should consider doing the decent thing by their staff and open up a meaningful dialogue with Usdaw."

Academy1 graduate Nick Stanton was part of the recruitment team.

"Campaigning outside Aldi shows our solidarity," said Nick, who works at the Wincanton distribution site at Sherburn in Elmet. "There were about a dozen campaigners armed with flags and membership forms. We spoke to Aldi staff arriving and leaving work and there was a lot of interest. Even cars stopped and asked us for forms and lots of truck drivers showed their support by sounding their horns.

"An impact was made but we need to keep the momentum going at sites like this across the country."

BOOHOO BURNLEY

Meanwhile activists in the North West joined forces in Burnley as part of a campaign to recruit Boohoo staff and gain a recognition agreement with the company.

The online fashion retailer is the largest employer in the area with over 3,000 staff, but the company is yet to recognise a trade union.

Usdaw reps and officials distributed leaflets in the town centre and outside the company's warehouse to promote the union and raise public awareness.

Mike Aylward, Usdaw's divisional officer in the North West, led the

campaign. "We were contacted by our members at Boohoo who are unhappy with their working conditions and want the peace of mind that union membership and a recognition agreement can bring.

"It is shameful that big companies like Boohoo won't recognise Usdaw even though their employees welcome it. Our campaign will continue until the company give their staff a voice at work."

Natalie Campbell, a rep at Tesco in Hattersley, took part in the campaign day as part of her six months secondment on Academy1.

"The Boohoo campaign day was fantastic," said Natalie, 31. "We distributed leaflets outside the local college as we knew that students were either likely to shop at Boohoo or get a part-time job there. It's also important to raise awareness of what trade unions do with young workers

"We had a good response from the public. People stopped and listened to what we had to say and seemed genuinely interested in what we were doing and why.

"Boohoo is one of the largest employers in Burnley yet is clear that staff are not benefiting from the rights, protections and benefits that trade union membership brings."

IT IS SHAMEFUL THAT BIG COMPANIES LIKE BOOHOO WON'T RECOGNISE USDAW

MEMBERSHIP FOR WEEK ENDED 24 NOVEMBER 2018

South Wales & Western	50,734	Scottish	45,163
Eastern	63,061	Southern	64,687
Midlands	57,732	North West	93,992
North Eastern	62,370	Total	437,739



Campaigning for recognition outside Aldi DC in Rotherham



Usdaw activists hit Burnley town centre to recruit Bohoo workers



The Eastern equalities forum take the campaign to Tesco Extra Borehamwood



Sainsbury's distribution in Haydock have no room for racism

ANTI-RACISM CHARITY GETS BOOST FROM REPS

Usdaw activists organised events and donned their favourite red clothing in a bid to fight racism and support the fourth annual 'Wear Red Day'

The national campaign day held in October, organised by the leading anti-racism educational charity Show Racism the Red Card, aims to raise money to fund the delivery of anti-racism education for young people and adults throughout the UK to challenge discrimination in society.

Show Racism the Red Card has been educating young people about racism, with the help of role-models, including professional footballers, at special events at football clubs and through educational films, for over 20 years.

SAINSBURY'S DC HAYDOCK

The team of 23 reps at Sainsbury's distribution centre in Haydock were keen to get involved and branded their campaign as 'a great success and a celebration of culture'.

"Ours is very much a multicultural site with staff from all over the world including France, Czech Republic, Lithuania, South Africa, India, Vietnam and the Philippines," said Sainsbury's rep and branch secretary Mick Duffy.

"We persuade colleagues to stand for positions no matter of race, religion, gender or sexual orientation and that attitude is shared among the whole membership.

OUR WEAR RED DAY WAS A CELEBRATION OF A CULTURE THAT HAS BEEN YEARS IN THE MAKING

"Our Wear Red Day was a celebration of a culture that has been years in the making. Staff who work here either live in Manchester or in Merseyside. Years ago, football rivalry would have led to lots of tensions on site. However, over the years tolerance and acceptance have prevailed and that has led to friendships. These foundations allowed people from different parts of the world to come together, work side-by-side and form friendships.

"Organising the day was easy because of the support we had from the company. We advertised the event with leaflets in the canteen and posters on the noticeboards.

"Alan Fairhurst, one of our health and safety reps, walked the floor telling colleagues about the cause and what will be achieved with their donations.

"It was a good day all around and I was very proud and humbled to be a part of it."

EASTERN EQUALITIES FORUM

The Eastern divisional equalities forum pulled out all the stops organising two Wear Red events at Tesco Extra Borehamwood and Tesco Extra Watford.

Forum rep and chair, Peni Bee, coordinated the event at Borehamwood. "We held the events at these particular stores because of their positive attitudes," said Peni. "The staff are always happy to get involved and the management are really supportive.

"Wear Red Day was no exception with the staff giving their time and

efforts to help the campaign. One member even dyed his beard red for the event.

"We set up our stall near the exit so that we were in a prominent place and as a result we had a really encouraging reception from the customers.

"It was a very successful campaign in both stores and we managed to raise over £360."

Usdaw general secretary Paddy Lillis said: "The union works closely with Show Racism the Red Card, who have supported a number of campaigns in Usdaw workplaces.

"Wear Red Day is a timely reminder that everyone has the right to be treated with dignity and respect at work, particularly after the rise in reported hate crimes following the 2016 referendum. Regardless of race, religious belief or national origin everyone must be allowed to go about their lives free from fear.

"Recent statistics show that reported hate crimes in England and Wales have more than doubled since records began with 76 per cent of these being race hate crimes.

"Wear Red Day complements Usdaw's No Room for Racism campaign, which involves hundreds of the union's reps running workplace campaigns all year round; doing what our reps do best, standing up for workers at the sharp end, bringing people together.

"They engage members, non-members and employers with our anti-racist message – not in my name, not in my workplace."

JOINING FORCES TO PROTECT SHOPWORKERS

Usdaw welcomes the Co-op's initiative 'Safer Colleagues, Safer Communities' and their commitment to protect shopworkers against abuse and violence

General secretary Paddy Lillis addressed the Co-op Group 'Safer Colleagues, Safer Communities' event in Manchester.

"I really welcome this event and the Co-op's commitment to take seriously the safety of Co-op colleagues," said Paddy. "Abuse and violence in the workplace is a huge area of concern for the union. Over the past year our survey shows nearly two-thirds of shopworkers were verbally abused, 40 per cent were threatened and around 250 were assaulted every day. Unfortunately, our survey results have been remarkably consistent over the past 10 years.

"We need greater legal protection to deliver justice for workers who are assaulted while simply going about their jobs. We want to see the assault of a public-facing worker made a standalone offence as a signal of how serious the issue is, to act as a deterrent and to make it easier to bring prosecutions.

"That's why Usdaw is working closely with David Hanson MP and Daniel Johnson MSP to bring in legislation that will deliver extra protection to shopworkers enforcing underage sales.

"Both the Co-op and Usdaw recognise that violence and abuse of shopworkers is unacceptable and I really welcome the Co-op's statement that 'nothing is more important than protecting our colleagues now, and in the future'.

"By working together, we can deliver real change both in Co-op shops and in the legal framework."



Usdaw general secretary Paddy Lillis at The Co-op Party conference

Co-operative Party / Natasha Hirst

WHAT IS THE CO-OPERATIVE PARTY?

Cooperatives are businesses owned and run by their customers and staff.

A century ago, cooperatives founded the Co-operative Party. The Co-operative Party believes that everyone deserves a voice in how the economy works, and a share in its rewards. With a growing consensus that Britain's economy is broken, the Co-operative Party is making the case for a fairer, stronger alternative.

At last year's general election, 1.3m people voted for candidates from the Co-operative Party. The election delivered a record 38 MPs, making it the third largest party in parliament. In Westminster the party's MPs work

to change and amend the law and to hold the government to account.

The Co-operative Party has secured a pledge from the Labour Party to double the size of Britain's cooperative sector.

The two parties are working together to deliver this vision. This includes policies on greater employee ownership and profit sharing. It also includes bringing water, energy and rail under democratic public control.

If you would like to join the Co-operative party there is a membership form enclosed with this magazine or you can join online at party.coop/join



Pictured top: Local MP Yvette Cooper signs the petition with shop manger Jackie Jones and rep Simon Webb. Pictured bottom: Michael Mathieson MSP listens to Usdaw members at the Co-op in Denny.



USDAW WORKS HARD AT LOBBYING MPS AND MSPS

Local MPs, MSPs and Welsh Assembly Members were invited to the union's annual Respect for Shopworkers Week in November.

The theme of Respect for Shopworkers Week is 'Keep Your Cool' and encourages the public to remember that despite the stresses of the Christmas shopping period, there is never an excuse for abuse or violence.

Udaw takes this opportunity not only to raise awareness with customers but to also lobby MPs for their support in backing bills that would provide shopworkers with legal protections such as the Protection of Workers Bill and the Offensive Weapons Bill.

TALKING TOOLKIT



Usdaw welcomes the HSE's new toolkit to tackle work-related stress but says the toolkit alone is not enough, there also needs to be organisational change

The HSE has produced a new 'Talking Toolkit' to help organisations prevent ill health from work-related stress. Stress is the single largest cause of work-related ill health absence and has been targeted by the HSE as a major part of its work and health strategy.

The toolkit is aimed at line managers and is designed to help them talk to the workers they manage, to identify any issues at work that cause stress and to think about changes to reduce the risk.

The HSE standards identify six main factors which can cause stress at work and for each one the toolkit identifies what a healthy workplace should look like, suggests some questions that managers should be asking in meetings or in one-to-one discussions and makes some recommendations for changes to reduce stress if there are problems.

TOOLKIT NOT ENOUGH

Using the toolkit on its own will not be the solution to managing stress. It is instead intended as a starting point to help people in the organisation talk about the issues and identify areas where improvement is needed. Employers still need to bring in measures to control stress in order to comply with the law.

Commenting on the toolkit, Usdaw health and safety officer Doug Russell said, "There are some positive ideas in the toolkit however there are also some issues. Often workers will be unwilling to talk openly with their manager about stress, particularly where they see the manager as part of the problem. So, managers should also look for other ways to find out what workers think. They can do this by talking to the reps about issues or concerns

that members may have raised with them.

Each section of the toolkit has suggestions for things that managers can do to reduce work-related stress. These are useful but it is unlikely that individual line managers will have the power to make the changes. That requires organisational change with strong leadership from senior management. However it is important that line managers are made aware of the risks of stress where they work and of the important role they play in preventing it."

The toolkit can be seen on the HSE website: www.hse.gov.uk/search/stress_talking_toolkit.

Usdaw health and safety reps can also use our own simple stress survey tool to check how members feel.

REPS RIGHT TO INFORMATION

IS YOUR ACCIDENT REPORTING SYSTEM UP-TO-DATE?

The HSE have introduced a new GDPR-compliant accident book that confirms safety representatives must have access to information on injuries that happen in the workplace.

The new accident book states “Employers must disclose the personal information and details of the accident to safety representatives, if the person ticks the box and signs. If the injured person does not consent to the disclosure of this personal information, you must anonymise the information before disclosing it to safety representatives”.

TUC head of safety Hugh Robertson said: “It shows that there is no doubt that union health and safety

representatives are entitled to details of any accidents recorded in the accident book, and that employees should be asked to consent to the information being passed on (although they have the right to ask that their personal information is not revealed).”

There have been reports that some managers have used GDPR as an excuse for refusing to disclose accident information to safety reps. The HSE clarification that reps are still entitled to information is welcome. The TUC advises health and safety reps to check that the accident reporting system in their workplace is clear on this point.

PROTECTING VULNERABLE WORKERS

HSE HIGHLIGHTS SAFETY RISKS FOR NEW STARTERS

The HSE has produced guidance on new workers because they are at particular risk in the first six months of a job.

The HSE state the extra risk arises due to lack of experience of a new industry, lack of familiarity with the job, lack of awareness of the work environment, reluctance to raise concerns (or not knowing how to) and eagerness to impress managers.

Employers need to make arrangements to manage these risks by providing a thorough induction, supervision, site familiarisation and provision of any protective equipment needed.

Vulnerable workers including young workers and migrant workers

require additional consideration. This is because young workers lack experience at work and migrant workers may have difficulties with the language.

The basic message is that employers must consider the particular risks for any new worker. They also have a duty to consult with union health and safety reps on the risks and on any training provided to new workers.

Union reps can help by contacting new workers at induction and making sure that they know how to get hold of the safety rep if they have any concerns.

The HSE new worker guide is available at: www.hse.gov.uk/toolbox/workers/new.htm



NO HEAT LIMIT

The Environmental Select Committee called on the government to consult on introducing a maximum workplace temperature.

In its response, the government stated it has no plans to bring forward proposals to set a maximum permitted working temperature as there is an existing legal obligation to provide a ‘reasonable’ temperature in the workplace.

It is the employer’s duty to determine, in consultation with their workforce, what is ‘reasonable comfort’ and to take action accordingly.

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THE DANGERS OF DIESEL ENGINE EXHAUST FUMES

STRONGER TERMS FOR NEGLIGENCE

The Sentencing Council has published new instructions to courts on how to deal with offenders convicted of manslaughter due to gross negligence.

It means that a manager, or an individual worker, in England and Wales can be charged if their gross breach of a duty of care toward a fellow worker or other person results in that person's death. They can face a heavy fine or prolonged period in prison if found guilty.

In practice, prosecutions of individual workers for gross negligence manslaughter are rare but they do happen. In 2016 10 people were sentenced for the offence.

The change means that all workers, but especially managers who have responsibility for health and safety, need to be sure that they follow their employer's policies and don't cut corners to save costs or to get the job done more quickly.

**www.
sentencingcouncil.
org.uk**



The TUC has produced a useful guide for health and safety reps on the risks from diesel engine exhaust fumes (DEEF).

Experts estimate that DEEF causes over 800 cases of lung or bladder cancer in the UK every year. Short term exposure to high levels can also cause dizziness, headaches and respiratory problems. Usdaw members at risk include lorry and van drivers, warehouse workers and others who may be exposed when diesel engines are left running in yards or enclosed spaces.

According to the TUC guide exposure in the workplace should be controlled by turning off engines where possible, limiting the areas where diesel engines operate and using local ventilation. For drivers on the road, maintaining engines to reduce sooty exhaust, planning routes to avoid heavy traffic and improvements to cab ventilation systems can help.

The TUC welcomes the EU's decision, to add DEEF to the list of chemicals in the Carcinogens and

Mutagens Directive with a new occupational exposure limit of 0.05 mg/m³ for elemental carbon (one of the main components of soot from diesel engines). However, there are still some concerns over the exposure limit that has been agreed. Elemental carbon is only one of the many toxic substances in DEEF. Modern diesel engines may produce less carbon but still give off other dangerous chemicals.

Hugh Robertson, TUC head of health and safety said: "At the moment, the level of awareness about the dangers of diesel fuel is appalling and any enforcement action is rare. Having diesel exhaust emissions classed as a carcinogen, and having a limit, even at the level proposed, will help considerably in workplaces where we have the highest exposures and the greatest risk."

More information is available on the TUC website.

**www.tuc.org.uk search
DieselExhaustWorkplace and
TUC Risks 872**

SAFETY IS A COLLECTIVE RESPONSIBILITY

Network speaks to rep Nik Lazic about being part of the dedicated health and safety team at the Weetabix Food Company in the Midlands division...

Q. WHERE DO YOU WORK?

I've been a technical operator at The Weetabix Food Company processing plant in Kettering for 17 years. My job involves making sure all the machines are operating correctly so it's important I know the plant well.

Q. WHEN AND WHY DID YOU BECOME A REP?

I took on the role of health and safety rep in July 2007 and I've also since become chair of the health and safety reps' committee. There were only five reps when I started but now we have 24 reps across all Weetabix sites. We have allocation for up to 31 reps so hopefully we'll be able to recruit a few more in the near future.

Q. HOW OFTEN DO THE REPS GET TOGETHER?

The health and safety reps' committee, which comprises of all reps across the sites, meet six times a year. We also have four 'safety events' a year which involve reps and management coming together, looking at processes and how we

can work together to do things better. We usually invite visitors and guest speakers from the industry and various organisations to help us work on new safety strategies.

Q. TELL US MORE ABOUT YOUR ROLE AS REP?

In 2012 Weetabix Food Company was taken over by a new management team with a vision to ensure the health and safety of staff was top priority. The initiative was led by a health and safety manager who ensured that reps could be involved at all levels. We've got some fantastic processes in place which continue to ensure the health and safety of all our colleagues.

Q. HOW DOES THE BEHAVIOURAL SAFETY PROGRAMME WORK?

The reps, along with the health and safety manager, assessed health and safety across the site and looked at how we could continue to reinforce the key messages around health and safety to ensure it was on everyone's mind and a collective responsibility.

We came up with a new strategy where colleagues are encouraged to talk about health and safety and speak up if they witness unsafe acts. It's an open and honest system led by the reps and acts as a fantastic example of peer to peer mentoring. One of the difficulties we're working through is encouraging new staff to get involved and challenge senior members of staff. We're continuing to improve the process.

Q. WHAT OTHER CHANGES HAVE YOU MADE ON SITE?

Around five years ago we established a traffic involvement group with the sole purpose of making external areas around the site a safer place. One of the big changes we made was moving personal vehicles from the central car park to alternative car parks away from work vehicles such as fork lift trucks and delivery vans. We've also installed safer walkways and barriers. The group has been a great success and continues to monitor safety and make improvements.

Q. WHAT KEEPS YOU MOTIVATED?

I'm really lucky at work with lots of support from the company and access to great training. I read a quote once which I always think about when it comes to my union work: 'There's a difference between interested and committed. When you're interested in something you do it when it's convenient, when you're committed to doing something you do it because you know it's the right thing to do.' My union work does take a lot of time but it's in my DNA to make people safe and it's important that my colleagues are looked after.



Nick won Usdaw's divisional health and safety rep award in January

UNION ANNOUNCEMENTS



Nigel Scully

NIGEL SCULLY

Usdaw's new Eastern divisional officer is former area organiser Nigel Scully.

Nigel was appointed to the staff in 2007 and has worked as area organiser in the Southern and Eastern divisions.

Prior to Usdaw, Nigel worked at Sainsbury's DC in Hoddesdon where he became night rep before progressing to full-time convenor, looking after a team of reps and supporting 1,500 members across four sites.

Nigel also sat on the Sainsbury's Retail Committee and was involved in extensive negotiations when automation and new terms and conditions were being introduced in 2005.

"The development of reps and providing opportunities to enhance their skills and potential is key for me," said Nigel, 53. "It's an exciting time to start the role under a new leadership team and I'm looking forward to working with the reps and the staff, and building on the good work of my predecessors."



Carl Turner

CARL TURNER

Former North West rep and Academy graduate Carl Turner is the new area organiser at Usdaw's Warrington office.

Carl joins the union from XPO logistics in Skelmersdale where he worked for ten years, initially as a trade wash operative and then as a roll cage engineer.

He became a rep five years ago and later took on the role of health and safety rep and branch secretary.

Carl graduated from Academy1 in 2014 and Academy2 in 2015 and has completed several successful periods of stand-down. In 2015 he was presented with an Usdaw National Organising Award for recruitment.

"The Academy programmes were enlightening and valuable experiences that focus on developing reps and enhancing their recruitment skills," said Carl. "I'm really enjoying the role so

far. It's very varied and interesting and I'm looking forward to getting stuck in, particularly with pay negotiations in the sites I'll be looking after."

JOHN WRIGHT

Usdaw was saddened to hear of the death of Eastern division's former area organiser John Wright.

John, 86, retired from Usdaw in 1991 after 18 years' service. He was also a member of Usdaw's National Transport Committee and officials' association rep.

Prior to joining the staff he was heavily involved with the union as branch secretary at Fisons pharmaceuticals in Holmes Chapel where he worked. He was also a member of Macclesfield council for over 11 years rising to become leader of the Labour group.

General secretary Paddy Lillis paid tribute: "John was a lifelong Labour and trade union movement supporter and his loyalty and hard-work served the union and his community greatly. We send our deepest condolences to his family and friends."



John Wright

SYLVIA CALLICOTT

Former executive council member Sylvia Callicott died in September, she was 82.

Sylvia joined Usdaw in 1974 and paved the way as the first woman in Usdaw to become both full-time convenor and branch secretary.

She looked after 1,800 retail workers in her Plymouth and South Devon Co-op branch until she retired in 2008.

Sylvia served for two periods on the executive council between 1988 and 2003. She was also active in the Labour party, Usdaw's divisional political committee and Plymouth trades council.

General secretary Paddy Lillis said: "Sylvia was a hard-working, reliable and inspirational figure dedicated to her voluntary work.

"On behalf of everyone in the union we send our condolences to her family



Sylvia Callicott



Leaflet 314

LET'S PUT A STOP TO BULLYING AT WORK

Usdaw's new leaflet looks at this growing problem and offers advice on supporting members

Almost half of us have witnessed bullying at work. Every year, bullying contributes to the loss of 18 million working days – over three times as many as workplace injuries*. As Usdaw reps, you play an important part in keeping your workplaces free from bullying behaviour.

Our newly updated guide is here to help you raise the issue of bullying with your employer. You'll find practical, useful guidance on how to identify bullying and support members that are affected by it. Also included is a survey to help you determine the extent of

any bullying problems where you work.

It also contains advice on how you can build an organising model around tackling bullying. A strong union presence is a powerful deterrent to an unhealthy culture. The survey can be completed by non-members and used as a starting point for a discussion around the benefits of Usdaw membership.

Read online now at dtp.usdaw.co.uk/314 or order your copy from the post and despatch section at central office.

*Source: www.hse.gov.uk/statistics/dayslost.htm

NEW IN!

Leaflets

Usdaw Publications Catalogue & Form
(Leaflet 116)

Late-Night Working - Preventing Violence to Staff
(Leaflet 294)

Discrimination: Bullying at Work
(Leaflet 314)

Preventing under-age sales
(Leaflet 351)

Retail Workers - Abuse is not part of the job (Leaflet 429)

Do you work for Sainsbury's – Argos? Join Usdaw Today!
(Leaflet 432)

Legal Plus - Looking after you and your family (Leaflet 312)

Men's Mental Health - It's OK to ask for help (Leaflet 433)

Morrisons Pension Consultation 2018 - Member Update

Morrisons Pension Consultation 2018 - Reps' Briefing

Survey of Violence and Abuse Against Shop Staff in 2017 - Survey Results

Posters

Sort It Report It (A4 Poster)

Keep Your Cool (A4 Poster)

Online courses

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

'A Play on Words' – English bitesize course
www.usdaw.org.uk/english

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

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

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

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:
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ON COURSE FOR SUCCESS

Yorkshire Next F144 branch recently had a restructure after elections and became a brand new team in February. We relaunched our learning centre and have had a fabulous year.

I wanted to share the great work and effort of fellow on-site reps Alison Swales, Beverley McKeown and Donna Dutton, alongside all the learners.

We signed up over 100 distance learners and 22 learners completed 22 two hour classes in English with a 100 per cent pass rate.

Michelle Hargreaves
Union learning rep





Pictured L-R: Recruiting at Argos Purley Way in Croydon; Health and safety inspection at Tesco in North Shields, North East; Scottish young workers' committee at a stall at Stirling University.



Pictured L-R: Studying English at Tesco CFC in Croydon; Talking about mental health at Tesco Thurso in Scotland; and Tesco Yorkgate in Leeds; Showing Racism the Red Card at Lawrence Weston Co-op Bristol.



Pictured left The Midlands divisional equalities forum take Wear Red Day to West Bromwich Tesco.

MEMBERSHIP WEEK

21 to 27
JANUARY 2019



YOUR VOICE



ADVICE & SUPPORT



SAFER WORKPLACE



PROTECTION AT WORK



LEGAL & ACCIDENT COVER



MEMBER OFFERS & DISCOUNTS



MORE JOB SECURITY



BETTER PAY



BETTER CONDITIONS



FAIRNESS AT WORK



MEMBERSHIP WEEK CHECKLIST

- ||| Speak to your manager about time off to organise an event
- ||| Order recruitment leaflets and promotional materials in advance
- ||| Identify areas/departments in your workplace where membership is low
- ||| Arrange your team of reps on a rota to cover all shifts
- ||| Contact your area organiser or local office for help
- ||| Send pictures of your membership week events to the *Network* team at: network@usdaw.org.uk