

NETWORK

The bimonthly magazine for *Usdaw* activists – March/April 2018

FIGHTING FOR CHANGE



Activists making their

mark in the political arena



••• RECRUITMENT ••• HEALTH AND SAFETY ••• NEWS •••

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Comment

General secretary John Hannett

As we head into Spring the union faces a big challenge. The Conservative government has decided it has had enough of listening to the political voice of working people and is trying to silence it with new laws coming into force.

The new legislation requires all new members to opt-in to paying the union's political levy. As the union's front line activists and recruiters, it is important that reps understand the impact of this legislation and the pressures it could place on the union's political fund.

Usdaw's campaigns are based on the daily struggles faced by our members. As you read the news pages of *Network* you can see our campaigning work is ongoing. The fight continues against Belfast city council to stop an extension to Sunday trading hours in Northern Ireland and we can also look ahead to supporting Parents and Carers Spotlight Day in May when we'll be lobbying for a better paternity deal for dads. Political issues are at the heart of all our campaigns and without our political fund we won't have the resources to campaign effectively and influence the political decisions that affect our members.

We had a very positive political conference in February when nearly 200 activists joined us in Manchester to talk about the union's political agenda and participate in forward-planning workshops. It was refreshing to hear from so many of our reps who are taking an active role in politics from running workplace campaigns to supporting their local Labour Party and some even running as candidates in local elections.

Raising awareness and securing legislative changes are part of our political work and vital in ensuring we deliver the best deal we can for our members. However, many of our members (and even some of our reps) still think politics doesn't affect them. This is why I am urging all our reps to familiarise themselves with the information we have provided on the political fund and why it is so important for new members to opt-in.



John Hannett



Usdaw
 Union of Shop, Distributive
 and Allied Workers

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IN BRIEF...

Tesco restructure

A new management structure has been introduced across Tesco's retail business following an announcement in stores and customer fulfilment centres on 22 January.

The changes will see some roles removed, some introduced and others changed. In total, 1,700 job roles were put at risk of redundancy and 900 new roles introduced.

Usdaw reps and officials have been working hard to support affected members through individual consultations.

The priority has been to minimise redundancies and keep members in a suitable role within the business if that is what they choose.

Homebase closures

Retail home improvement chain Homebase has announced a review of their business that could see around 40 stores close and nearly 2,000 staff lose their jobs.

Usdaw has called on the retailer to speak with the union and ensure staff are properly represented during the review.

Usdaw national officer Dave Gill said: "Usdaw is the trade union for Homebase staff and now more than ever they need the representation and support that the union can provide.

"It's crucial that Homebase listens to their staff to make a success of the business."

Co-op officials to join Usdaw in May



Bob Lister (left) and John Hannett

The National Association of Co-operative Officials (NACO) will transfer its engagements into the Sata section of Usdaw in May following a ballot with 82 per cent favouring the move.

Usdaw general secretary John Hannett welcomed NACO members: "Usdaw has had a long relationship with the Co-op,

we understand the business and already represent tens of thousands of their staff. That means we can hit the ground running when NACO members join us in May and provide a smooth transition."

NACO interim general secretary Bob Lister said: "While this is a sad day for NACO, having celebrated our centenary

last year, the transfer into Usdaw is a necessary and positive move. It means that NACO members will continue to be protected by a strong and respected voice within the Co-op, where both our unions have represented staff for many years. We are looking forward to a very positive future."

HOLIDAY PAY WIN FOR STAFF AT ARGOS

Usdaw has successfully secured an improved holiday pay deal for members working in Argos.

Statutory holiday pay will now include the average of all hours worked, including overtime, during the preceding three pay periods. In addition, it was also agreed to backdate the average holiday pay calculation and payment was made to staff at the end of January.

Previously, if employees at the catalogue retailer took a holiday they would only be paid for their contracted hours and not their



actual hours worked, resulting in a significant loss of pay.

National officer Dave Gill said: "Usdaw has been trying to resolve this issue through negotiations for some time, and in the end, we felt we had no option but to go to employment tribunal to

safeguard our members against losing money when they were on holiday.

"This is a fantastic result for our members. It also highlights the benefits of trade union membership and how we can make a real difference in the workplace."

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ELECTION RESULTS 2018

Current executive council member Amy Murphy will serve her first term as Usdaw president after she was elected in the union's all-member ballot in February.

She will take over from Jeff Broome who is retiring, after serving four consecutive terms, at this year's Annual Delegate Meeting in April.

Amy is from Sussex, works for Tesco and has been on Usdaw's executive council for six years. She will head up the union's governing body for the next three years joined by eight sitting members who were re-elected and seven new members also elected in February.

Usdaw general secretary John

Hannett said: "Congratulations to both Amy and the rest of the executive council. I look forward to working together to strengthen our union and deliver for our members.

"I would also like to pay tribute to Jeff Broome for his many years of service as Usdaw president, as an executive councillor and as an activist. He

will be a tough act to follow.

"All sectors of the union are going through some very challenging times, with a lot of changes that will impact on our members. I know that our new president and newly elected executive council will pull together to ensure the union continues to be a strong voice for our members."



PRESIDENT Amy Murphy



North West Jane Jones, Brenda Shaw & Chris Winwood



Southern John Barstow & Debbie Randall



Scottish Jean Hession & Richie Venton



North Eastern Mike Dixon & Brian Loughhead



Midlands Kate MacLeod & Andrea Watts



Eastern Jacqui Thurgood & Simon Vincent



South Wales & Western Elliot Osborne & Debbie Wilson



NI Asda propose pension cuts



Usdaw has responded to Asda's consultation on cuts to the staff pension scheme and urged the company to listen to the 2,083 staff in Northern Ireland who have signed a petition in opposition.

The retailer has proposed changes that will give their employees less choice about saving for their retirement. If the cuts go ahead the company will no longer match staff contributions and the death in service provision will reduce from four to one year's pay.

Usdaw area organiser Michala Lafferty said: "Our consultation response makes

it clear how outraged our members are.

"Usdaw has urged Asda to take stock and pull back from the brink. We hope the company will meet with us to talk about how to improve the pension scheme, so that their staff can have a better pension pot to provide a decent income in retirement.

"Usdaw believes that to worsen the current terms and conditions of the scheme is unfair, unreasonable and unnecessary. Pensions are not a bonus or gift, they are based on earnings and are effectively deferred wages, so these proposals amount to nothing more than a wage cut."

Kirkcaldy Laundry site saved

Laundry company Berendsen UK have announced that their site at Kirkcaldy will remain open on reduced operation following successful talks with Usdaw.

One hundred jobs were put at risk in January when the company declared that they were planning to close the site and redeploy all staff.

There will be fewer staff working in Kirkcaldy as they move to a single shift operation, some have chosen voluntary redundancy while others moved

to a new site in Inchinnan.

Usdaw general secretary John Hannett said: "This is a good result for our members and I'd like to congratulate the Usdaw reps and officials involved.

"Redundancies and closures are very difficult and often traumatic processes to go through, but this shows the benefit of trade union representation in a meaningful consultation. We will continue to support members at Kirkcaldy, particularly those who have opted for redundancy."

GET THE NEW MEMBERSHIP FORM

From 1 March all unions are required to comply with the Trade Union Act legislation.

As a result it is now a legal requirement for all new members to actively opt-in to the union's political fund.

The political fund is used to help the union campaign on the issues that matter to members and it is vital that new members are encouraged to become part of the political fund by ticking the opt-in box on the membership form.

Due to these changes the Usdaw F1a membership form has been revised and now

includes a tick box for members to opt-in to the political fund. Turn to page 13 for more information.



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Membership Week in Banbridge



General secretary elect Paddy Lillis visited Tesco Banbridge during January Membership Week to support the reps with their recruitment campaign. Left to right: Christopher McDowell, Paddy Lillis, Mary Bell, William McCallum and Gary Johnston.

Debate reopened on NI Sunday trading

Sunday trading hours in Belfast could be extended after the council gave the go ahead for another public consultation on the designation of Belfast as a 'holiday resort'.

Belfast city councillors voted overwhelmingly to reject the proposal after a public consultation was held in June last year.

Designating the city as a 'holiday resort' would allow large stores to open at any time on a Sunday for up to 18 Sundays between 1 March and 30 September.

Usdaw believes the current Sunday trading law is a fair compromise which has worked well for over 20 years. The union argued that extending Sunday trading in Belfast would have a negative impact on staff and in local communities.

Usdaw general secretary

John Hannett said: "It is surprising and disappointing that this proposal has come forward again, especially after it was consulted on, considered in significant depth and a clear decision made to reject it last June.

"There has been no change in the public mood, economic situation or impact on our members, their colleagues and communities over the last nine months.

"We cannot have a situation where the same question is asked over and over again until they get the answer they want."

Usdaw will be running a survey of its members to see what the impact of extending trading would have on their lives. The union will also be encouraging members in Northern Ireland to actively participate in the council's consultation.



Usdaw fights Tory reforms

The ministry of justice is proposing to raise the limit for personal injury claims dealt with in a small claims court from £1,000 to £2,000, with whiplash claims limited to £5,000.

Deputy head of legal services Steve Mitchell represented Usdaw at the Justice Select Committee hearing. Steve argued that the proposed reforms were unfair, unjustified and unnecessarily restrict access to justice for huge numbers of people who have sustained injury and losses through no fault of their own. He disputed that restricting access to justice for injured workers would reduce motor fraud or reduce insurance premiums which were the stated aims of the proposed reforms.

Usdaw gave evidence that

the reforms would also lead to a reduction in health and safety standards in the workplace as the removal of the risk of litigation would result in employers paying less attention to protecting workers from injury.

General secretary John Hannett said: "Currently an Usdaw member injured at work receives a first-class legal service from the union and we are able to secure 100 per cent of their compensation. Workplace injuries and diseases are often complicated cases that cannot easily be taken by individuals without proper legal representation and expert reports. Raising the small claims court limit could mean some of those costs falling on the victim, which is grossly unjust.

IMPORTANT NOTICE: ADM 2018

Major building repairs are currently being carried out at the Winter Gardens which will have some impact on this year's ADM.

As a result, the middle balcony has severely restricted views and the top balcony is inaccessible.

We are assured that there is no risk to health and safety.

Delegates and visitors should be aware of the following:

- There will be no visitors allowed on the balcony areas.
- Overspill areas outside the ballroom with screens for visitors to watch proceedings will be provided.
- The stage will be smaller than usual and built at one end of the ballroom.
- Delegates will be sat in divisions but given the restricted layout some areas

will be further away from the stage than usual.

- Disabled colleagues may find access difficult due to the restrictions on space and the seating arrangements.
- The lift to the ballroom will not accommodate mobility scooters. Users of mobility scooters will access the ballroom via a designated entrance.

- The social event on Tuesday evening will be held in the Arena next to the ballroom.

This is a regrettable situation that is outside of the union's control but everything will be done to ensure that ADM runs as smoothly as possible.

For more information please contact the administration office: on 0161 224 2804 or email adminsServicesoffice@usdaw.org.uk

CLASS OF 2012

David Clift

> **Area organiser, Plymouth office**

After the Academy I returned to work at Morrisons Bodmin. I applied for Academy2 but was successful in securing an area organiser role instead.

The Academy was a complete eye opener. I became more knowledgeable about policies and procedures within various companies and was able to support members and raise Usdaw's profile across Cornwall. It certainly made me more organised and was great preparation for the area organiser's role.

Vaishali Patel

> **Area organiser, London office**

The Academy was a life-changing event for me. The people who know me can tell the difference. I changed from a shy woman to an assertive one. It gave me the confidence to stand up and fight for members.

Following the Academy I gained a TUC certificate in equality and then went on to complete Academy2. I got the job as area organiser in July 2016.

Bryan Kee

> **Area organiser, Morden office**

Following Academy1 I became more involved with my community and my school governor role.

Academy1 highlighted the importance of politics within everyday life. After attending the political conference I joined my local Labour Party and became branch delegate on the Local GC. Two years later I went on Academy2 then applied to be an area organiser and was successful.

Annette Bott

> **Area organiser, Warrington office**

Applying for the Academy was one of the best decisions I have ever made.

I thoroughly enjoyed the experience – meeting other reps, who became good friends, and working within different companies is a great experience. It brought out qualities and talents that I never knew I had. It even gave me the confidence to drive on the motorway.

I love my job as an area organiser and can't imagine doing anything else.



Clare Hansen

> **Area organiser, Warrington**

Following Academy1 I successfully applied for Academy2 but was unfortunately denied release from Morrisons. I continued to represent and recruit in store and arranged various campaign days. I got the job as area organiser the following year.

The Academy changed my life and I am so appreciative of the training. I learned a lot about the union and about myself. It was a difficult six months but it was totally worth it.

Kay Timbrell

> **Tesco, South Wales & Western division**

I was lacking in self-confidence and self-belief. The Academy pushed me outside of my comfort zone to take on new challenges and experiences. My self-belief grew and I found myself progressing in ways I hadn't believed possible. It was a challenging and thoroughly enriching time which I would recommend to anyone.

Immediately after completing Academy2 in 2013 I became a mobile union learning rep. I use many of the skills I learned on the Academy in this role, such as organising a patch, recruiting, coaching and developing union learning reps and co-ordinating projects.

Claire Thomas

> **Tesco, Midlands division**

The first three months were very challenging. I was a single parent with a nine-year-old and I didn't drive. I was only used to working 16 hours. My organisational skills were really put to the test, but I had a fantastic experience and would highly recommend it to anyone.

I still work for Tesco and I'm now a divisional councillor in the Midlands and sit on the TUC regional council. I've been repeatedly invited back for Academy2 but have yet to apply.

Liz Moore-Wilson

> **Sainsbury's, North Eastern division**

I've been really busy since Academy1. I became a union learning rep on top of my roles of rep and health and safety rep. I support other stores and reps in the area and I've completed Summer School and attended ADM. I was nominated for a national organising award in 2014 and last year in-store I was awarded customers colleague of the year for convenience stores.

Carol Entwisle

> **Homesense, Midlands division**

I successfully completed Academy2 in 2013. After that I took on a diploma in Employment

Fifty-seven activists successfully completed the union's Academy1 programme in 2012. Network caught up with a cross-section of the graduates to see what they have been up to since...



Law with the TUC. Following that I started studying at Keele University and graduated with an MA in Industrial Relations and Employment Law.

I'm in no doubt the Academy gave me confidence in myself and my abilities. It is a must for any rep who wants to develop their understanding and knowledge of trade unions.

Darren Bussey

> **North Eastern division**

I continued to be active within the union until December 2013 when I changed jobs. I'm still a member of Usdaw and go to branch meetings. I attended Summer School 2 in 2013 and enjoyed the political course.

The experience I gained on the Academy was being able to accept rejection from people that did not wish to join. I'm now a bus driver and have become a union rep with this company.

Raktima Sakar

> **Tesco, South Wales & Western division**

I completed Academy2 in 2013 and then Summer School 2. Since then I've done lots of stand-down, representing members, attending conferences, meetings and last year I sat on the panel of an equality fringe meeting representing Usdaw at the TUC conference.

The Academy made me a more confident person. I dealt with people from different backgrounds and cultures, had meetings with managers, MPs, AMs and I even attended a meeting where I questioned Ed Miliband. The Academy was a great experience. It developed me as an activist and a person and played a huge part in making me the person I am today.

Phil Birkett

> **Tesco, South Wales & Western division**

After completing Academy1 in 2012 and Academy2 in 2014 I've completed lots of periods of stand-down. The Academy helped me to understand the organising agenda and gave me the skills and the know how to support and develop other reps. It was a very worthwhile experience.

Simon Eggleton

> **The Co-op Group, Eastern division**

The Academy was a great experience and definitely changed me as a person, especially in confidence and meeting new people. The whole experience was great and definitely stretched my abilities and boundaries. After the Academy I returned to my job as a customer team member at the Co-op. Since

then I have successfully passed my store manager assessment and went on to do the TCW (The Co-op Way) store manager training program. I am now team manager of a store in Newham, Cambridge.

Omotayo Ogunmoroti

> **Tesco, North West division**

After my Academy1 I was lucky enough to get on to Academy2 the following year. The Academy made me believe in myself and is one of the best opportunities that I have had. It encouraged me to be more professional and has given me the skills to know how to work with people from different backgrounds.

Kate MacLeod

> **Primark, Midlands division**

I had only been a rep for six months when I went on Academy1 so I was fairly new to the role. In the beginning it was challenging, I was used to set hours and my two children were quite young, but I got there in the end. The Academy taught me how to juggle work and home life, it also ignited a passion in me to get more involved. I've gone on to do stand-down and Academy2. I became chair of my divisional council, picked up a seat on the Midlands TUC and I've recently been elected onto the union's executive council.

George Petrie

> **Tesco, South Wales & Western**

I enjoyed the Academy, making new friends, gaining knowledge and helping to train new reps. I went on to Academy2 the following year and then trained as a mobile union learning rep, a role I carried out for three years. During this time I also became a town councillor where I was elected as mayor for one year and leader of the council.

Sally Tilley

> **Tesco, Eastern division**

I went onto do Academy2 in 2013. The Academy made me realise that we all have a strength inside us and the programme helped to bring it out. It was a fantastic experience.

Michelle Spink

> **Tesco, Eastern division**

After Academy1 I returned to my store and put into practice all the skills I had learned. I met my partner Tom Fitzgibbons while on the programme and we now have a two-year-old daughter called Kimberley.

Find out who's made it on to this year's Academy1 in the next issue of *Network*...

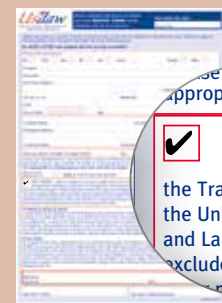
Membership Week

18-24
JUNE



NEW MEMBERSHIP FORM

Remember to stock up on the new F1a membership form and encourage new members to opt-in to the union's political fund. This is vital if we want to work with politicians to lobby the Government on the issues that matter to members. (Turn to page 13 for more information.)



Please tick the appropriate box

Opt-in Notice
I agree to this agreement with the Trade Union and Labour Relations (Consolidation) Act 1992 and the Union's political objectives and to be excluded from any benefits reserved for members.

It will be all-hands-on-deck in June for the union's second Membership Week of the year. Activists across the country will be teaming up with Usdaw officials and working extra hard to give the union's membership a boost.

Usdaw saw one of its busiest recruitment weeks earlier this year when activists managed to sign-up an impressive 2,709 members

during January Membership Week. The union is hoping for more of the same in June and is encouraging all reps to think about getting involved.

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

"They remain central to maintaining and increasing our presence and influence in workplaces up and down the country.

"I'm proud of the work our reps do on a day-to-day basis, standing up for their members, signing up their colleagues and making the workplace fairer.

"I would like to encourage both reps and members to take

an active role during the week, whether it's recruiting a family member, speaking to colleagues about the benefits of being in the union or organising a campaign stall in your workplace. All activities go a long way towards the growth of our union and a stronger voice in your workplace. A bigger union is a stronger and more influential union at work and in the community."



How you can get involved

Reps can start planning for June Membership Week now:

- Speak to your manager now about time off to organise an event.
- Order recruitment leaflets and promotional materials in advance – including the new F1a membership form.
- Advertise your event on your union noticeboard.
- Identify areas/departments in your workplace where membership is low.
- Arrange your team of reps on a rota to cover all shifts.
- Contact your local office for guidance.
- On the day, take pictures and tweet them to @UrdawUnion or email them to the magazine team network@usdaw.org.uk

For more information and advice about getting involved or planning your own campaign speak to your local Usdaw office or visit:

www.usdaw.org.uk/mwjune

ON THE CAMPAIGN TRAIL



PADDY LILLIS JOINS ACTIVISTS AT THE LIDL SITE IN RUNCORN

Usdaw teams visited Lidl distribution centres across the country in March to encourage staff to sign up to the union and ensure they are protected at work.

Lidl’s warehouse staff have raised concerns about poor health and safety, unreasonable performance targets, unpaid hours and bullying and discrimination from management.

Usdaw is seeking trade union recognition at Lidl so we can help negotiate better pay and working conditions for Lidl employees and provide much

needed representation.

This is part of a nationwide campaign that the union will be running throughout the year.

General secretary elect Paddy Lillis, who is overseeing the campaign, said: “Usdaw regularly receives feedback from Lidl’s distribution staff, who are generally unhappy about their treatment at work and say morale can be pretty low. Usdaw’s campaign is based on the real experiences of Lidl workers and their concerns.

“Many Lidl workers are joining Usdaw and we urge

their colleagues to sign up to the union, so that Usdaw can help get them a better deal and be a strong voice at work for when things are going wrong.

“Good industrial relations are important for business and that requires the staff having a voice, through an independent trade union, so that they get a proper say in their working lives.

“We urge the company to end their continued opposition to trade unions and meet with Usdaw to talk about recognising us as the trade union for Lidl staff.”



ENFIELD



LIVINGSTON



EXETER



BELVEDERE



NEWTON AYCLIFFE



WEDNESBURY



The Trade Union Act topped the agenda at the union’s National Political Conference in February. Two-hundred activists and officials travelled to the event in Manchester to discuss the challenges ahead and engage with the political work of the union. They were joined by general secretary John Hannett, general secretary elect Paddy Lillis and David Hanson MP.

Fighting for the fund

The Trade Union Act is an unnecessary and malicious piece of legislation set out to damage us, silence us and tie our hands behind our backs so that we can’t represent our members in the political arena, general secretary elect Paddy Lillis told delegates.

All new members now have to opt-in to the union’s political fund as part of the Act, making it difficult for trade unions to maintain a fund to carry out political campaign work on behalf of their members.

“The Conservatives think trade unions are the enemy,” said Paddy. “We are the single biggest voluntary organisation in the UK. A force for good, resolving problems and protecting our members.

“By cutting our funds the Tories are silencing us and taking away our ability to challenge their policies and restricting our power to effectively represent our members.

“Political decisions in parliament control all of our lives either directly or indirectly, affecting the people we

represent, our brothers and sisters, our aunties and uncles, our families and communities. Our political fund is essential to ensure we maintain our ability to argue inside and outside of parliament on the issues that matter including: health and safety, Freedom From Fear, Supporting Parents and Carers, opposing tax cuts, cuts to criminal injuries, a real living wage, the list goes on.

“We need our reps to keep talking about politics and the positive political work that Usdaw does on behalf of all



members. We need to ensure that new members tick that box and opt-in to the political fund to ensure we have the ability to fight for justice in this country.”

Three politically active members share their stories

Gerrie Messer

Parliamentary candidate for Totnes in 2017.

“I first joined Usdaw in 2004 at Woolworths. I trained to be a rep when I joined Tesco in 2010 and then became an equalities rep with a seat on the divisional equalities forum.

“I became more involved with the Labour Party and eventually became Totnes Labour Party women’s officer and equalities coordinator.

“In 2017 I stood as county council candidate, but then

The General Election was announced and I was chosen as parliamentary candidate for Totnes. It was a whole different experience, climbing onto the boats at Brixham, chatting to fishermen.

“I was terrified at my first hustings but I did it. At the end I was thanked for answering the questions and not just talking party policy.

“The whole experience made me realise I’m the right person for this job and I can do it.

“I came second, and increased the Labour vote in Totnes by over 8,000. I’m now looking ahead to the local elections in May

when I’m hoping to turn my Tory constituency red.”

Angie Gallagher

Councillor for Elland, Calderdale Council, up for election this year.

“Being a councillor is hard work, and it does take dedication and a lot of commitment but it’s a privileged position to be in and a vital role. People have chosen you to represent them.

“Coming to the Political Conference is reinvigorating and reminds me that I want to do the best I can. I enjoy listening to everyone’s aspirations.

“If you’re thinking about becoming a councillor, draw

on your rep training. We’ve all got the skills to go out there and represent our communities.

“I’ve championed many campaigns as a councillor and that is thanks to the training and investment from the union.

“Before I was elected four years ago it was 26 years before we had a local Labour councillor in Elland – what seems unachievable is often not. “Whatever is stopping you, don’t let it, take that next step.”

Susan Olech

First-time council candidate in West Putney ward in Wansdworth.

“If you’re not participating in



S MATTERS

The campaigning union

Ensuring that members are engaged in campaigns will make them more successful and allow us to secure real improvements in the future, general secretary John Hannett told conference.

“Usdaw has an exceptionally proud record of campaigning, and making progress, on the issues that are important to our members and



their families.

“Our Freedom From Fear campaign has kept the issue of violence and abuse in the workplace at the front of politicians’ minds. Supporting Parents and Carers has helped to deliver improvements to maternity leave and pay, and our lobbying work has lessened the impact of the Trade Union Act and delivered the Conservative Government’s first defeat, by quashing their proposals to deregulate Sunday trading.

“Whether it is completing a survey, volunteering to be a case study, travelling to parliament or knocking on doors during elections – it’s activists that drive our campaigns.

“We need to continue to reach out to members, talk about our campaigns and how we can make a real difference by working together.”

Tick the box

If you have any old versions of the F1a membership form they must be destroyed and recycled straight away. Reps should now only use the new F1a membership form (right).



It is now a legal requirement for all new members to actively

opt-in to ensure a percentage of their contribution goes to the union’s political fund.

Usdaw needs the political fund to work with politicians to lobby the Government on the issues that matter to members such as the living wage, parents and carers’ rights, Sunday trading, equality and respect in the workplace.

As a result of this requirement the union’s F1a membership form has been revised and now includes a tick box for members to opt-in to the political fund.

It is vital that all new members are encouraged to become part of the political fund by ticking the box on the form. It is also important that the form is signed by the new member, as any unsigned forms cannot be processed.

Reps have received an information pack through the post containing a briefing, a mini booklet, a copy of the new membership form and an order form. This information should help reps explain the importance of the political fund to new members and answer any questions they may have.

You can order more supplies of the new membership form and the mini booklet using the order form you have received through the post. Alternatively, you can contact your local office.

REPS’ CHECKLIST:

- Start using the new F1a membership forms to recruit new members straight away and destroy any old forms.
- Read the reps’ briefing explaining the importance of the union’s political fund and encourage new members to tick the opt-in box.
- Make sure new members sign their membership form so that it can be processed.

[www.usdaw.org.uk/political fund](http://www.usdaw.org.uk/political-fund)



politics then you’re helping the present system. You can’t wait for someone else to make the change, you have to do it yourself.

“I’m in a target ward in one of the two target boroughs in London. We need to win in May and then we can hopefully trigger a general election.

“To stand you’ve got to be a member of the Labour Party and

you’ve got to live or work in the borough you’re standing in. You’ll be asked about your experience. Think about your skills as a rep, it’s all relevant.

“Don’t worry about commitments, don’t let that put you off. You’re not on your own, you’re part of a bigger support group. Don’t be afraid, it’s something really worth doing.”

Campaigning for Usdaw

THE USDAW PARLIAMENTARY GROUP

MPs who are members of Usdaw are also part of the Usdaw Parliamentary Group. This group works together on behalf of Usdaw to hold the Government to account and make sure that the voice of all Usdaw members is heard loud and clear in parliament and during the political decision making process. The MPs also work to promote Usdaw campaigns like Freedom

from Fear and Supporting Parents and Carers, to ensure that Usdaw members have a stronger voice on the issues that affect them in their daily lives. Usdaw works closely with the Usdaw Parliamentary Group to highlight particular issues, organise campaigns and to support our members.

David Hanson MP was elected last year as chair of the Usdaw Parliamentary Group.

He began working for the Co-operative Society in 1980 as a trainee manager, becoming a manager in Plymouth in 1981. He then worked for Scope and the Society for the Prevention of Solvent abuse. David was elected as an MP in 1992, but his political career started in 1983 when he was first elected as a Councillor. Married with four children, David is a member of Usdaw, as were both his father and grandfather.



You've been a member of Usdaw for a long time, what does being a member mean to you?

I'm from a long family of Usdaw members – my dad was a forklift truck driver at Tesco's and my mum worked in the offices. Before that my granddad worked at Co-op milk –being a union member was the natural thing to do. I know first-hand how vital unions are in not only supporting and representing members individually but also

how they are crucial in negotiating nationally for improvements to pay and terms and conditions. I hope that in this role I can bring some of my experiences from the shopfloor to the floor of parliament.

What is the Usdaw Parliamentary Group and why is it important?

The Usdaw Parliamentary Group is made up of sitting MPs from around the country,

who all want to see the views and interests of Usdaw members represented at the highest levels. For some members of the group it's because they worked in a supermarket, so they know first-hand the challenges that shopworkers face.

Our own experiences before parliament shape our views but it's also vital we hear direct from Usdaw members about their issues today – that link helps us be better MPs.

As trade unionists, we all believe there is strength in numbers and that we can achieve more together than we can as individuals. With members of the group working together with Usdaw, the union's members have a strong voice inside parliament.

What is the function of the group?

We work to raise Usdaw campaigns in Westminster and protect the interests of Usdaw members while trying to improve their lives. As a group, we challenge the Government on the negative impact their policies are having on Usdaw members, our constituents and other working people across the country.

We raise important issues such as the Government's failure to tackle the cost

of living crisis, and how they are putting pressure on families through the flawed Universal Credit benefit system. Inflation is rising, people are falling into debt as they switch from Tax Credits to Universal Credit, and young people are struggling to get ahead in life. All of this has gone on too long and we are determined to make sure this ends.

How do you try to make changes?

We work together to use all of the tools at our disposal; debates in the House of Commons, questions to government ministers, committees examining new laws proposed by the Government and by trying to change the law ourselves.

A good example is our work on the Freedom From Fear campaign. Every year we bring together MPs to send out a clear message of support for Usdaw members saying that ‘abuse is not part of the job’ and also to show their commitment to getting the law strengthened to protect shopworkers from violence.

Are all members of the group Labour MPs?

Yes. Although it’s important to get the support of MPs in every party on certain issues, and more so when Labour aren’t in government, it’s only Labour MPs who are members of the Usdaw group. This is because no other political party has the links to the trade union movement that the Labour Party does.

The Labour Party was formed out of the trade union movement, specifically to represent the concerns of working people in parliament. Some, like the Conservatives, are actively hostile to trade unions, and therefore

to the voices of union members.

We mustn’t forget that it is the Conservatives who have brought in laws like the Trade Union Act which are designed to make it harder for working people to make their voices heard in politics.

What successes has the group had?

As well as the work I’ve mentioned, many of the MPs within the Usdaw group are members of select committees and have additional resources to place pressure on the Government. For example, I am a member of the Justice Select Committee and we are investigating the Government’s plans to make changes to the small claims limit. Although this sounds like an obscure matter, it would actually see people’s ability to take legal action against reckless employers, who are responsible for accidents at work, weakened. Usdaw has been working closely with members of the group and the Justice Committee to campaign against the proposals.

What can a Labour government, including a strong Usdaw Parliamentary Group, change to improve the lives of Usdaw members?

At the 2017 general election, Labour committed to policies that would make a real difference to the day to day lives of Usdaw members. These included a real living wage, improved childcare for working parents, a right to have a contract reflecting your normal working hours and better legal protection for workers assaulted by members of the public. All issues which Usdaw has campaigned for.

I want to see a future Labour government deliver these as a starting point and then move on to deliver so much more. Obviously, I would work to make sure the Labour Party listened to Usdaw members and what they wanted to see the Government do.

How can I find out more about the work of the Usdaw Parliamentary Group?

We’re all keen to hear directly from Usdaw members and talk with them about our work and the issues they care about.

MPs from the group will be visiting Usdaw members at conferences and regional groups. As chair, I think that hearing directly from Usdaw members about the issues that matter to them is one of the most important things we do.

We’re also working closely with Usdaw’s politics office to make sure that we know about the issues that are coming up that will affect Usdaw members and also to communicate to members the work that the group is doing on their behalf.

How can Usdaw members support the work of the group?

It’s not about Usdaw members supporting our work, it’s about how we as parliamentary group members can support Usdaw’s campaigns and members.

The best thing Usdaw members can do is to get actively involved in Usdaw’s campaigns and events, and talk about the real and important effect politics has on all of our lives.

Speak to your local Usdaw office if you are interested in getting more involved in events in your area.



Pictured (left): General secretary John Hannett, David and general secretary elect Paddy Lillis launching last years Freedom From Fear campaign at Westminster. (right) David campaigns with Usdaw members and reps at Mold Co-op during Respect Week.

DISPLAY
ON YOUR UNION
NOTICEBOARD

USdAw A BETTER DEAL FOR DADS

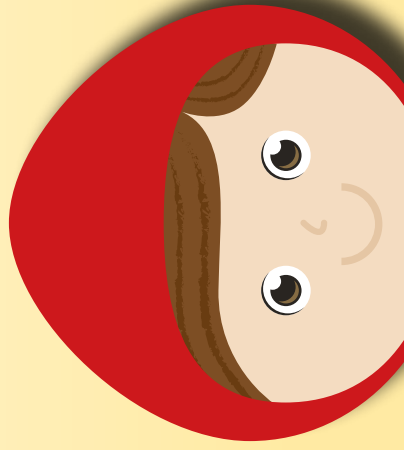
USdAw

Campaigning
For Equality

Most dads and partners of new mothers* have some important rights to time off work, to help them share the care of their child.

These include:

- Paternity Leave.
- Time off to accompany mums





- to antenatal appointments.
- Time off for dependants.
 - Shared Parental Leave.
 - Unpaid Parental Leave.
 - The Right to Request Flexible Working.

*In certain circumstances these rights are also available to adoptive parents, foster carers and intended parents in a surrogacy arrangement.

Speak to your Usdaw rep to find out more. You can also contact the Usdaw Helpline or visit the website.

Helpline: 0800 030 80 30

website: www.usdaw.org.uk/spc

email: parentsandcarers@usdaw.org.uk

#SPC2018

Usdaw

*Union of Shop, Distributive
and Allied Workers*



Ongoing push for equality

This year celebrates the centenary of the Representation of the People Act which granted women over 30 the right to vote.

This victory did not come easy. Many suffragettes were treated appallingly by the police and the general public. They suffered physical and sexual assaults, and in prison they had to endure the barbaric practice of force feeding when they went on hunger strikes. After campaigning for nearly two decades some women were granted the right to vote (full suffrage was granted in 1928).

In today's society women make a valuable contribution in every sphere of life, but equality

is far from being reached.

- Despite the Equal Pay Act coming in 47 years ago, women still earn 18.4 per cent less than men.
- Research has shown that women forfeit almost a quarter of a million pounds (£241,000) in income over their lifetimes just for being female. After having a child, the additional loss of earnings is £140,000.
- The Equality and Human Rights Commission found that around 54,000 women a year are either dismissed, made compulsorily redundant where others in their workplace were not or they were treated so poorly that they had to leave their job when they became pregnant.
- In a recent survey the TUC found that more than half of the women surveyed (52 per cent) and nearly two thirds of women aged 18-24 (63 per cent) had been subject to sexual harassment at work.
- Women make up 33 per cent of managers and senior officials, but hold fewer than one in 10 of the most senior positions.
- Of the 650 Westminster MPs currently in parliament only 208 are women – that is only 32 per cent, despite making up more than half of the UK population.
- The UK has lowest number

of female judges in the EU. Only 30 per cent of judges in England and Wales are female.

- 75 per cent of the costs of tax and benefit changes have come from women's purses.

Usdaw general secretary John Hannett said: "It is right that we celebrate the brave and principled women who made huge sacrifices over 100 years ago to campaign for votes for women. The Act was an important breakthrough that ultimately led to equal voting rights. However, there is still much more to do on women's equality. It is not a battle of the past but remains at the forefront of Usdaw's industrial and political agendas."

Usdaw joins activists at 2018 TUC Women's conference



Usdaw sent a delegation to the TUC Women's conference in March to join the hundreds of other activists promoting equality and fighting discrimination.

The union raised

concerns about the impact of Universal Credit cuts on family incomes, the problems working women face going through the menopause and calling on the Government to put women's equality

at the top of the Brexit negotiating agenda.

Usdaw general secretary John Hannett said: "Today women are working longer than ever before and for less, violence against women and girls is at an all-time

high, maternity pay and child benefit at an all-time low.

"Women are hugely under-represented in parliament and over-represented in poverty and mortality statistics.

"In all aspects of

women's lives they are experiencing discrimination and unequal treatment

"Without serious changes to government policy, this situation is unlikely to improve in the future."

Spotlight on dads

Every year Usdaw holds a national campaign **Spotlight Day in support of working parents and carers. Hundreds of reps and activists get involved by running campaigns at their workplaces and in town centres across the country.**

This year we are campaigning to get a better deal for dads.

*U***sdaw**
**A BETTER
DEAL
FOR DADS**
Wednesday **16 May 2018**

Usdaw believes that most working dads, and partners of new mothers, get a raw deal when it comes to time off work. After the birth of a baby they get just two weeks paternity leave and Usdaw believes this is unfair. Statutory paternity leave is paid at a flat rate of just £140.98 and as a result, many new parents don't take the full two weeks because they can't afford to.

Usdaw wants to make sure that all dads, and partners of new mothers, can afford to take a decent amount of leave at the time of their baby's birth or when a child is placed with them for adoption.

This year's campaign day is being held on Wednesday 16 May. All reps have received a pack

through the post to explain how they can get involved in Supporting Parents and Carers Spotlight Day, from handing out leaflets to running a full campaign.

By getting involved, reps can reach out to members and show that Usdaw is there to help.

There is a handy pull-out poster in this issue of *Network* that reps can use to prepare for Spotlight Day and advertise the campaign on their union noticeboards.

For more information about Spotlight Day please contact the Usdaw equalities office on:
0161 249 2451
or email:
parentsandcarers@usdaw.org.uk



LGBT get-together this June



Usdaw's annual LGBT get-together is taking place this year in Manchester on 9 and 10 June.

This popular and friendly residential weekend is a great opportunity for Usdaw's lesbian, gay, bisexual and transgender members to come together, discuss shared concerns and find out more about what the union is doing to tackle the issues that

matter to LGBT members.

Places are limited and are only available to members who identify as lesbian, gay, bisexual or transgender.

If you're interested speak to your local Usdaw office on 08000 30 80 30 or visit the Usdaw website to download a nomination form before Friday 6 April.

www.usdaw.org.uk

Rise in workplace violence

Usdaw is supporting the ITUC campaign to stop gender-based violence at work.

Over a third of women around the world have experienced sexual or physical violence in their lives. Recent news has shown violence and harassment against women in work is happening across all industries. Trade unions have long been lobbying for laws that will protect workers from abuse and Usdaw is currently running a survey into sexual harassment at work.

However, there is no international law that sets out what governments are expected

to do to tackle the issue.

The International Labour Organisation (ILO) is working towards a convention that, if adopted into law, will commit governments and employers to tackle gender-based violence and harassment in the workplace.

To find out more visit the ITUC website. You can share your story, sign up to receive updates and download a campaign toolkit.

www.ituc-csi.org/gender-based-violence



Representation

An important part of being a rep is to support members in the workplace.

Reps will be required to deal with a wide range of issues including disciplinarys, grievances, health and safety, sickness absence, bullying, discrimination and redundancy.

Network talks through some of the key points when it comes to supporting members through a grievance.

When a member comes to you with a problem at work

- Find somewhere quiet where you can talk. Remember, you have the right to admin support such as a private interview room and access to a telephone.
- Reassure them that anything they say will remain confidential.
- You should be clear with the member that they need to be honest with you or you won't be able to help.
- Take detailed notes about who, when, where, what and why. The more time you spend gathering information at this stage, the easier it will be to take action later.
- When the member has told you their problem, discuss their ideal outcome, let them know their options and find out what action they want you to take.
- Don't make promises or raise false hopes. If what they want is not achievable the sooner you explain why the better.
- Finally tell the member what you are going to do next and how long it may take.

What's next?

After your meeting think about the following:

- Does the member have a genuine grievance?
- Are management following agreements or policies?
- Does it affect other members?
- Are health and safety issues involved?
- Is the law being broken?

You may need to investigate further. Your role is to try and ensure that the member is being treated fairly and the correct process is being followed.

The informal grievance procedure

Most grievance procedures state that the member should try to sort out their issue informally with their manager first.

In some cases members might be afraid

to act on their own initiative and come to you first for advice and support when they should've gone directly to the manager. Try and encourage them to speak to their manager first and if they have difficulties ask them to come back to you.

The formal grievance procedure

If the grievance cannot be resolved informally, or the issue is too serious, it may need to go down the formal route.

Formal grievances should be raised in writing. The grievance should include all relevant information, including the reasons for the grievance and the desired outcome.

Representing members in grievance hearings

You should be given advance notice of the grievance meeting so that you can arrange time off for you and your member to prepare for the case.

Before the meeting make sure that you have all the relevant documents and facts to hand. Discuss with the member who is going to say what. As an Usdaw rep it's your right to speak on behalf of the member, put their case forward, and respond to views expressed at the meeting. However, reps are not entitled to answer questions that are directed to the member.

During the meeting

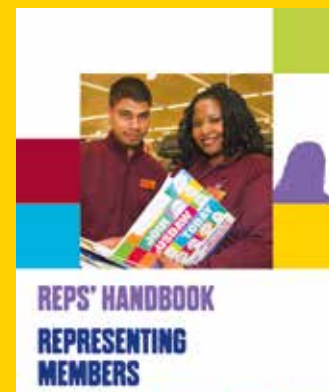
- Make the member's case clearly and simply.
- Refer to the appropriate agreements and procedures.
- Keep your cool and respond to questions calmly. Listen carefully to management's responses.
- Let the manager know what outcome the member is seeking.
- Always keep written notes.
- Always make sure at the end of a meeting that you understand the situation. Don't leave the room if anything is unclear.

After the meeting

- The employer should inform the member of the outcome of the grievance meeting in writing within the timescale of their grievance procedure.
- Following this, reps should advise the member of their right to appeal and the timescale in which this should be done.



More info...



More information to help reps on supporting members can be found in the reps area on the Usdaw website:

www.usdaw.org.uk/reps



Things to remember...

Know your agreement/policies/ staff handbook

As the Usdaw rep you need to know and understand your company/Usdaw agreement and the staff handbook as these will outline all the processes and policies. Having a thorough understanding of these documents will ensure that you know whether the company is adhering to its processes.

The company agreement will also outline the stages of a grievance including who is involved, timescales and appeals.

Confidentiality

As a rep you will be privy to a lot of sensitive and confidential material which you should not discuss with anyone without the permission of the member unless you are seeking advice from another rep or your area organiser.

Where to go for help

The first place to look is in your company agreement, policies or staff handbook. If you still can't find the answer ask for help from a fellow rep or your area organiser. You can also contact the dedicated legal, pensions, health and safety, equalities and Tesco support team at central office or visit the Usdaw website for specialist information at www.usdaw.org.uk

Individual or collective issue

Most issues will be individual problems but it is important to recognise when individual issues are part of a larger pattern that can be dealt with through collective action. Bring members together to discuss the issue and make a plan.

Group issues often present an opportunity to organise and sign up non-members.

Strict timescales

Most company policies will outline timescales for dealing with a grievance. Make sure the timescales are adhered to. In some cases, they may need to be extended for example, someone is on holiday or it's a complicated grievance to investigate. This should be made clear at the start and alternative timescales need to be agreed and adhered to.

Preparation is key

Do not go into a meeting unprepared. If you are unsure of anything then take advice from another rep or contact the union.

Keep written notes

It is vital that reps keep written notes throughout the procedure and that all notes are dated, including copies of any notes taken.

Access to relevant documents

As a rep you have the right to see any documents/evidence that are relevant to the case. This includes training records, sickness history, previous performance reviews, CCTV footage, witness statements, anything the company will be relying on in the meeting.

You can't win every case

Unfortunately, no matter how much you try it's impossible to win every case. Sometimes all you can do is make sure you give your member the best representation you can and ensure the process is fair.

FAQs

Does the member work as normal during the grievance process?

Yes. Normal working hours and terms and conditions are maintained throughout the process.

Can an individual be suspended during the investigation?

Yes. Where the initial investigation shows sufficient grounds for concern, the individual could be suspended. This is not a disciplinary measure and therefore the suspension should be on full pay.

Can the company use CCTV footage, customer complaints etc. as evidence?

Yes. However, any evidence the company will rely on should be made available to the member and the rep before the meeting.

If my manager is not following the timescales what should I do?

Prolonging the situation is not helpful to anyone. In this case you should speak to the manager about resolving it as soon as possible. If this approach does not work then you may want to consider escalating it to the next level of management.

Can I call an adjournment during the meeting?

Yes, you can call an adjournment at any time in the meeting as you may want to consult with/calm the member, or to speak with another rep or an area organiser for advice.

How should individuals be informed of the outcome?

The employee lodging the grievance should be advised in writing of the outcome as soon as possible after the hearing.

However, any disciplinary action taken against another member of staff is confidential and will not be shared with any other parties including the individual/s who lodged the grievance.

Resources for drivers

Usdaw is Britain's second largest road transport workers' union.

A great deal of this success is due to the union's Road Transport National Committee which is rightly proud of its work representing our driver members. The committee is made up of one driver-member per division who is elected every year. The committee's work includes monitoring what's happening in the road transport industry to lobbying the Department of Transport.

The committee also produces a Drivers' Handbook to help guide drivers through the large number of rules and regulations they have to follow. The handbook covers, in detail, everything you need to know about drivers' hours, loading and unloading, parking, speed limits, defensive driving and much more.

The handbook has been written by professional drivers for professional drivers.

Network looks at one section covered in the handbook, what to do after an accident.

What to do after an accident involving your vehicle

You should carry out the following if you are involved in an accident which results in: Injury to others, damage to other vehicles, injury to an animal and/or damage to property on or alongside a road (for example lampposts or trees).

- Do not leave the scene of the accident.
- Give any person who has reasonable grounds to ask your name and address, the name and address of the owner and the number of your vehicle.
- Report the full details of any accident to your employer without delay. Unnecessary

delay in reporting the accident could lead to a prosecution.

Statements

- Be careful about making any statements.
- Do not make any statement in which you admit any liability or fault, regarding your driving, the condition of the vehicle or the security of the load.
- Give the police all reasonable assistance.

Call Usdaw's accident and injury helpline

FirstCall Usdaw: 0800 055 6333

The line is open 24/7 and covers any accident, anywhere in the UK, including accidents at work or outside of work:

- Accidents/injuries to members whilst outside the UK on a package holiday.
- Road traffic accidents.
- Work-related conditions or diseases.
- Slipping and tripping.
- Injuries caused by violent crime or armed robbery (CICA claims).

Keeping the Evidence

You must keep any letters, memos, receipts, tickets, wage slips or anything else you think might prove useful to your case.

Cooperating

You must cooperate with any reasonable investigation the employer needs to make because of their duties under health and safety law.

Seeing your doctor

You should see your doctor as soon as possible after the accident so that there is a

record of it. This is important because the doctor may be asked to provide a medical report later on.

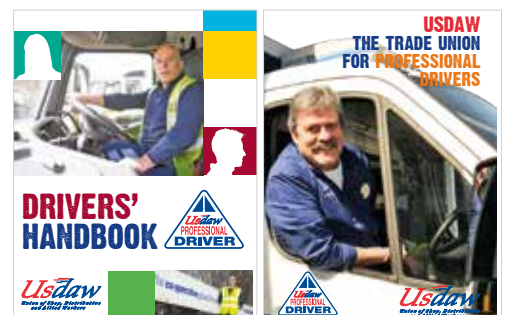
Company Sick Pay

Company sick pay may be payable – this will depend on the terms of your contract. Statutory sick pay (SSP) should be payable through the payroll. If SSP is not paid you should query the position with the employer and speak to your rep.

What is the Usdaw Road Transport Fund?

Usdaw's Road Transport Distress Fund exists to help reduce the financial hardship caused to our members in the event of prosecution. We do not encourage or support the breaking of road transport laws but recognise drivers, like everyone else, will make mistakes that may include breaking unloading restrictions, infringing parking rules or unwittingly breaking the speed limit.

Any member who drives as part of their job can apply to join the fund. Membership of the fund costs £5 per year. The rules governing the scheme and how to join are outlined in the Drivers' Handbook which is available on the Usdaw website at www.usdaw.org.uk



If you want to be the next *activist in-depth*
email: network@usdaw.org.uk

In the SPOTLIGHT



Network puts activist Julie Dunne, from the North West division, in the spotlight...

Why did you become a rep?

Our store got a new security guard and, as a result, new staff searches which were like a full police search and inappropriate. I took a stand on behalf of the workforce and put in a grievance under dignity at work which ended up at the board of directors. The rep at the time asked me to think about becoming active as they needed someone like me who would stand up for others and make sure people are treated fairly.

Are you part of a team?

There are two of us looking after about 200 staff members. It's manageable at the moment as we don't have that many problems in our store. I also get called upon to look after a lot of the convenience stores in the area too. Being active takes up a lot of my time but I think I'm fairly organised which helps me to balance everything.

How do you find the training?

I feel very confident in my role and that's thanks to the fantastic training I've received. I've been on Summer School 1 and I'm hoping to go on Summer School 2 this year. I found it a very valuable experience. Federation weekends are also very useful for focusing on particular topics and discussing real life scenarios with other reps. I also make sure I attend all my branch meetings to keep on top of what's happening.

Do you feel supported as a rep?

Without a doubt. The Tesco support team at central office are my main source of support and they are amazing. I know I can phone them if there's something I'm not sure of or I need information on a policy. They always get back to me as soon as they can. I also find the support of my fellow reps very valuable. I keep in touch with people that I meet on training courses and events through WhatsApp. It's good to be able to share advice and help each other out.

Would you recommend being a rep?

Absolutely. It's a fabulous role to take up and the perfect opportunity to enhance your development and boost your confidence. There are so many avenues you can go down too, such as the lifelong learning route or health and safety. You'll be well supported and the training you receive is second to none.

If you were PM what would you change?

The benefits system. I can't understand why the poorest people in the country are being sanctioned when many rich people are avoiding paying tax and nothing happens to them. As a result, the poorest people in society are forced to turn to foodbanks because they can't afford to eat. It's unacceptable.

Best moment as a rep so far?

It would probably be Summer School 1. The training was fantastic and I made so many great friends who I'm still in touch with. I particularly enjoyed standing up on a podium and delivering a speech in front of the group on the final day. It took a lot of courage but after it was done I was unbelievably proud of myself.

facts

Employer Tesco, Heswall
Job Part-time stock control customer assistant
Lives Wallasey
Age 53
Joined Usdaw in 2012
Been active since 2014
Union positions held
Rep and health and safety rep

trivia

I am married with two children and four grandchildren. We have a british bulldog pug cross called Lexie and in my spare time I love reading and baking with my grandchildren.



"The training was fantastic at Summer School 1 and I made so many great friends..."



LOOKING FORWARD



George McLean



Taylor Williams



Nej Darej



Martyn Hall



Ciaran Pinkney

It's been a busy few months with promotions, new appointments and retirements.

George McLean

Usdaw's head of administrative services George McLean will be retiring at the end of April after 25 years on the union's staff.

George, 64, started out as a NHS lab technician in the mid-70s where he became a rep for ASTMS. He went on to complete a part-time law degree in the mid-80s and then qualified as a solicitor. George went into private practice, specialising in personal injury work and employment law.

He was initially appointed as Usdaw's deputy head of legal services in 1993. After leaving for a brief stint back to private practice in 2005, he returned to the union as deputy head of administrative services in 2006 and was then promoted to head of the department in 2014.

"The department encompasses the union's information and archive, post and despatch, correspondence, maintenance and canteen sections. We oversee many of the arrangements for ADM, organise the union's elections and make all the admin arrangements for delegates to attend TUC and Labour Party conferences. We are also responsible for the HR and health & safety functions of the union.

"It's a wide-ranging job with many specialist tasks which is one of the things that makes it so enjoyable.

"One of the noticeable changes I've seen in my time is the union's huge membership growth. We are now much more focused on organising with great involvement of our activists. There is much more co-operation and team-working between departments and between central office and the divisions.

"Usdaw is a great place to work, with so

many supportive colleagues at all levels. Times are never easy for members and being a small part of the success of the union in improving workers' lives is a great reward.

"In retirement I'm hoping to keep fit, improve my cooking skills and do more travelling – particularly into Europe by train. I'd also like to take on a voluntary role for a charity or other not-for-profit organisation."

Taylor Williams

Former filing supervisor Taylor Williams is the new deputy head of the records and benefits section at Usdaw's central office replacing Andrew Everson who retired in January.

Taylor was born in Gloucester Massachusetts and moved to England in 2004. She graduated from Arizona State University in 2005 with a BA in English Literature and completed an MA in Library and Information Management at Manchester Metropolitan University in 2011.

Before Usdaw she worked at the Portico Library in Manchester as a cataloguer and then assistant librarian. Prior to that she was a landscape gardener.

"Aside from managing the union's central information storage system I've also been involved in various projects and working groups across the union," said Taylor, 34.

"I developed and managed Usdaw's 125 anniversary exhibition at the People's History Museum which showcased material from the union's archive.

"I'm also heavily involved in the GDPR project and working to get the union compliant with data protection legislation including supporting and educating staff and ensuring policies and procedures are in order.

"It will be interesting to work in a larger department that is member facing, which will show me a different side to the union. Preparing and analysing the membership

figures to support departments and divisions is also a fascinating aspect of the role.

"I'm looking forward to exploring opportunities to develop our service to the members and continuing to develop information management best practice throughout the organisation."

Nej Darej

Former Tesco manager Nej Darej took up his new area organiser role in February working out of the Bristol office.

The 36-year-old is originally from Tunisia and started his career in the tourism industry, working in hotels and souvenir shops in his home town of Hammamet. It was here that he learned to speak five different languages. He continues to be fluent in English, Arabic and French and also has an understanding of Italian and German – a skill that will come in handy in his new role.

Nej moved to England in 2008 to be with his wife and shortly afterwards started working at his local Tesco in Golden Hill as a customer assistant. He progressed to team leader and later moved to Tesco Keynsham as a manager.

It was in 2009 when Nej initially took on the role of rep and has since been very active in his division, regularly attending national conferences and completing both Summer School and Academy.

"I really enjoyed the responsibility and challenges that came with the role of organising officer during the Academy and that led me to apply for this position.

"I'm over the moon to be joining the organising team in my division and I'm looking forward to the future.

"I'll be mainly supporting and advising members and reps, organising workplaces and helping to build relationships between the union and employers.

"I'm exciting to be working with, and supporting, the union's reps and combining our knowledge and skills to make a positive difference for members in the workplace."

Martyn Hall

Academy graduate Martyn Hall joins Nej in the South Wales and Western division as the new area organiser in the Cardiff office.

The 43-year-old, who previously worked as F&F clothing customer assistant at Tesco in Pontarddulais, started his new role at the end of February.

Martyn has been a member of Usdaw for over 20 years. He initially became a health and safety rep in 2012 and has since completed both Summer Schools, both Academies and taken on the role of branch secretary.

"Since becoming active I've gained a greater understanding of the relationships between the union and employers in representation, influencing and decision making and also in the political environment of local and national government.

"The Academy enhanced my communication skills and taught me how to carry out organising activities in a wide variety of workplaces enabling me to approach new

and different situations with confidence. It was a great experience and a valuable insight into the role of an area organiser.

"But however much you know about a venture there are always things to learn. I'm looking forward to new experiences and facing new challenges. Along with organising workplaces I'll be attending tribunals and representations and negotiating terms and conditions on smaller sites in the area.

"I'm particularly excited to work with all the reps in my area on a more personal level. I'll be coaching and developing them and encouraging more teamwork, to share knowledge and experiences and to empower activists to build union membership and improve the working conditions for our members."

Ciaran Pinkney

The North East's Ciaran Pinkney started his new role as area organiser working out of the Leeds office last November. The former Tesco warehouse operative has been an active rep since 2014 and during that time has completed both Academy1 and 2.

"The Academy gave me a good understanding of how vital it is to have trade unions," said the 34-year-old. "The training

delivered from the education department was invaluable and I had the opportunity to work with some fantastic, passionate people.

"It also gave me a good insight into what it is like to be a full-time official and I developed a passion for the role.

"More importantly I knew becoming an area organiser would give me the opportunity to make a difference to people's lives - now that's job satisfaction.

"Since November I have been shadowing other area organisers and training with our divisional officer Joanne Thomas and deputy divisional officer Cathy Godfrey. Everyone has been so supportive and very welcoming.

"My first focus was to meet the reps in my patch. Reps play such a vital role it's important they know they have my support. We have some fantastic activists who go above and beyond and it's been a pleasure to start building relationships with them.

"I'm looking forward to being fully involved in the trade union movement. I'm also excited about the conferences, ADM and really getting to grips with the role.

"I want to make a difference to our members and contribute to the growth of our union, ensuring our strength for future generations."

Academy2 organising officers ready to meet the challenge



Forty-two former Academy1 graduates started their six-month secondment on Academy2 in March.

The organising officers were at the Hallmark Hotel in Warrington to begin their training.

Academy2 is a key part of the union's organising strategy and is an intense programme of organising and recruitment that will see the activists supporting reps in workplaces across the UK.

General secretary elect Paddy Lillis

welcomed the team. "Our Academy organising officers are central to our success as an effective, strong and campaigning union. I wish them all the very best of luck on their exciting journey over the next six months."

Membership Week sees reps reach for success

Activists at Usdaw-organised workplaces across the country gave an extra push to boost union membership in January. Network spoke to reps at Karro Foods, Malton and Sainsbury's, Bishops Stortford about their Membership Week events.

Sainsbury's Bishops Stortford

Iain Livesey stepped into the role of in-store rep at Sainsbury's in Bishops Stortford last year. Being new to the role and having never run a campaign day before, Iain looked to his area organiser **Phil Waite** and local stand-down reps **Sue Perridge** and **Maxwell Abu-Yeboah** for support.

"We decided to focus on pensions during Membership Week," said the 32-year-old. "There have been a lot of changes to our pension scheme recently and staff are finding it difficult to understand. The campaign day gave us the opportunity to speak to staff

about their concerns and make sure they understand the changes.

"Recruitment in-store can also be challenging so it was nice to be able to show staff all the different sides to the union and that it's not just there if you've got a problem at work.

Teamwork

"The campaign went really well thanks to the support of the stand-down reps and my area organiser. Their knowledge and experience came in very handy and made the day enjoyable.

"There can be a lot of information to remember when you're a rep so it's important to

build relationships with other reps for support. I'm in touch with activists I've met at various courses and it's great being able to ask them for advice or to compare notes. Having a good support system makes such a difference.

"I've recently been elected onto the divisional equalities forum so I will hopefully be getting more involved with campaigns in the future."

Maxwell Abu-Yeboah, who works at Ikea in Edmonton, helped Iain with the event.

"During the day we talked to the staff at Sainsbury's about union benefits that they might not be aware of and managed to

recruit six members," said Maxwell, 46, who became a rep in 2016.

"When I'm recruiting I usually start by establishing a rapport with the person I'm talking to. I introduce myself and try to find out how their day or night has been, how long they have been working in the company, their job role and if they are happy at work. I explain to them the benefits of being part of the union as well as all the member-only offers.

"Stand-down can be challenging but I'm really enjoying it. It's a great opportunity to meet people and support new reps."



I'm in touch with activists I've met at various courses and it's great being able to ask them for advice or compare notes."

IAIN LIVESEY, SAINSBURY'S BISHOP STORTFORD



“A lot of staff on-site are from different countries so it’s important that we reach out to them in their own languages. This can involve translators and multi-language recruitment materials.”

SAMSON MUTEKE, KARRO FOODS MALTON

Karro Foods Malton

It’s been non-stop for **Samson Muteke** since he signed up to be a rep at Karro Foods three years ago. He’s now union convenor, health and safety rep and union learning rep at his site in Malton, working as part of a team of reps looking after over 1,500 members. On top of that he was also elected onto his divisional equalities forum last year.

“I’m very active within the union,” said the 46-year-old. “In 2016 I completed Academy1 and last year I attended Summer School 2. I’m a frequent delegate at the Black Members’ Weekend and last year I was invited to lead a workshop. This year I’ll be representing the North East at the National Equalities Advisory Group (NEAG).

“I deliberately took a break from training after Academy1 to devote time to unionising my site. Since becoming a rep I have introduced fortnightly surgeries and active participation in campaign days. Last year we held a very successful two-day legal plus campaign recruiting 52 members.

Changes

“Our Membership Week campaign this year was a little different. The company has just been through pay negotiations and members had lots of questions about changes to terms and conditions so that became our main focus. It was a good opportunity to reassure staff.

“Membership Week usually gives us a clear focus to reach out to non-members and raise the profile of the union. A lot of staff

on-site are from different countries so it’s important that we reach out to them in their own languages. This can involve translators and multi-language recruitment materials.

“Looking ahead we are working on a learning project that will encompass both the national apprentice scheme and a pre-apprentice program. I’m involved at group level in reviewing and enacting policies.

“The first phase will be dedicated to team leading roles before it extends to the operative skilled areas. Usdaw will be running the pre-apprentice programme which involves building upon functional skills with a special focus on those whose first language isn’t English or who have shortfalls in numeracy and literacy.

“The plans are at an advanced

stage and we are hoping to sign the learning agreement next month. We are all excited by the project and hope it will have a positive impact on membership.

“My wider vision is to see a modernised workplace at Malton delivering for the business and making our members’ working lives better.”

Membership for week ended 10 March 2018

South Wales and Western	50,422
Eastern	63,506
Midlands	57,065
North Eastern	59,649
Scottish	43,850
Southern	64,206
North West	92,489
Total	431,187

WORKERS' MEMORIAL DAY 2018

Every year the trade union and labour movement commemorate those who are killed by workplace accidents and disease with International Workers' Memorial Day.

Organised workplaces are safer workplaces is the theme this year and provides a good opportunity to express strong support for the importance of safety representatives who ensure workers are not harmed by their work.

This year is the 40th anniversary of the implementation of the Safety Representative and Safety Committee Regulations in Britain which gave trade union safety reps powerful legal functions to inspect workplaces, investigate potential hazards and represent workers.

The work of safety reps:

- helps reduce injuries at work
- leads to a reduction in the levels of ill health caused by work
- encourages greater reporting of injuries and near-misses
- makes workers more confident
- helps develop a more positive safety culture in the organisation
- saves the economy many millions of pounds.

Workplaces that have strong union representation typically have much lower fatality, injury and ill-health rates than those that do not. Research in this country and abroad has shown repeatedly that unions make a difference.

The Government and the HSE need to do more to ensure that employers are consulting with their staff so that everyone can benefit and make workplaces safer and healthier.



WORKERS' MEMORIAL DAY
SATURDAY 28 APRIL 2018

What can you do for Workers' Memorial Day?

Usdaw reps can get involved – either by promoting the day in their own workplace or by attending one of the local events organised around the country by Trades Councils or Hazards campaigners.

- Order copies of the Usdaw *celebrating 40 years of safety reps* banner for your union noticeboard at work.
- Give out copies of Usdaw's *Remember the Dead: Fight for the Living* leaflet to members at work on the day.
- If you can, organise a display in the canteen and organise a minute's silence for those who can take part at noon.

- Wear a purple 'forget me knot' ribbon. The purple, knotted ribbon has been adopted as a symbol of Workers' Memorial Day. Ribbons, posters and car stickers can be bought from Greater Manchester Hazards Centre:
Tel: 0161 636 7557
email: mail@gmhazards.org.uk
www.gmhazards.org.uk/gmhc-and-hazards-campaign-resources-for-wmd
- Find out if there are any events in your area. Contact your local trades council or log on to the TUC Workers' Memorial Day web page for details of events. www.tuc.org.uk/wmd
- Use social media to tell the HSE how important it is to have strong regulation and strong unions as part of the Go home healthy national strategy for health and safety.
www.hse.gov.uk/gohomehealthy
- Keep in touch with Workers' Memorial Day events around the world at: 28april.org


Union Safety Reps 
at the heart of safety and health at work
www.tuc.org.uk/celebrating-40-years-union-safety-reps

Employers guide to the dangers of sleep deprivation

A new guide to help employers tackle work-related insomnia is now available.

It provides employers with guidance on how modern workplaces and lifestyles can cause workers to become sleep deprived from shift work, work related stress, driving long hours and night-time working.

Public Health England and Business in the Community have designed a toolkit to outline to employers how creating a healthier workplace is about preparation, being open with employees and understanding the legal duty of care.

Sleep deprivation can have serious health implications. Regularly having less than six hours a night sleep has been linked to a potentially shorter life expectancy. It has also been

shown that night workers – who are more likely to be sleep deprived – have an increased risk of injury compared to day workers.

While people do need to take

responsibility for their sleep, this toolkit will help employers to acknowledge how sleep deprivation impacts on their workforce and an employee's health and wellbeing.

The toolkit is available to download from:

wellbeing.bitc.org.uk

search sleep recovery toolkit



Raising awareness of dangers at work

The European Agency for Safety and Health have launched a new campaign raising awareness of the prevalence of dangerous substances in the workplace.

Fifteen per cent of EU workers have to handle dangerous substances as part of their job, and another 15 per cent report breathing in smoke, fumes, powder or dust at work.

The health problems that can be caused by working with dangerous substances range from mild eye and skin irritations to severe effects such as birth defects and cancer. Effects can be short or long-term, and some substances can have a cumulative effect. Dangerous substances can also cause safety risks such as fire, explosion and suffocation.

The *Healthy Workplaces Manage Dangerous Substances* campaign aim is to prevent harm to workers from dangerous substances. This can best be achieved by employers conducting a risk assessment and raising awareness of the risks.

healthy-workplaces.eu

THE SAFETY REP INTERVIEW PERRY SAUNDERS

Health and safety rep Perry Saunders is part of a team of four reps looking after 150 staff at his Tesco store in Keith in the Scottish division.

Perry, who became a rep in 2014, is also branch officer and has just started a six-month secondment on the union's Academy2 programme.

"I was asked to become a health and safety rep by the other reps in my store. I was really keen to get involved and shortly after I also became a shop steward.

"We're a team of two health and safety reps. We try to do a walk around in all departments every month. We speak to staff, talk about any issues they are having, check first aid boxes are stocked and that PPE is being worn and equipment is being used correctly. Then we feedback to the manager and he makes sure that any problems get sorted asap.

"We have a really good relationship with management and they're very encouraging. They are keen for us to keep on top of health and safety and

make sure any problems are identified.

"If I have any issues that I'm struggling to resolve, or I need to do some research, my first port of call is the HSE website – it's the health and safety bible.

"I love being a rep. I'm a lateral thinker. I love solving problems and getting things sorted.

"My tips for other reps would be to do your research. Check company policies and procedures and health and safety law. If you're not sure of anything then speak to another rep or your local Usdaw office. Our members are paramount so it's important that you take the time to get it right."





Your Letters & Pictures

Obituary William Hall



It is with much sadness that we have to report the recent passing of a member with seventy years' service, and a longstanding and well known activist from the Midlands Division William (Bill) Hall.

Bill was an active member of Usdaw for many years starting as a rep and then branch chair when employed by Derby Co-op, carrying on well into retirement with his involvement in Midlands Co-op branch E004.

In addition to his Usdaw roles, Bill held many elected positions within Midlands Co-op, The Co-operative Party and the Derby trades council. Bill was also a very active campaigner on behalf of the Labour Party within the region.

His funeral at Markeaton Crematorium was attended by family, friends, trade union and work colleagues along with local politicians and MP's.

Many tributes were paid to Bill who prided himself on being a robust and well-read debater, mixed with a good sense of humour and an uncompromising approach when it came to looking after the best interests of the many people that he helped and represented whilst in his numerous roles.

**Gavin Dadley, divisional officer,
Midlands Division**

Dotcom staff get to know pensions

The reps at Tesco dotcom Aylesford held a successful pensions awareness day in February where there are around 1,200 staff including around 400 delivery drivers.

A large percentage of those drivers are over the age of 50, and whilst I appreciate that pensions are a serious matter to all, I feel that it's very important to get the message across to the over 50s.

We wanted to help them

find out what funds they have amassed with the various companies that they have worked for, get a pension forecast from HMRC, and if necessary get expert advice from the Usdaw pensions team.

Highlighted was the lack of numeracy, literacy and computing abilities holding them back on finding out information. Next time I hold a pensions awareness day I will have a laptop so that I



can show them how to access websites about their state pension.

It was a very good day, we recruited a few more members and it was good PR for Usdaw.

**Kevin Brett
Rep, Tesco.com Aylesford**

Farewell and best wishes for Lisa

I would like to place on record a very special thank you to our branch secretary Lisa Grainge who has left the role to concentrate on other commitments.

Not only has Lisa been a great branch secretary she has kept us right and looked after our branch for many years even though she has a very busy life. We are proud to have had Lisa not only as

our branch secretary but as a councillor, assistant cabinet member and chair of health scrutiny in Stockton.

After starting out as a rep in Tesco, she went on to train Usdaw reps for many years before moving on to work for another trade union.

She has assured us that although she has stepped down from her secretary role, she will continue to be



a member, attend meetings and will always have Usdaw members best interests at heart.

We wish her well in her future endeavours.

**John Mennell
Chair Teesside Private Trades**

The latest from Usdaw's national conference and training





A dedicated space to share your news, views and achievements. Let us know what you have been up to and you could win £50! Please send letters/emails and photos to either of the addresses given above. We reserve the right to edit all letters.



PICTURED L-R First row: Tesco extra Barnstaple raised £178 for the Show Racism the Red card campaign during Membership Week; Newhouse Co-op Depot during Membership Week.

Second row: Tesco Magor reps with their Individual Organising award; Canvassing for Scott Redpath in Selkirk; Mental health awareness at Boots Industrial Nottingham.

Third row: Doug Russell, Margaret Conneely and Amanda Cadwallader from Fallowfield K021 are presented with 30 years membership certificates from general secretary John Hannett; Campaigning outside Aldi in the North West.



g centre in Warrington



PICTURED L-R November's branch officers course; February's branch officers course and Tesco North West divisional committee.

Usdaw member offers

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

*See Terms and Conditions for individual offers on the website.



SHOPPING

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



LEISURE & ENTERTAINMENT

- Beer52
- Cinema Tickets
- Frankie & Benny's
- Golf Membership
- Magazine Subscriptions
- National Trust Gift Cards
- Online Ticket Store
- Theme Parks and Attractions
- Virgin Experience Days



INSURANCE

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



MONEY & FINANCE

- Debt Advice
- Financial Advice
- Pensions Annuity Service
- SureSave Savings Plan
- The Co-operative Credit Union



CARS & TRANSPORT

- Car Hire
- Commuter Club
- Fiat
- Startrescue
- Usdawdrive
- Vauxhall Cars
- Vehicle Servicing



HEALTH & BEAUTY

- Gym Membership
- Spa Gift Cards and Vouchers
- Usdaw Health Plan
- Usdaw Dental Plan
- Vision Express



HOLIDAYS

- Airport Parking/Lounges/Hotels
- Cottage Breaks
- Forest Holidays
- James Villa Holidays
- Hotels and Short Breaks
- Mini-holidays
- Parkdean Resorts
- Pontins



MISCELLANEOUS

- Funeral Planning
- Gas and Electric
- NUS Extra
- Voice Mobile



NEW OFFERS



Usdaw members saved
Over **£8,500**
with
Holiday Extras*

Over **12,000**
purchases were made
from the
Cinema Benefits*
site

*in 2017