

NETWORK

THE BIMONTHLY MAGAZINE FOR USDAW ACTIVISTS | SEPTEMBER/OCTOBER 2023

**STOP
RACISM**

WILL YOU SPEAK UP?

RETAIL | DELIVERY | WAREHOUSE | MANUFACTURING |  **USDAW**



Keep Your Cool

Respect Week 2023
13-19 November



**Abuse is not
part of the job**



Network is published bimonthly and distributed to Usdaw activists.



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BRITAIN WANTS ITS FUTURE BACK

Autumn is the party conference season, which sees parties across the political spectrum promote policy and set a future direction.

This year, the only memorable thing about the Conservatives' conference was the prime minister scrapping the northern leg of the HS2 rail line and a proposal to raise the smoking age. The prime minister's approach of selling himself as a leader representing change after 13 years of Conservative government rang hollow and following the conference the Tories were unsurprisingly trailing behind Labour by 13 points.

In contrast, at their conference, Labour recommitted the next Labour government to a new deal for workers within 100 days of coming into power and a pledge to deliver on the aims of our long-running Freedom from Fear campaign, which seeks to prevent violence, threats and abuse against shopworkers. Conference also supported Usdaw's calls to address the challenges facing retail and the high street, as well as backing our call for improved access to lifelong learning and training.

Throughout his keynote speech, Labour leader Keir Starmer put working people first, understanding their



struggles with the cost of living, suppressed pay and insecure work. He understands that we need a new deal for workers on employment rights, excellent public services, community policing to deal with the epidemic of shoplifting and a real living wage.

We desperately need a Labour government that will 'level up' and not rely on discredited 'trickle-down' economics.

We need a Labour government that will deliver stability and prosperity for working people everywhere.

Usdaw General Secretary

Paddy Beavis

When you have finished with this magazine, give it to a workmate.

citizens advice



- If you can't pay your bills.
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A BETTER DEAL FOR PARENTS



Usdaw delegates at Labour's annual womens' conference

An Usdaw delegation of officials and reps attended the annual conference of Labour Women on Saturday, 7 October in Liverpool and called for a better deal for working parents and carers on paid leave.

Usdaw called for Labour's review into parental leave to also include carers' leave and take into account the way in which caring commitments impact on women's daily lives. Conference also asked that the review's

overarching aims should deliver a simpler, more equal system that provides stronger and more effective rights to carer-friendly working.

Addressing the conference, Usdaw delegate Di Howard said: "A lot of the caring women do is completely invisible to most employers, managers and colleagues. Yet it shapes our working lives. It often decides the kind of work we can do and when we can do it.

"I know from supporting women members in my workplace who are

bringing up children and caring for others, that the effort they put in to making themselves available for, and on time for work, is enormous. It often means getting up very early, or going to bed very late, and regularly arriving at work having had very little sleep.

"Usdaw welcomes the Labour Party's commitment to review parental rights, but in doing so please don't forget about carers. The review must commit Labour to implementing stronger and more

effective rights to care-friendly working that explicitly values all women workers, no matter where they work, or what kind of job or contract they have."

MEMBERSHIP For week ended 7 Oct 2023

South Wales & Western	42,969
Eastern	50,930
Midlands	47,892
North Eastern	49,707
Scottish	37,017
Southern	50,461
North West	76,218
Total	355,194

NEW POLICIES

IMPROVED SUPPORT FOR FAMILIES AT TESCO

Tesco has committed to introducing new policies, as well as enhancing some existing policies, for families and carers within the business.

Tesco has introduced additional policies that include significant improvements to paid leave options for employees. These include the introduction of fertility leave for partners, Kinship leave, neonatal leave and a baby and child loss policy. In addition, Tesco is introducing a day one right for carers for up to one week's unpaid carer's leave per year.

Furthermore, from January 2024, Tesco will make a significant improvement to its maternity and adoption policy, which will see the first 26 weeks' of maternity/adoption leave be paid at full pay.

Usdaw national officer Daniel Adams said: "Following ongoing

discussions between Tesco and Usdaw, we are pleased that the company has committed to make these improvements which will provide valuable, additional support for our members when they need it most.

"We are particularly pleased that the business has committed, as it did earlier this year, to the introduction of the right to request flexible working from day one, to introduce some of these changes ahead of any potential legislative change in 2024 or 2025.

"We believe this demonstrates the value of employers engaging positively with a recognised trade union and Usdaw will continue to both campaign and engage with the business on areas that will make a meaningful difference to workers in Tesco."

Diary Dates

NOVEMBER/DECEMBER

- 4 - 5 November
Northern Ireland Regional Conference
- 4 - 5 November
North Eastern Regional Conference
- 4 - 5 November
Southern Regional Conference
- 4 - 5 November
National Young Workers' Weekend
- 11 - 12 November
Eastern Regional Conference
- 13 - 19 November
Respect for Shopworkers Week
- 25 - 26 November
Midlands Regional Conference
- 2 - 3 December
North West Regional Conference

www.usdaw.org.uk/events

Labour Research resources for reps

A first-rate service that publishes news and information designed for reps on a whole range of workplace topics. LRD's website includes free to read content, an LRD blog, a section on products and services, structured access to main areas of expertise and weekly trade union news e-letter.

www.Irdpublications.org.uk

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STUC BLACK WORKERS CONFERENCE 2023

ROOTING OUT RACISM

An Usdaw delegation of officials and reps attended the Scottish Trade Union Congress (STUC) annual Black Workers' conference in Glasgow in October. Usdaw sought the support of congress delegates for an anti-racism trade union movement in Scotland and taking a collective approach to tackling racism in the workplace.

Usdaw regional secretary for Scotland Tracy Gilbert said: "The labour market in Scotland as elsewhere remains stacked against Black workers. The race pay gap is

widening, Black workers are over-represented in insecure jobs, twice as likely to be unemployed, more likely to experience bullying and harassment and less likely to be promoted.

"Our movement has a duty to take the lead in rooting out racism wherever it exists. We need to take action to ensure that Black members are leading the work of our unions; holding employers and government to account as we seek to win a better deal for Black members."

IT'S A FAIL FOR DEBENHAMS

JUSTICE FOR REDUNDANT WORKERS

An employment tribunal found that Debenhams failed in its duty to properly consult with staff at risk of redundancy. Four hundred former staff are now set to receive around £860,000 between them after winning a legal battle against the retailer.

Debenhams fell into administration in 2020 and was forced to shut its doors after 242 years on British high streets. It marked one of the UK's biggest retail failures and resulted in more than 10,000 job losses. Law firm Simpson Millar represented the group of former workers, which included Usdaw members.

Ushaw general secretary Paddy Lillis said: "Yet again the taxpayer will have to pick up the bill for money owed to sacked staff because administrators deliberately flouted the law. It is absolutely disgraceful that companies can get away with this sort of tactic in the 21st century. We are also appalled that it took over three years for workers to secure the protective award they deserve, which was severely hindered by the Government's continuing failure to tackle the backlog in the justice system.

"Over the Summer of 2020 redundancies were made by



conference call, with no meaningful consultation. This area of law requires review because it is riddled with injustices for both workers and taxpayers as liability to pay the protective awards when companies are in administration falls to the Government's insolvency fund. The Government needs to end the perverse financial incentive for employers and administrators not

to comply with legal obligations on collective redundancy consultation.

"Cases like this highlight the flaws in the UK's employment rights framework, which offers far too little protection to workers, both individually and collectively. It's high time that redundancy rights were strengthened to give workers more security and better support."

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USDAW ELECTIONS 2024

NATIONAL EXECUTIVE UP FOR ELECTION

The elections for Usdaw's president and national executive council (the union's ruling body) are underway.

Nomination forms were sent out to branches on Monday, 2 October, with a deadline for return of Monday, 13 November 2023.

Postal ballot papers and election addresses will be sent to all members from Monday, 22 January and these have to be returned by Friday, 16 February 2024.

These elections will be conducted by Civica Election Services acting as independent scrutineer and returning officer.

UPDATE YOUR DETAILS
www.usdaw.org.uk/update

Timetable for president and national executive council elections

Issue of Nomination Papers	Monday, 2 October 2023
Deadline for receipt of Nomination Papers at Head Office	5pm on Monday, 13 November 2023
Deadline for receipt of Election Addresses at Head Office	5pm on Monday, 27 November 2023
Issue of Voting Papers and Election Addresses	Monday, 22 January 2024
Deadline for receipt of Voting Papers by Independent Scrutineer	5pm on Friday, 16 February 2024

EMPLOYER OFFERS SUPPORT

KELLOGG'S NEW DOMESTIC ABUSE POLICY

Breakfast giant Kellogg's has introduced a new domestic abuse policy which offers support to workers including extra paid leave. The company will offer anyone suffering from the impact of domestic abuse an additional 10 days' paid leave, as well as financial help for an initial legal support meeting.

Kellogg's will also provide a one-off payment for expenses and costs incurred for setting up a new bank account, or any other activity that provides employees suffering domestic abuse with financial security.

The company also provides access to a free 24-hour confidential

counselling service and flexible working arrangements.

Usdaw national officer Dave Gill said: "Usdaw has long campaigned for support at work for survivors of domestic abuse and we are pleased to have successfully worked with Kellogg's to introduce this new policy that covers all of Europe.

"Domestic abuse often has an impact on the working lives of survivors, and it is important that employers understand this and the actions they can take to support and protect survivors.



"We are pleased to note that the majority of employers that work closely with Usdaw have now introduced domestic abuse policies.

"We would urge all employers that haven't yet done so to follow the lead of Kellogg's and introduce workplace policies to support domestic abuse survivors enabling them to recover from their experiences and rebuild their lives."

THE PRICE OF SHOPLIFTING

After two decades of raising awareness of the abuse experienced by retail workers, the issue is finally being taken seriously by the press, the public and politicians

At this year's Labour Party conference held in Liverpool on 9 October, Usdaw joined leading Labour voices and the Co-op at a fringe meeting organised by Policy Exchange to address shoplifting, violence and abuse, confronting the crime epidemic faced by retailers and shopworkers.

Usdaw's latest annual Freedom From Fear survey found that 7 out of 10 of retail workers suffered abuse from customers, with nearly half experiencing threats of violence and 8 per cent experiencing physical violence. Theft from shops was the trigger for nearly a third of these incidents last year and almost a third of shopworkers were thinking of

quitting because of violence, threats and abuse.

Usdaw's research has been backed by the Co-op who has seen crime, shoplifting and anti-social behaviour jump 35 per cent, year-on-year, John Lewis has seen offences double over the past 12 months, and the trade body British Retail Consortium (BRC) found that retail theft and abuse have increased in ten of the UK's largest cities, with theft costing retailers almost £1bn.

Recent high-profile interventions by some retail CEOs suggest that these trends are getting worse. Retailers such as the Co-op, Tesco and Iceland, have said they are spending heavily on anti-crime

measures, with Tesco offering staff body cameras due to the risk in physical assaults and theft.

Over the last few weeks, the issue of shoplifting has finally cut through and major news channels and radio stations have been covering the issue. Usdaw reps and members have done a fantastic job of raising awareness by candidly talking about their experiences on air.

WHAT IS USDAW CALLING FOR?

Usdaw and a coalition of leading voices in retail welcomes the Government's 2021 changes to sentencing council guidelines, for offences committed against those



Paddy Lillis talks to BBC Crimewatch

providing a public service, but are looking for ministers to go much further. Firstly, with a new statutory offence of assaulting, threatening, or abusing a retail worker, similar to the Scottish protection of workers act. Secondly, to ensure the police prioritise these offences and improve their response to incidents.

WHAT HAS THE GOVERNMENT DONE?

The protection of workers law in Scotland has captured nearly 7,000 offences of assault and threats against shopworkers in under two years. A similar law was proposed in the House of Commons but was rejected by the Tory government.

WHAT WILL LABOUR DO?

Labour has given a commitment to Usdaw that they will continue their strong track record of keeping people safe in their work and building on the campaign to protect shopworkers from violence at work. This will include continuing support for, and ensuring that all retail workers are protected by, the measures outlined in the draft Assaults on Retail Workers (Offences) Bill and the Protection of

Workers (Retail and Age-restricted Goods and Services) (Scotland) Act 2021.

PADDY LILLIS GENERAL SECRETARY

“We are facing an epidemic of retail crime. Our members have reported that they are often faced with hardened career criminals in the stores where they work and we know that retail workers are much more likely to be abused by those who are stealing to sell goods on.

“One key factor behind the rise in retail crime is addiction, with people stealing simply as a means to feed a habit. Unfortunately, when challenged, these criminals will typically do all they can to ensure they are not detained in a store, or detained by the police. As being detained will mean they will experience withdrawal. As a result, Usdaw members are commonly threatened with assault, stabbing, or needle attacks, just so these addicts can avoid detention.

“The government is reluctant to tackle the issue. It was telling that during the Conservative Party conference, neither the home secretary, or the prime minister

made any mention of tackling retail crime.

“We need a Government to take the issue of retail crime seriously by creating a specific offence of abusing, threatening or assaulting a retail worker; delivering the resources to enable co-ordination between police forces and retailers; developing a single, national reporting tool so that we can gather accurate data and support retail workers on the front line; providing support to those who have been a victim of abuse or crime at work, and funding recovery programmes which can remove the blight of addiction from our communities.

“These solutions will not be easy, but the scale of the crisis requires us to do what is difficult.”

SHARE YOUR STORY

Usdaw is always looking for case studies. If you have experienced abuse or violence at work and want to share your story, get in touch:

network@usdaw.org.uk

BBC

#politiclive



Usdaw member Michelle Whitehead on BBC Politics Live

ABUSE IS NOT PART OF THE JOB

This year the union's Respect Week will take place from 13-19 November and Usdaw wants everyone to get involved and show their support for workers

Usdaw has been running its Freedom From Fear Campaign since 2002. Unfortunately, as a result of cuts to police funding and delays in the criminal justice system, the trend in retail crime numbers is going the wrong way.

Retail workers across the country are faced with unacceptable levels of abuse, threats and violence. Our latest survey figures show that over 70 per cent of retail workers have been abused in the last 12 months, nearly half have been threatened with physical violence and 8 per cent have been physically assaulted. Theft from shops was the trigger for nearly a third of these incidents last year and almost a third of shopworkers were thinking of quitting because of violence, threats and abuse.

Lack of stock, queuing and theft are likely to become flashpoints in the busy run up to the Christmas period; that's why it's so important that we get the Keep Your Cool message across to customers.

Usdaw's Freedom From Fear campaign has had some recent successes. Following on from the introduction of a new law in Scotland, last year the union secured additional protections for retail workers in England and Wales. As a result of these protections, offenders should receive harsher sentences when convicted through the courts.

Usdaw wants the law to go further and is continuing to campaign for a specific offence to protect

retail workers covering all parts of the United Kingdom. Ahead of the upcoming general election, the union is pushing all parties to commit to this.

Whilst any new provisions are welcome, they all rely on cases making it to court and people being prosecuted. Therefore, we need to ensure that all cases of threats, abuse and violence are reported and recorded. For this reason, the theme of Respect Week is 'Report it. Sort it.'

Ensure incidents are properly dealt with

More reporting of retail crime will build a truer picture of the scale of this issue and ensure that employers and the police deal with all incidents properly. Furthermore, accurate reporting which is followed up by the police will ensure the legal provisions act as a deterrent for would-be offenders. This would give our members the proper protection they deserve.

That's why it's so important to deliver a highly visible campaign. A high-profile campaign will also give retail workers the confidence to report all instances of abuse and also educate the public on the need to keep their cool.

HOW YOU CAN HELP

Usdaw is asking reps to run a one-day Keep Your Cool campaign in their store, any day between 13-19 November 2023

The campaign can be anything from a campaign stall to a few simple

conversations with colleagues. Whatever the format of your campaign, there are three simple actions Usdaw is focussing on to enable reps to engage with staff in their store:

- Ask members and non-members to fill in the Freedom From Fear survey. www.usdaw.org.uk/fffsurvey
- Talk to members and non-members about Usdaw's Freedom From Fear campaign. Encourage all staff in store to report all incidents of threats, abuse and violence.
- Ask any non-members who engage with the campaign to join Usdaw. www.usdaw.org.uk/join

Running a campaign stall on the shop floor

This is a great way to engage with the public and spread the message for people to keep their cool.

The first step is to talk to the store manager about where and when to hold the stall. Next, order materials in plenty of time to make sure they arrive for the event and organise for people to staff the stall. Don't forget to promote the campaign on the Usdaw noticeboard, if there is one.

Invite a local Labour politician

Everyone should try to invite their local Labour politicians to take part in the campaign. This helps them to understand the issues at the heart of the campaign and build the links that make it easier to deliver the improved protection shopworkers need.



To find out who your MP, MSP or MS is, go online at: www.writetothem.com and enter your store's postcode. Your area organiser can provide support when inviting your local Labour politician.

Talking to colleagues

Whilst it is fantastic to engage with the public, it is also important that reps get the message across to retail workers that abuse is not part of the job. A colleague event can be as big or as simple as reps having a chat with their colleagues.

The first step is to talk to the store manager about when to hold the event and how best to promote the message. Try and agree a day and time when there will be plenty of colleagues around to talk to about the campaign. Don't forget to promote the campaign stall on the Usdaw noticeboard, if there is one.

Noticeboard campaign display

If reps are not able to commit time to the campaign, but still want to get the message across to members in their store, they can cover the Usdaw noticeboard in their store with campaign information – just for the week.

This is a great way to run a visible campaign if reps are not able to commit timewise. On the order form there is a Noticeboard Pack for this purpose.

Share your stories

Have you or your members been affected by abuse or violence in your workplace? If you have, get in touch and share your stories. By sharing your stories we can raise awareness about this important issue.

FURTHER INFORMATION OR SUPPORT

Ushaw officials are on hand to support any reps who haven't run a campaign before. They can be contacted via their local office on 0800 030 80 30.

Report It. Sort It!

Unreported retail crime means that individuals do not get the justice they deserve following an incident.

It also skews the picture of retail crime, meaning that workplaces may be allocated less security resources than they need, and it may affect how often a particular location is policed.



CHANGE HEARTS, CHANGE MINDS, CHANGE LIVES

Usdaw reps and members joined tens of thousands of people in schools and workplaces across the UK to stand up against racism on Friday, 20 October 2023.

Hundreds of reps and members were amongst the 440,000 people in the UK who got involved by wearing red and making a £1 donation to raise vital funds for Show Racism the Red Card (SRtRC).

SRtRC was established in 1996 and is the UK's leading anti-racism educational charity. It uses high profile football players to help tackle racism in society. The charity was established in 1996 when the then

Newcastle United goalkeeper Shaka Hislop had racist abuse hurled at him by four young teenagers when he was filling up his car. When they realised it was Shaka Hislop, the football player, they started singing his name and then asked him for his autograph.

This left a big impression on Shaka, who realised he could use his status as a professional football player to educate people about racism. Twenty-five years on, the campaign delivers workshops, produces educational resources and helps teachers and trainers deliver training in their schools and workplaces.

Usdaw works closely with SRtRC, who have supported a number of anti-racism campaigns in Usdaw workplaces and regularly attend Usdaw events and conferences.

Usdaw general secretary Paddy Lillis said: "Wear Red Day reminds us all that everyone has the right to be treated with dignity and respect. Regardless of race, religious belief or national origin, everyone must be allowed to go about their lives free from fear of abuse.

"Across the country, Usdaw reps supported Wear Red Day in a range of ways to both raise awareness and funds for the educational work delivered by SRtRC. They



WATCH

Use the link below to watch Show Racism the Red Card's new short film.

www.youtube.com/watch?v=vQ94urL6h9I

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

Deputy chief executive of SRtRC Paul Kearns said: "Trade unions are built on solidarity and have a proud history of fighting the far right and their politics of division and blame. As individuals we have the power to change things. We can act as allies to a colleague who is being subjected to racism, and we can challenge our friends and family if they say something racist or engage in racist behaviour. These small ripples can be the catalyst for huge societal change."

WEAR RED DAY 23

SHOW RACISM THE RED CARD

#WRD23

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- TEXT 'RED5' TO 70470 TO GIVE £5
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www.theredcard.org



GETTING ACTIVE FOR EQU

The LGBT+ get-together took place in July at the Hillscourt Hotel in Birmingham. Thirty members from across the union took part in the two-day event.

Organised by Usdaw's equalities team, the event is an opportunity for LGBT and non-binary members to come together to share concerns, network, take part in upskilling exercises and find out more about the union's equality agenda.

The conference was attended by Usdaw general secretary Paddy Lillis, deputy general secretary Dave McCrossen, Usdaw president Jane Jones, national executive member Rob Bell and training officer Marci Wilson.

Over the two days delegates learned about LGBT+ history and the contributions made by LGBT+ people to culture and society. Delegates took part in workshops to identify practical steps the union can take to make sure that Usdaw is a safe and welcoming place for LGBT+ members. And they also learned how they could build a successful campaign against current threats to LGBT+ equality.

SAFE SPACE

Usdaw general secretary Paddy Lillis thanked delegates for their contribution to the union. "Thank you for your courage in being open and out, which gives such

confidence to newer and less visible reps and activists," said Paddy. "You make the union a safe space for LGBT+ members to be themselves and discuss the issues that matter to them."

Usdaw deputy general secretary Dave McCrossen talked about creating a safe space for everyone. "I want the whole union to become a safe space," said Dave. "I want everyone to be visible and confident to be recognised for who they are."

Network spoke to Tesco shift leader and Usdaw rep Martin Lawless about his experience of the conference. Although Martin has been a rep for 14 years, this was



EQUALITY

his first time attending the union's LGBT+ conference.

"I really enjoyed the conference," said Martin, 42. "It was interesting and informative. A safe space which made me feel both welcome and comfortable. The agenda was well thought out and the training exercises were great. I really enjoyed hearing about the history of the LGBT+ movement. The conference inspired me to get more active and I recently applied to join the union's equalities forum."

For more information on Usdaw's equalities work:
www.usdaw.org.uk/Equalities

STEPHEN OSBORNE USDAW REP

Usdaw rep and Morrisons delivery driver Stephen Osborne became a rep in January and this was his first union event. Stephen talks about how the supportive environment helped him share his coming out story.

"It was very affirming to be at the conference and share stories about what it was like growing up gay in the 80s," said Stephen, 51. "Most of us had similar experiences with the education system and our families. It made me realise it wasn't just me who had a terrible time, it was a whole generation.

"School was extremely challenging because I grew up under section 28 so there was no discussion about homosexuality. There was no internet back then and no books on homosexuality in the library. As a teenager, I didn't know I was gay. All I knew was that I wasn't attracted to girls. My eye was being drawn to other boys my age and I couldn't understand that at all.

"The media played a huge part in demonising gay men. The newspapers were full of salacious stories about male MPs getting caught in compromising situations with other men and they always used words like 'sordid', 'immoral' and 'lecherous' to describe them. It was also around this time there was the AIDS epidemic and the message coming from the

government and the papers was that if you slept with a man, you would catch AIDS and die. The negative portrayal of gay people trashed my confidence and self-esteem. It left a long shadow and scarred me to the point I can't bring myself to read the papers even now.

"It wasn't until I managed to get the internet in my mid-20s that I discovered there were other people like me. Even then, I had no-one to talk to. It was a totally taboo subject back then. You knew it wasn't safe to mention it at work or when you were out. Because of this, I didn't come out until I was 32, after my relationship with a woman failed.

"She was the one who suggested that I might be gay and I couldn't disagree with her.

"Coming out caused a lot of upset with my family and even now it's never discussed. I no longer get angry about this, just sad that I can't have an open relationship with my family. Like a lot of gay people who struggle with acceptance from their families, I have a good set of friends and allies.

"Growing up, I didn't have any role models. By getting involved in the union I'm hoping that I can make a contribution to the movement and leave something positive for those who come after me."



DEVELOPING BLACK TALENT

Usdaw's Black Members Development Programme, called Breaking Down Barriers, has begun with the first classroom session taking place at the union's head office in September.

The programme is designed to support Black members wishing to become more active and involved in the union.

Right across the trade union movement Black members are underrepresented in positions of leadership and Usdaw, along with many other unions, is taking steps to put this right.

Members who are on the programme, which is in its first year, will spend time together, both in and out of the classroom, developing their skills and knowledge across

a wide range of issues. For the September classroom sessions members focused on team building, creative problem solving and how to work collaboratively.

Every member on the programme will set a personal goal and receive support from a mentor who will help them work towards it. Mentors are Black activists in Usdaw who have stepped up to offer support and guidance to programme participants and will be a vital source of support.

The next classroom session will take place in November and the focus will be on the barriers Black workers come up against within the trade union movement, employment and wider society. The programme will be addressing how we overcome those barriers and will also explore

key moments from history for Black members in the trade union movement.

Throughout the next ten months, inspirational guest speakers will be joining the programme, including Labour MPs David Lammy and Shabana Mahmood, and Show Racism the Red Card.

Usdaw general secretary Paddy Lillis said: "Usdaw has campaigned against racism for many years and Breaking Down Barriers forms part of a wider programme of work to progress racial justice. Increasing the number of Black activists across the union movement and within Usdaw will help strengthen our movement and demonstrate to Black workers that we are serious about tackling racism and underrepresentation."



NT

Main picture: Breaking Down Barriers members and (below) the programme's mentors.



STUDENTS' UNION

Experienced activists come together to take their union learning to the next level

Usdaw's ever-popular Summer School 2 took place in September at the picturesque Hillscourt Hotel in Birmingham.

The course is designed for experienced reps who have completed Summer School 1 and deals with different aspects of industrial relations. During the course of the week, reps were divided into four groups based on which subject they chose to study: Women and Organising, Health and Safety and Organising, Trade Unions and Organising, and Politics and Organising. Each group was taught by the same tutor throughout the week.

Network spoke to four students to get their thoughts on how they found Summer School.

WOMEN AND ORGANISING

This module covered building women's involvement in union activity in the workplace, tackling issues that affect women workers and understanding the role of equalities committees in Usdaw.

Shavonne Sanders

I picked the class on Women and Organising because I work in distribution and it's a very male environment. I'm also the first female rep at my site. The reason I stood to become a rep was because I have friends who say that for certain issues, they feel awkward going to male reps. This got me thinking and I put myself forward so that women would feel more comfortable approaching the union

when they're having difficulties at work.

Attending Summer School can be daunting at first but the beauty of it is that everyone is so friendly and supportive that you quickly make friends. The tutors and the training are fantastic. I would encourage anyone who is nervous about applying to go for it. It's laughs and smiles all the way.

HEALTH AND SAFETY AND ORGANISING

This module covered the knowledge and skills required for safer workplaces, opportunities to share experience on members' issues and health and safety as a tool for recruitment.

Mervyn Sterry

I chose the module on Health and Safety and Organising because I became a health and safety rep in 2019. I've completed all the relevant training but I wanted to learn more. And the module certainly delivered. I learned loads from both the tutor and my fellow reps. We bounced ideas off each other and I've made friends for life.

Going to Summer School gave me a shot in the arm and I'm looking forward to putting into practice what I've learned. I would without a doubt recommend it to people.

TRADE UNIONS AND ORGANISING

This module covered developing activists' campaigning skills and understanding of Usdaw's



organising strategy, understanding of important historical trade union events and their impact and international organising and contemporary international projects.

Darrian Clark

It was brilliant. Absolutely fantastic. The tutor was so knowledgeable. I left Summer School more informed about trade unions and their achievements. What I learned will help me when it comes to recruiting. I feel more confident that I can explain what a trade union is, what they have achieved and what we want to achieve going forwards.

I would encourage people to apply because you will leave Summer School informed and empowered.

POLITICS AND ORGANISING

The politics session covered the link between Usdaw's industrial aims and political activity, getting involved in politics, and campaigning and influencing the political agenda.

Finnola Tzagkaraki

I picked the politics session because



I am desperate for change. Austerity has ripped the heart out of our communities. Nothing works. You can't get a doctor's appointment, the NHS is on its knees and almost every sector is on strike. I have people telling me they're working but they can't afford to put their ovens on. I want to do what I can to ensure

that there's a Labour Government that will help people now and the next generation. Whether it's door knocking or stuffing envelopes, I want to do my bit because I'm sick of working people paying the price for Tory incompetence.

My favourite part was role playing as a minister in a mock cabinet and

coming up with policies. Usdaw's education and tutors are amazing and I will be sharing everything I've learned.

MORE INFO AT:
www.usdaw.org.uk/Members/Training-Development/Summer-School

BUILDING STRONG UNIONS

Delegates from 48 member unions gathered in Liverpool to decide priorities for the coming year

An Usdaw delegation of members, reps and officials also attended congress from Sunday 10 to Wednesday 13 September 2023. Usdaw called for a new deal for workers, accessible and affordable childcare, and supported calls for affordable housing, as well as protection for workers when automation and artificial intelligence are introduced in the workplace.

PAUL NOVAK
TUC general secretary

In his keynote address Paul Novak outlined the need to build strong unions to ensure that workers are treated fairly through the future challenges of artificial intelligence, automation and the drive towards net-zero.

TACKLING ONE-SIDED FLEXIBILITY

Udaw successfully moved a motion at the TUC calling for employment law reforms that tackle one-sided flexibility as part of a comprehensive new deal for workers on pay and rights.

ACCESSIBLE, AFFORDABLE AND AVAILABLE CHILDCARE

Udaw successfully moved a motion on childcare calling for accessible, affordable and available childcare that benefits low income working families. Childcare that would empower parents to work the jobs and hours they choose, as well as supporting children and transforming their life chances.

ANGELA RAYNOR
Labour deputy leader

Udaw welcomed Angela Raynor recommitting the next Labour government to delivering a comprehensive new deal for workers within 100 days of coming into power. The deal would strengthen rights for all workers, end fire and rehire, make work family friendly, strengthen trade union rights and reverse the decades-long decline in collective bargaining.

ARTIFICIAL INTELLIGENCE

Udaw backed calls for action to protect workers when artificial intelligence is introduced in the workplace including: a proper legal framework that focuses on the protection of workers' rights; gives workers a voice when new technologies are being introduced; delivers specific provisions on equality issues and a greater focus on skills and development.

RETAIL PRICE INDEX

Udaw successfully seconded the motion on using the Retail Price Index (RPI) as an accurate measure of inflation rather than the Consumer Price Index (CPI). The government favours CPI, which was designed to compare one international economy with another and consistently underestimates inflation. It does not offer a full picture of how much wages need to increase to protect living standards.



SECURE, AFFORDABLE HOUSING FOR ALL

Udaw believes the government must accept responsibility that the broken housing system is largely down to their policy decisions. The solution to the housing crisis involves building more high-quality, affordable, social housing. Secure tenancies, in a reasonably priced, quality-controlled home, can provide the stability that workers need.

EMERGENCY MOTION ON WILKO

TUC supported an emergency motion on the collapse of Wilko. The motion called for support for Wilko workers, along with a campaign for reform of company administration law and a viable future for the high street.



USDAW'S CHARLIE GOUGH, WINS TUC YOUTH AWARD

Usdaw congratulated lay rep Charlie Gough, 22, on winning this year's TUC Youth Award. The TUC awards acknowledge the range of work currently undertaken by union reps on behalf of their members and the community.

Charlie was nominated by Usdaw general secretary Paddy Lillis for improving union membership in his Tesco store in Rock Ferry and supporting his colleagues when they needed help. He is also an active member of the North West Young Workers' Committee. Outside of work, he's studying history and politics at Liverpool University.

Charlie Gough said: "Young members are the lifeblood of our union. Without them our movement will cease to exist. It's important they join the union to ensure they're fully protected and represented at work. That's why I'm so keen to talk to young workers and recruit them to Usdaw.

"I never thought that this work would result in a national award and I am overwhelmed having won it. I was honoured to be nominated by my general secretary and thank the TUC for the recognition they have given me today. It will really spur me on to continue organising and recruiting."



TACKLING THE MENTAL HEALTH STIGMA

Usdaw members supported World Mental Health Day in October by organising events around the country and raising awareness on this issue

Usdaw's mental health campaign, 'It's Good to Talk' runs all year round, but the Day of Action was another opportunity to raise awareness of mental health and what the union can do to help. Its aim is to tackle the ongoing stigma about mental health and keep the conversation going throughout the year.

Workplace events let members know that if work is impacting their mental health, or if their mental health is affecting them at work (attendance or performance for example), then Usdaw can help.

Although reps can only help with problems at work, Usdaw can signpost members to independent support organisations where their mental health is affecting their life outside of the workplace.

Mental Health is a Workplace Issue

October's Day of Action gave Usdaw another opportunity to show that mental health is a workplace issue. Although more people now feel able to open up about their mental health, Usdaw members may not realise that they can talk to the

union about these issues.

We want to encourage members to remember to talk to Usdaw sooner rather than later.

Being in a union is Good for Your Mental Health

Usdaw reps are talking about mental health and supporting members at work every day of the year. These conversations aren't and shouldn't be confined to one day, or one week of the year. The Day of Action to mark World Mental Health Day gave us another chance to raise awareness of mental health and what the union can do to help, but it doesn't stop reps from talking about and campaigning on mental health throughout the rest of the year.

Usdaw's 'It's Good to Talk' campaign materials are free and available to order any time, so if you didn't take part in October, it's never too late.

WHAT YOU CAN DO Display the Poster:

Download a copy of the poster to put on your noticeboard.

www.usdaw.org.uk/R50

Take the Survey:

Share your experiences or download copies of the mental health survey to find out more about what is happening in your workplace. The surveys are anonymous and you can share the results with your reps team, manager, or the union.

www.usdaw.org.uk/MentalHealth

#TalkToUshaw:

Share your support for 'It's Good to Talk' or post photos of campaigns taking place on Facebook and Twitter. Use the hashtag #TalkToUshaw to let members know the union is there for them.

LEARN MORE ABOUT MENTAL HEALTH

- For a bitesize introduction to mental health visit the reps' area of Usdaw's website and complete the 10 minute online course. www.usdaw.org.uk/MHcourse
- Sign up for one of our free mental health awareness courses available to members via the 'Health and Wellbeing' section of the learning gateway on Usdaw's website. www.usdaw.org.uk/OLGhealth
- You can also access CPD accredited paid for courses via New Skills Academy: www.usdaw.org.uk/NSA
- The union can help reps access mental health awareness training courses. Speak to your union learning rep, your area organiser or email: lifelong_learning@usdaw.org.uk

All actions, big and small, help to encourage conversations and break down the stigma around mental health at work.





Primark Crawley



Tesco Littlehampton



Tesco Oxford



Morrisons Littlehampton

MENTAL HEALTH DAY

I think I'm gonna be alright
Your outstretched hand
I grab
Air
It may or may not be there

Someone asks
Hey Cool Kid - what are you doing tonight?

Yet
Drowning out all other sounds
I hear my heartbeat
Pounding in my ears

The last time I slept
When I slept all night
I can't remember

I need to speak to someone
To share my pain
To share my burden
As my thoughts overwhelm me
I'm trapped inside my head

I'd open up
If someone would just reach out
But

I don't know how or what to say
Words escape me and
My self worth

What have I got left?
That niggling feeling that won't go away
Nobody could possibly understand

I tell myself
The drink will help me sleep

My hazy red eyes
I mustn't make eye contact
Or they will see the coward I've become
They will judge me

I turn away to hide my shame

There are people here
But -

I'm on my own

Is this how?
I have to face it;
Alone?

Now read from bottom to top...

Poem by Bob Salisbury
Blackpool Booker NW
K114



ACTIVIST IN-DEPTH

DENISE BARTRAM

Usdaw rep and checkout worker Denise Bartram stood to become a rep in 2019. She's also a health and safety rep and union learning rep. Denise, 45, recently won the Union Learning Award at this year's Organising Awards and is currently on Academy 2.

What made you stand to become a rep?

I stood to become a rep in 2019 when I saw someone close to me having problems at work. I felt frustrated that I couldn't help him.

Luckily, he was a member of Usdaw and the union stepped in to help him. When I saw that, I realised that's what I wanted to do, I wanted to help people. I registered my interest online and within a couple of weeks I got to meet my area organiser, Lloyd Towner. Lloyd explained what the role entailed, what was expected and the training I would receive.

How did you find Usdaw's training?

The training is fantastic. It gives you all the skills and knowledge you need to be an effective rep, from practical

guidance on learning the policies, to how to work with management to get the best results for your members. Every tutor I dealt with has been brilliant and could adapt to the different needs of the student. I never felt alone because we were buddied up with another rep on the course so you always had someone you could turn to.

How are you finding Academy 2?

There are a lot of essays to write in Academy 2. I missed out going to college and this has reminded me

how much I love learning. We are currently focusing on finding new reps and developing existing reps. Yesterday I helped reps run two Legal Plus campaigns, sorted out stand down for another rep, and found three members who would make great reps. The next part is to sort out their training and generally get them on their feet. Academy 2 is not easy but you are surrounded by a great support network of reps and tutors who help you get the best out of this amazing opportunity.

What do you look for in a potential rep?

Somebody who isn't afraid to stand up for themselves or others, someone who knows the policies and procedures and is approachable. I don't think confidence is always necessary as Usdaw's training programme will help them develop their confidence.

You were the joint winner of the Union Learning Rep award at this year's Organising Awards, can you tell us a little about that?

I won the award because I spearheaded two projects in my store. The first was around trying to get digital learning to take off in the store. We didn't have computers or tablets that we could use as union members. I found a business that refurbished old computers and convinced them to donate two computers, which they even installed for us. Having the computers in the store makes it so much easier for our members to access learning.

The second was setting up a course in our store. I conducted a survey asking staff what course they would like to do and British Sign

Language was the one that came up the most. It's an expensive course and I knew without Usdaw getting involved most people couldn't afford to do it. I contacted a local charity who agreed to the run the course. It was a four-week course and was extremely popular with our members.

Do you have any recruiting tips?

Be yourself. Don't recite facts and figures. And talk about your own experience. Without breaking confidentiality, share your successes and tell people how the union has helped people in the store. It's so much easier for people to understand what we do when we say, we will represent you in a sickness absence meeting, we can help you with a flexible working request or we can help you when you've been underpaid.

Is the cost of living a barrier to people joining Usdaw?

It's noticeable in places where youth rates still exist, where young people get paid less than adults. Many of them have their own financial stresses and paying them less is completely unfair when they're doing the same work as their older colleagues.

Do you think trade unions are still relevant?

Absolutely. They're the only protection workers have against unscrupulous employers. Without them, we would be going backwards.

I've witnessed the difference in the way union members and non-union members are treated by employers, especially in a grievance or disciplinary process. Non-members don't know the policies or whether the procedures are being followed correctly. They don't know how to appeal and many are intimidated by the whole process, which all works out in favour of the employer. That isn't the case when you have a rep on your side.

What are the challenges of being a rep?

Sometimes, it's the policies themselves, they don't always consider the reality of people's lives. At other times, it's managers who don't understand how trade unions work so they approach us in a combative rather than a collaborative mindset. They can become barriers to resolving an issue. And sometimes, it's the person you're repping. They don't always tell you the whole story and you're caught off guard when you hear it in full for the first time in a meeting.

What's the best thing about being a rep?

Helping people and learning. I get to help my colleagues and get lots of training and development in the process. The knowledge and skills I've gained can be used both inside and outside of work such as learning how to make an effective argument, problem solving, time management and juggling conflicting demands.

WHAT'S YOUR STORY?

Get in touch and tell us what you've been doing in your workplace.

network@usdaw.org.uk



Denise with her fellow Academy 2 students in March



NEW LEARNING CENTRE

Andy Thomas, Nick May and Simon Jordan set up a brand-new learning centre at Tesco Magor, which will benefit over a thousand colleagues at the site. The trio spoke to *Network* about how they got this exciting new project off the ground.

Andy: The journey began with Usdaw area organiser Bipin Pitrola, who sadly died during Covid. He was the one who noticed that there was a learning void at the site. Probably because people work long hours in distribution and manufacturing. When you finish, you're exhausted and the last thing you want to do is a couple of hours of studying. We wanted to change that culture by making learning more accessible.

Nick: After Covid, when things returned to some kind of normality, we started the process of finding a room. Once we got the room shipshape, we had a better idea of

what we wanted and how it would all work. We worked with Usdaw and in partnership with the Welsh Union Learning Fund (WULF) to set up the learning centre.

Simon: WULF provided the finance for six PCs and two laptops, as well as the tables and chairs. All in all, it took 18 months to set up the centre. Largely because distribution is a very busy place, plus we all have dual roles, we're union learning reps, as well as shop stewards and health safety reps.

Andy: We had a lot of sleepless nights, a lot of stress but it turned out better than we expected. We had a proper opening for the centre, which was attended by Usdaw general secretary Paddy Lillis, minister for the economy of Wales Vaughan Gething, as well as a number of Usdaw and Wales TUC officials, and colleagues. It was a momentous day that created

a real buzz at the site. Since the centre opened, the learning agenda is beginning to cut through and more people are looking into doing some form of learning. The centre promotes learning and learning promotes the centre.

Nick: It's great for all our colleagues. We now have a dedicated room, equipped with facilities and away from distractions, that gives people the chance to learn something new. We have a very diverse workforce, with people from all over the world working here. Some don't have English as their first language so we'll be looking to see if we can offer English courses.

Simon: We're currently surveying our colleagues to see what courses they want to do. Once we secure funding and get a few courses off the ground, hopefully, word will spread and the centre will encourage everyone to come on this learning



Main Picture L-R: Andy Thomas, Simon Jordan and Nick May. Tesco Training Centre, Magor Depot. Bottom: Vaughan Gething MS and Paddy Lillis at the centre opening.

journey with us.

Nick: Union learning opened a whole new world for me. When I first became a rep, I was very shy but the training courses have helped my confidence grow, astronomically. Now I'm quite happy to talk in front of 15-20 people. I couldn't have done that before I went to Summer School. I want my colleagues to benefit like I did. The learning centre is particularly useful for a trainer like myself because I can signpost people to further training.

Simon: I've also done the reps training and found union learning is a great way of getting back into education. There's such a variety of courses and they all help build your knowledge, skills and confidence.



I'm hoping I can piggyback on the courses other people ask for and take learnings from those.

Andy: The learning agenda is extremely important to me because the tutors have been fantastic on every course I've ever done with Usdaw. They take you on a journey and it's a journey you want to stay on. I want to pass this enthusiasm for learning onto my colleagues.

We all want to thank Usdaw, the Welsh Government for keeping the fund and the Welsh Union Learning Fund for all their support. Usdaw area organiser Bally Auluk and lifelong learning project worker Pam Stanton put in a sterling effort and were instrumental in helping this jigsaw come together. I'm very proud of the rep team at Magor and I'm very proud of what we've achieved so far.

ORGANISING AROUND FIRSTCALL USDAW

Usdaw's FirstCall Usdaw service wins millions in compensation each year for members and their families

The union relies on its reps to ensure members know about the service and how to access legal assistance when they need it. This means having a system in place which tells members how to access FirstCall Usdaw, supporting members through the claim process and celebrating successes.

To organise around FirstCall Usdaw, reps can do the following:

- Make sure the noticeboard is up to date with the latest leaflets and posters.
- Have a stand/table somewhere visible in the workplace with FirstCall Usdaw literature and merchandise to draw attention and engage with both existing members and potential new members.
- Make FirstCall Usdaw a regular agenda item for your shop steward or rep team meetings.
- Make sure all your members have the FirstCall Usdaw card.
- Talk to members about the service.
- Ask members who have used the service to spread the word.
- Celebrate successes by encouraging members who have benefitted to participate in publicity through the union's *Arena* magazine.
- Organise a Legal Plus Day through your area organiser.

Here are some frequently asked questions to help you answer any queries you might get from members.

What is FirstCall Usdaw?

FirstCall Usdaw is Usdaw's personal injury claim service for members and their families. If you, or a family member living with you, have been injured as a result of an accident that was caused by the fault or negligence of someone else, you should contact FirstCall Usdaw.

Udaw panel solicitors will represent you against the negligent third party if they assess your claim has reasonable prospects.

Do I have to pay extra for FirstCall Usdaw?

No. It is a free benefit as part of your membership.

What are the rules of assistance?

To qualify, the member must have been in membership at the time of the accident and be fully paid up with their contributions.

How long will it take to deal with my claim?

On average, 18 months but some cases settle from anything between a couple of months to two to three years. A lot depends on how the third party deals with the claim against them, and how long the member's injuries take to resolve.

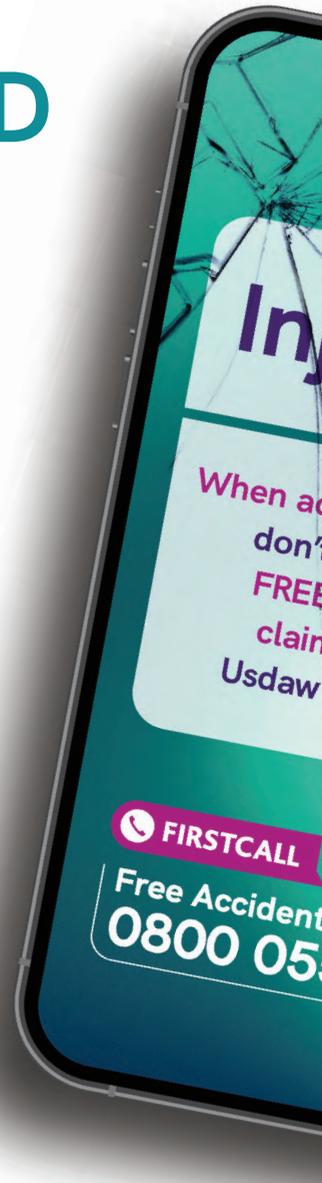
How do I access the FirstCall Usdaw service?

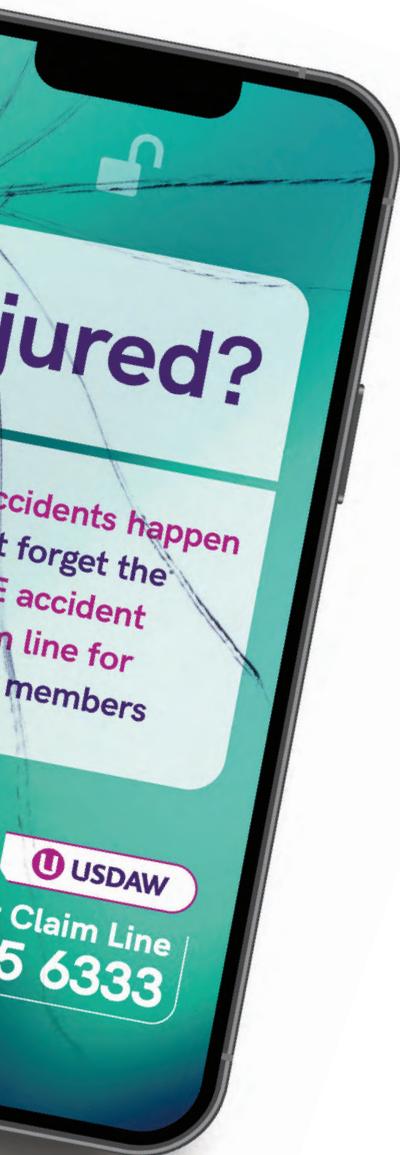
Ring **0800 055 6333**. The call is free, and lines are open 24 hours a day.

Alternatively, complete the form on the Usdaw website.
www.usdaw.org.uk/Help-Advice/Free-Accident-Cover

My accident happened at work, are my employers automatically responsible?

No. With your assistance, the Usdaw solicitors will have the burden to establish that your employer failed





in their duty of care to you and were negligent.

My accident did not happen at work, will FirstCall Usdaw still cover me?

Yes. FirstCall Usdaw covers any accident, including accidents outside of work, unrelated to work, injuries caused by violent crime and robbery, road traffic accidents

(whether you were in a car, cycling or a pedestrian) and injuries and illness whilst on a package holidays abroad. (Package holiday claims mean accidents, injuries or other personal injury claims covered under the Package Travel, Package Holidays and Package Tours Regulations 1992).

Are there any benefits of using FirstCall Usdaw over other solicitors?

Yes. FirstCall Usdaw goes further than 'no win, no fee' arrangements, as you will not have to pay any legal costs whatever the outcome, and unlike private solicitors and insurers there are no deductions from your compensation.

Is there a cost saving if I use FirstCall Usdaw?

Yes. There is a saving of 25 per cent on your compensation. This is the amount private solicitors and insurance companies will take out of your compensation award for themselves. Some even take as much as 40 per cent!

How much has Usdaw saved members?

In 2022, FirstCall Usdaw collectively saved members over £3 million. This was, on average, a saving of £2,435 for each member who used FirstCall Usdaw instead of private solicitors or their insurance company.

Do I have to use my car insurance when making a claim following a road traffic accident?

No. The choice is yours on who you instruct to deal with your claim for your injuries. The insurance company should, however, still deal with the car repairs. You should check whether you need to pay the extra premium injury cover when buying car insurance.

Do I need travel insurance if FirstCall Usdaw covers accidents on holiday?

Yes. You should still purchase travel insurance for immediate access to medical cover whilst abroad and if you want to claim for flight cancellations or lost baggage. FirstCall Usdaw can be used to claim for injuries and illnesses on your return.

Is my family covered in the same way?

Family members that reside with an Usdaw member are covered for any non-work-related accidents, anywhere in the UK, and also accidents and illness outside of the UK whilst on a package holiday. (Package holiday claims mean accidents, injuries or other personal injury claims covered under the Package Travel, Package Holidays and Package Tours Regulations 1992).

How long do I have to make a claim?

Three years. Court proceedings must be issued by the third anniversary of the accident or from the onset of symptoms or knowledge of the same. A claim commenced after that date will most probably be struck out for failing to comply with the statutory time limit set by the Limitation Act 1980.

Are the FirstCall Usdaw solicitors any good?

Yes. The FirstCall Usdaw solicitors are carefully selected, and all are reputable established law firms. They have been representing Usdaw members for many years, working closely with the union to ensure our members' best interests are at heart. Every case referred to them is monitored by the union's in-house personal injury team who can be contacted for additional support and guidance.

PENSIONS AND MENOPAUSE

Women who exit the workforce early because of menopause symptoms could be missing out on important pensions earnings later down the line

For many women, working whilst going through the menopause can be a difficult and stressful time. Research by Wales TUC found that eight out of 10 women said their menopause symptoms had a significant impact on them at work. For many Usdaw members, work can make already difficult symptoms harder to deal with. Uncomfortable uniforms, lack of fresh air, working in customer facing roles and late night or early morning shifts are just some of the ways in which work can make menopause symptoms worse.

Some women feel they have no option but to give up their jobs or take early retirement because of menopausal symptoms. This can seem like the only option. But giving up work or reducing the hours worked will have an immediate financial impact, as well as a knock-on effect with a reduced pension pot. Therefore, it is important to make informed decisions.

Are You Paying Enough Into Your Pension?

Most employers nowadays offer a Defined Contribution (DC) pension arrangement. A good outcome at retirement will depend on many things, but the main factors influencing the size of your pot will be the amount of contributions paid in by you and your employer, and the younger you can start to pay in to a pension, the better it will be. If you can afford to pay more into your pension pot, find out if your employer will also

increase their contribution.

Leaving a Pension Scheme

If you leave your employer or stop paying contributions to your pension scheme, you do not lose your pension benefits. Any pension pot which you and your employer have built up remains yours. Your pension provider should send you a leaver statement within two months of receiving notification of leaving. If you are a member of a Defined Contribution Scheme you will also continue to receive a benefit statement every year, which will show you what is currently in your pot and what you might receive at retirement.

Part-Time Working

If you have previously been enrolled into your workplace pension scheme, as long as you still meet the auto-enrolment criteria, then your contributions going forward should be based on the reduced salary that has been agreed with your employer. If your salary does reduce you need to be aware that less will be building up in your pension pot, unless you can afford to increase your rate of contribution.

Ill-Health Retirement

If you qualify for an ill-health award, what you will receive will very much depend on the type of pension scheme you are currently contributing to or have contributed to in the past.

Your workplace scheme will potentially only pay you an ill-health pension if your condition is permanent and only if your

condition will completely stop you from doing your own job or sometimes taking on any other job in future. Every pension scheme has its own rules and these will set out the criteria for ill-health retirement.

Early Retirement

You currently have the right to apply for early retirement from age 55 onwards. From 2027 the Minimum Pension Age is set to increase to 57, unless you have a 'protected' Minimum Pension Age in your workplace scheme. However, accessing your pension pot early means that it's had less time to build up. Unlike workplace pensions you cannot access your state pension early.

Flexible Retirement

Flexible retirement is a lifestyle choice that allows you to slow down a little in your current job before stopping work completely. You will need to check with your employer to see if they have a flexible retirement policy. Flexible retirement must be agreed with your employer but it could enable you to change the nature or pattern of your work which could make a big difference if you are finding things difficult. Choosing to reduce your working hours or switching to a lower paid job is likely to reduce your income.

Confidential advice

If you would like to speak to someone confidentially, you can contact Usdaw's pensions section (a female pension adviser is available if preferred). Please call **0161 224 2804** or email pensions@usdaw.org.uk



PENSIONS AWARENESS DAY

Our aim is to get members talking about pensions, so why not hold a Pensions Awareness Day. You don't have to be pensions experts to run one of these days. If you want to hold a Pensions Awareness Day, please contact Usdaw's pension section and they will send you all the material you need. If you want to discuss it first, get in touch on **0161 224 2804** or **pensions@usdaw.org.uk**

LEARNING CURVE

Union learning rep Vince Guevarra brings lifelong learning into Karro, a meat processing plant in County Tyrone

Every year Usdaw helps more than 15,000 members return to some kind of learning, from studying a new language, brushing up on maths or English skills, to accessing an apprenticeship or even taking up a university degree.

Usdaw has agreements to provide learning centres at many major companies including Tesco, Sainsbury's, Morrisons, Wincanton, DHL, Next, CRL, McVities and Unilever.

Union learning reps are instrumental in championing the union's learning agenda and the importance of training and skills development. They give members information and advice about learning opportunities, work with local colleges to set up courses, organise campaign days and help build union membership.

Network spoke to union learning rep Vince Guevarra about his experience. Vince became a rep in March and in that short time, he's been using innovative ways to promote the union's learning agenda at Karro, a meat processing plant, in Cookstown.

"I got involved almost by accident," said Vince, 30. "I contacted Usdaw with the aim of taking up learning but when I spoke to Lorna Morton (Usdaw project worker) she started telling me about the union learning rep role and it sparked a desire in me to help people.

"After completing my training, my fellow reps and I ran a joint

recruitment and union learning campaign in June. Recruitment is very important to me because we have lost a lot of members due to our European colleagues leaving post-Brexit. To help recruit at inductions, I created a short video outlining 10 good reasons to join Usdaw, as well as a newsletter introducing myself and promoting the union's learning agenda.

"During the week, we managed to recruit 34 people and signed up two shop stewards, two learning reps and one health and safety rep. The videos have been very popular and are being used by other reps in their inductions. One of our new reps used the video to recruit 12 new members out of a potential 14.

BUILDING RAPPORT

"We have a very diverse workforce made up of at least 14 different nationalities. I've been focusing on building a rapport with all my members and I've been able to do this because we share similar experiences. I moved from the Philippines to Northern Ireland 15 months ago. I understand the disorientation you feel when you move to a completely different country and how important it is to learn a new language and a new culture. I've been in their shoes and know that when people are learning, especially when they are learning English, they need someone they can lean on. That's why I do my best to be approachable so that people can turn to me if they have any

March 16, 2023
USDW/KARRO NEWSLETTER
 Usdaw Lifelong learning



CREATING A CULTURE OF INNOVATION
 By: Vince Guevarra

Creating a culture of innovation is essential for businesses and organizations that want to stay competitive and relevant in today's fast-paced world.

Essential skills are highly sought after by employers, and possessing them makes you a more attractive candidate for jobs in many industries. By possessing these skills, you can feel more confident and empowered in your personal and professional life, and tackle new challenges and pursue your goals with greater ease.

By following these steps, businesses and organizations can create a culture of innovation that encourages creativity, collaboration, and continuous improvement.

questions.

"Being a learning rep in a factory environment is challenging because we work long hours. When people finish their shift, they just want to go home and rest. They don't have the time or the energy to commit to learning and sometimes it can be hard to convince them otherwise. But when you show people the range of courses that are available, that can be completed in their own time and at their own pace, and the professional and personal benefits learning can bring, then people become a little more receptive to the idea of learning.

"Going forwards, I would like to apply for a course at the Open University.

"I love being a learning rep and want to ensure that everyone has the chance to learn and grow. Helping other people also helps me become a better person."

USDAW/KARRO NEWSLETTER



NEW FACE

VINCE GUEVARRA
Union Learning Rep

What is ULR?

A Union Learning Representative (ULR) is a trained union member who supports and promotes workplace learning and skills development. ULRs are appointed by their trade union to help ensure that workers have access to training and development opportunities that will help them improve their job skills, progress in their careers, and achieve their personal goals.

Mission/Vision

MISSION:
Mission of Union Learning Representatives (ULRs) is to help create a culture of learning within the workplace and to promote the benefits of lifelong learning to union members and workers.

VISION:
To create a workplace where learning and skills development are recognized as essential components of job satisfaction, career progression, and personal fulfilment.

Trade Union Learning Accomplishments

the UK supported over 200,000 workers to access learning and skills development opportunities. This included over 50,000 workers who achieved a qualification or certification as a result of their participation in learning programs facilitated by ULRs.

☎ 07587856411 ✉ ulrvinceguevarra@gmail.com

A Message from the ULR's

Learning is a lifelong journey that never truly ends. Embrace the challenges, the successes, and the failures that come with it, for they all contribute to your growth and development. Remember that every new skill you acquire, every bit of knowledge you gain, and every experience you have, makes you a stronger, wiser, and more capable person.

Don't be afraid to try new things, to make mistakes, or to take risks, for they are all opportunities for growth and learning. Keep pushing yourself to be the best version of yourself, and never stop learning, exploring, and growing. Your future is bright, and the possibilities are endless!"



CREATING A CULTURE OF EDUCATION

By: Lorna Morton

Education is the key to unlocking your potential, realizing your dreams, and making a positive impact on the world.

It's not just about acquiring knowledge, but about developing the skills, the mindset, and the character to succeed in life. Education empowers you to think critically, solve problems, communicate effectively, and collaborate with others. It opens up new doors of opportunity, expands your horizons, and exposes you to diverse perspectives and cultures.

START YOUR LEARNING JOURNEY WITH THE USDAW ONLINE LEARNING GATEWAY

Usdaw's Online Learning Gateway has been designed to make it easy for reps and members to see all the learning opportunities on offer and where to go for help and advice.

With Usdaw's Learning Gateway you can start learning whatever subject you're interested in. You can find courses to improve your English and Maths, develop your digital skills or learn a language.

You can use the Gateway for personal and career development or just to learn



for interest or fun. The courses are either online or 'distance learning' so you can learn wherever you want to at the time that suits you. Many of the courses are free or subsidised for Usdaw members so there's

options for everyone.

To get started, go to the Online Learning Gateway and click on the subject you are interested in.

www.usdaw.org.uk/LearningGateway



CALLING OUT SEXUAL HARASSMENT

This year's NEC statement *Call it Out – Towards an End to Sexual Harassment* outlined what employers, unions and government can do to end sexual harassment. This article will focus on the steps reps can take to tackle sexual harassment in the workplace.

What is sexual harassment?

Sexual harassment can relate to a range of different behaviours. It may be verbal or physical. It may take place in the workplace, online, by telephone or text, or at a work event such as a training course or a party. It includes a wide range of behaviours such as catcalling, sexual innuendos, unwanted comments about a person's body, sexual advances, physical contact of a sexual nature, stalking, indecent

exposure etc. While the actual nature of the incident may vary, the common factor is that the incident involves unwelcome behaviour of a sexual nature that creates an intimidating, hostile or humiliating working environment.

What the law says

Workplace sexual harassment is unlawful under the Equality Act 2010 in England, Scotland and Wales and the similarly worded Sex Discrimination (NI) Order 1976 (as amended) in Northern Ireland.

Who does it affect?

Sexual harassment is targeted disproportionately at the most vulnerable workers.

Young women, disabled women, Black and Minority Ethnic women

and lesbian, bisexual and trans men and women are most at risk because they are more likely to be marginalised in their workplaces and lack power.

The Impact of Sexual Harassment

Sexual harassment can have devastating consequences for those that experience it.

Commonly reported reactions include stress, anxiety, depression, post-traumatic stress disorder, despair and physical health impacts including high blood pressure. As well as causing profound and long-lasting damage to personal health, experiencing sexual harassment can often have a negative impact on someone's career. This can include being



dismissed or resigning from their job.

Reporting Sexual Harassment

Two-thirds of women did not report the sexual harassment to their employer. Of those that reported harassment the majority – seven out of 10 women – were either unhappy with the response or felt that nothing had changed.

Many women do not report sexual harassment because they feel their experiences are disbelieved, minimised, not taken seriously or they are told to 'laugh it off'. In addition, many worry reporting harassment will make life difficult for them in work.

There is often a fear of retaliation and/or victimisation from managers such as losing overtime, and from other workers for reporting it.

WHAT CAN REPS DO TO SUPPORT A COLLEAGUE EXPERIENCING SEXUAL HARASSMENT?

The culture of an organisation is one of the greatest predictors of the level of sexual harassment within a workplace. Where sexual harassment goes unchecked by managers and bystanders, workers are far less likely to report sexual harassment and perpetrators will feel they can get away with it.

Running a sexual harassment campaign

To help change the culture, reps can run Usdaw's sexual harassment campaign in their workplace. By campaigning on this issue reps can show their colleagues and managers that this is an issue Usdaw is serious about. Campaign days also open up space for conversations about sexual harassment.

The Usdaw 'Call it Out' Campaign box has everything reps need to run a workplace sexual harassment campaign including leaflets, posters and stickers. Reps can order campaign materials in any of the following ways:

- Emailing equalitymatters@usdaw.org.uk
- Phoning Usdaw head office on 0161 224 2804
- Following this link www.usdaw.org.uk/SHorder

Displaying posters

Displaying Usdaw's sexual harassment posters around the workplace is a visual reminder that this is an issue the union and the employer is serious about.

Running a sexual harassment survey

Running a workplace sexual harassment survey can help to show the employer there is an issue. They can then work with the employer to discuss what actions they can take to tackle

the problem. The Usdaw sexual harassment survey can be found online at:

www.usdaw.org.uk/SHsurvey

Supporting members

Supporting members who have experienced sexual harassment is one of the most important steps reps can take. Not only does this offer vital support to the member concerned, it also shows other members that we are serious about tackling sexual harassment and that workers who speak out will be supported.

Being a supportive bystander

Finally, one of the most powerful steps we can take to support a member facing sexual harassment at work is to be a supportive bystander.

Anyone can do this. You don't have to be a rep or to have been on any training courses. If it's left up to one person to challenge the jokes and banter they just end up feeling more isolated and alone. You could use the statements below to point out to people that what they're saying and doing may be upsetting and embarrassing to others.

- I'm not happy with what you said.
- I don't agree.
- I don't think that's funny.
- A lot of people would find that offensive.
- How do you think that comment makes the women here feel?

MORE INFORMATION

You can find out more about being a good bystander in this short film – Sexual Harassment... 'Call It Out' which can be found on the campaign page at:

www.usdaw.org.uk/CallItOut



INVESTIGATING ACCIDENTS

In this edition of *Network*, we will be looking at the valuable role health and safety reps play in investigating accidents.

WHY INVESTIGATE ACCIDENTS?

The law gives safety reps the right to investigate the causes of all accidents and to carry out an independent inspection following a reportable accident.

Prevention

Accidents are rarely a purely random event. All too often it is assumed that the worker involved was just careless but this is incorrect. Usually there are underlying causes for an accident such as unsafe systems of work, faulty equipment, poor housekeeping, etc. By investigating the causes and negotiating for improvements, the health and safety rep can prevent similar incidents happening in the future.

Compensation

If a member is injured in an accident at work they may be entitled to compensation. Evidence from the health and safety reps' investigation can be vitally important for the union solicitor pursuing the member's claim.

What about near misses?

A near miss is simply an accident where fortunately no-one was injured. Health and safety reps should encourage workers to tell them about any near misses and should ask about them when doing their regular workplace inspections. It's far better to spot a danger and sort it out before someone is injured. Today's near miss could be tomorrow's serious accident.

What should a worker do if they have an accident?

They should make sure that the accident is recorded. Many workplaces still use an Accident Book to record details but

increasingly employers now use electronic systems instead. Whatever the system in your workplace, make sure that members know how to get an accident recorded and advise them to ask for a copy of the accident report.

Sometimes managers may try to refuse to record an accident because they do not agree that there has been an accident or because the member did not report it right away. They should not do this. If the manager does not agree with the member's version of events, they should still record it and then add their own comments at the end.

If the manager does refuse to record a member's accident, write a letter to the employer objecting to the refusal and including the details the member wanted to put in the report. Keep a copy of the letter.

If a member is injured in an accident, they should call FirstCall on **0800 055 6333** to find out if they have a claim. If they do have a



valid claim the union's solicitors will pursue it on their behalf. As long as they maintain their membership this service is entirely free.

WHAT SHOULD THE HEALTH AND SAFETY REP DO?

It is important that you get involved as soon as possible after the incident. Members must know how to get hold of you and call you in. Get management to agree to call you in as a matter of routine. Make sure you have a copy of the Usdaw Accident Investigation Form (Form HS3) with you. The questions on the back of the form will help you get the basic information you need.

At the scene

The priority is to ensure that anyone injured is being cared for and that no one else is at immediate risk. Unless it is necessary for rescue or to prevent further danger, nothing should be moved until you have completed your investigation.

Use the HS3 form to help your investigation and to record your findings. If possible, take photographs of the scene or make a sketch of it to add to your form.

Interview witnesses as soon as possible after the event and keep their statements safely with your report.

Faulty equipment should not be thrown away but kept in case it needs to be inspected again later.

The HS3 form is self-copying so you can keep one copy for your own use and, if a union member was injured, you can give a copy to the member to show to their solicitor, if they make a claim.

After the incident

Make sure that the worker involved gets the accident recorded on the system. As the union health and safety rep, you have a right to see copies of all accident reports.

By looking through previous accident reports, you can spot the most common accidents and where they occur as a way of identifying problem areas that need your attention.

If an Usdaw member was injured, advise the member about the importance of calling FirstCall. Some members may be reluctant to pursue a claim because they don't want to make a fuss, or they don't appear to have been badly injured. However, it is important that they do consult a union solicitor even for a minor injury.

Look at your report and decide how the accident happened and what can be done to prevent another incident.

Remember to look for the underlying causes of the accident. Talk to the workers in the area to get their view on what caused it and what could be done to prevent it happening again.

Where you identify things that can be improved, take the matter up with management using the appropriate procedures.

HEALTH AND SAFETY MONTHLY NEWSLETTER

Every month, Usdaw's health and safety section produces a newsletter covering a different topic.

The newsletter will be distributed via email to all Health and Safety Reps. To avoid missing out, ensure that your current email address is kept up to date in your personal details.

If there are any topics you would like us to cover, please get in touch with Usdaw's health and safety team.

The newsletters can be accessed at www.usdaw.org.uk/HSNewsletter or by scanning the QR code below.



CONTACT

■ Health & safety officer

Tony Whelan
0161 249 2474

■ Health & safety advisor

Charlie Dodd
0161 249 2441

■ General enquiries

healthandsafety
@usdaw.org.uk

HSE FATALITY ANNUAL STATISTICS

The Health and Safety Executive (HSE) has recently published their annual report on Work-related Fatal Injuries for the period from April 2022 to March 2023.

The report shows that one hundred and thirty-five workers were killed in work-related incidents in Great Britain during this period.

The industries with the highest deaths were:

- Construction - 45
- Agriculture, forestry, and fishing - 21
- Manufacturing - 15
- Transportation & Storage - 15

Agriculture, forestry, and fishing has the highest rate of fatal injury per 100,000 workers of all the main industrial sectors, followed by waste and recycling.

The three most common causes of fatal injuries are:

- Falls from height - 40
- Being struck by a moving object - 29
- Being struck by a moving vehicle - 20.

The HSE emphasises that these figures are heading in the right direction, highlighting the long-term downward trend of fatal injuries within the workplace.

Despite this, the longer an issue is left unresolved, the greater threat it poses. If reps see something within their workplace that they believe has the potential to be an imminent threat to their life, they should stop working immediately and contact their manager.

The full HSE report can be viewed at:

www.hse.gov.uk/statistics/



SOUND CHECK

NOISE-INDUCED HEARING LOSS REPORT

The Workplace Health Expert Committee (WHEC) presented their latest findings at a public seminar in September.

The report stated that approximately one in five British workers are exposed to noise that could damage their hearing and the prevalence of noise-induced hearing loss is most likely much less than 10 per cent, although there is no data to reliably quantify this figure.

The most likely affected groups of workers are those who have been employed in the armed services, shipyards, construction and agriculture. The prevalence of occupational noise-induced



**Wear
ear protectors
when operating
this machine**

hearing loss has probably decreased over the last forty years, partly because of improvements in workplace conditions but also as a consequence of declining numbers employed in 'traditional' noisy industries.

The report concludes with a proposal for further research to

estimate the prevalence of noise-induced hearing loss across different industry sectors and job groups of the British workforce.

A downloadable version of the WHEC written report can be accessed at:

www.hse.gov.uk/search/whec-19.pdf

TUC WORK REPORT

OVERWORK CAUSING LONG-TERM ILLNESS

The Trades Union Congress (TUC) has recently published the findings from their latest report on work intensity.

The report shows that work intensity has reached record levels, with workers stating that they are working harder and longer now compared to previous years. This increasing work intensity means workers are having to pack more work into their working hours – with work often spilling over into their private lives.

Recent polling of over 2000 workers has shown that more than 1 in 2 (55 per cent) workers feel that work is getting more intense and demanding, whilst 3 in 5 (61 per cent) workers say they feel exhausted at the end of most working days.

Long-term ill health conditions caused by overwork include hypertension and cardiovascular disease, digestive problems, and long-term effects on the immune system, increasing risk of causing autoimmune disease diagnoses.



When workers are tired, or under excessive pressure, they are also more likely to suffer injury, or be involved in an accident.

Reps must be aware of this and stay vigilant to ensure the negative effects of exhaustion and over-working do not creep into their own workplaces. If reps suspect

an issue may already exist, they should work alongside management to collect evidence. Any significant findings should be shared within the regular health and safety committee meetings with the employer. Access the full TUC Work Intensity Report at: www.tuc.org.uk search **work Intensification Report**

RHA JOIN WORKING MINDS

WORKPLACE STRESS - DRIVERS

The Health and Safety Executive's (HSE) Working Minds campaign, which was initially launched in November 2021, has recently been extended to the transport sector, with the Road Haulage Association (RHA) joining as a partner to help raise awareness of an employer's legal duty and of the support and resources available.

Within the transportation and storage sector, around four in 10 cases of work-related ill health are

due to stress, depression or anxiety. Long hours away from home, demanding delivery times, and limited access to toilets and showers are just some of the common causes of workplace stress for drivers.

When safe to do so, drivers can text 'BeAMate' for free confidential health support 24/7 – a service provided by Working Minds campaign partner, Mates in Mind. In addition to this, reps can access and make use of a range of materials

and advice directly from the Working Minds campaign.

The materials provided can help reps promote positive discussions surrounding workplace stress, indicate whether a workplace stress issue exists, and help them understand what can be done to minimise workplace stress.

The Working Minds campaign can be accessed below:

workright.campaign.gov.uk/campaigns/working-minds/

MemberOffers

CARS &

TRANSPORT

Car Maintenance
Car Parking: Q-Park
Halfords
Motorfinity
Startrescue
Vauxhall Cars

INSURANCE

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

MONEY & FINANCE

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

HEALTH & BEAUTY

Comfort Insoles
Fabyouless
Gym Membership
My Active Discounts
Usdaw Health Plan
Usdaw Dental Plan
Vision Express

LEISURE &

ENTERTAINMENT

Beer52
Bookbeat
Brewser Craft Beer
Cinema at home: Chili.com
Cinema Tickets
Discount Card
English Heritage
Go Ape
Golf Membership
Magazine App: Readly
Magazine Subscriptions
National Trust Gift Cards
Online Ticket Store
Theme Parks & Attractions
TodayTix: Theatre Tickets
Virgin Experience Days

HOLIDAYS

Airport Parking, Lounges
& Hotels
Currensea: Travel Card
Eurocamp
Expedia
Hotels.com
James Villa Holidays
Lost Luggage Protection
Parkdean Resorts
Pontins
West Cliff Hotel
Whitemead Forest Park
Wightlink Ferries

SHOPPING

Apple
Charles Tyrwhitt
Dell
Discount Card
Domestic Appliances
Flowers
Gift Card Savings
Halfords
Lifestyle Vouchers
Magazine Subscriptions
Usdaw Prepaid Cashback
Card
UsdawRewards Cashback
Virgin Wines

MISCELLANEOUS

Big Yellow Storage
Child-safe SIM cards
Mobile Phones
TOTUM Pro Card
International Student ID



Don't forget about the Union's free legal services such as free will writing and Legal Plus.
www.usdaw.org.uk/legal

www.usdaw.org.uk/offers*

*Terms and Conditions for individual offers on the website.

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

HOME INSURANCE

New Home Insurance Comparison Site

UsdawProtect has a new comparison site to help Usdaw members find home insurance. Whether it's for buildings and contents or contents only, get a quick and impartial overview of what's available –and for how much – in a matter of minutes.

*To see if you could save by switching call 01608 647 804 or visit: www.UsdawProtect.com/Home



TRAVEL INSURANCE

New Travel Insurance Offer

Protect your trip and head off on holiday with added peace of mind. UsdawProtect are offering Usdaw members flexible and affordable travel insurance, with four levels of cover to choose from.

*To get your quote, visit: www.UsdawProtect.com/Travel



SAVE FOR THE FUTURE

Open a savings plan and get a shopping voucher worth up to £55.

Our endorsed savings partner, Shepherds Friendly, is offering a Love2shop voucher worth up to £55* when you open a savings plan with them, if you are a member of Usdaw. The friendly society offers savings plans for the whole family, ranging from Stocks and Shares ISAs for yourself to Junior ISAs for your child, and more.

*To find out more about Shepherds Friendly range of savings plans call **0800 526 249** or visit: www.shepherdsfriendly.co.uk/usdaw



Please remember, when investing your capital is at risk.

A GREENER FUTURE

Up to 19% discount available on brand-new hybrid models!

Motorfinity sources the best deals exclusively for you by working directly with car brands such as Toyota, Volkswagen, and Audi. Plus, get a free dashcam with every order (worth £39.99).

*To find out more go to: www.usdaw.org.uk/offers



Staff Announcements

Area organiser Kieran Smyth retires after 24 years of service and Usdaw welcomes two new area organisers and a new training officer in the regions

KIERAN SMYTH

Kieran Smyth retires after serving as an area organiser for 24 years at Usdaw's Belfast Office.

Kieran worked as a lorry driver for the Co-op in Belfast and was an Usdaw rep and health and safety rep before becoming an area organiser in 1999.

"I became a union member when I started my apprenticeship at 16," said Kieran, 59. "And I've been a member of a union ever since.

"I have loved every minute of being an area organiser. For me, working for Usdaw wasn't a job, it was a vocation. And to get paid for doing what you love is a privilege.

"My favourite part of the job was pay talks. I loved arguing with employers about how poorly they were paying their staff!

"I'm going to miss my colleagues and all the friends I've made over the years. But I'm looking forward to retirement.

"The first thing I've got lined up is a holiday in Spain with my wife. After that, we'll be going on lots of road trips in our recently bought campervan."



Kieran Smyth

LIAM ENGLISH

Liam English takes up his new role as area organiser for the North West region and will be based at the Belfast office.

The former Tesco worker was an Usdaw rep for 15 years and worked as part of a rep team looking after over 600 colleagues. Liam completed Academy 1 in 2014 and Academy 2 in 2018 and brings a wealth of experience to his new role.

"I'm delighted to get the role," said Liam, 47. "I will be dealing with Tesco both convenience and the larger stores. I have always enjoyed recruiting so my priority will be to help my region increase its membership."

SUCHA SINGH

Sucha Singh joins the team as the training officer for the Southern region and will be based at the Morden office.

Before becoming a training officer for Usdaw, Sucha spent two decades training Usdaw shop stewards and Usdaw health and safety reps at Southampton City College. He was also the TUC programme



Liam English



Sucha Singh

coordinator for West Thames college.

"I was elated when I found out I got the job because I really like Usdaw's ethos," said Sucha, 64. "My priorities will include getting reps organised so that they are effective in the workplace, recruitment and equality."

DANNY JOVICIC

Former Tesco rep Danny Jovicic joins the officials' team in the South Wales and Western region and will be based at the Bristol office.

Danny, 32, worked for Tesco for 16 years and was a rep in the Cheltenham store for 13 years.

"I really enjoyed representing people which made me want to learn more about the union and get even more involved," said Danny.

"I completed Academy 1 last year and was on stand down when I got appointed.

"I will be responsible for a mixture of companies across the region. My main priorities will be to grow the union and ensure our members get the best service possible."



Danny Jovicic



SUPPORTING YOUNG WORKERS

Make sure your young members know their statutory rights in the workplace.

Almost 80,000 Usdaw members are aged under 27 and millions more young workers are employed in sectors where the Union is active. So, it's really important that as reps, you're equipped with the right tools to help you organise and grow the union among young workers.

Our handy leaflet should be an integral part of your recruitment toolkit.

Tailored to the specific needs of young workers, it serves both as a rights guide and a demonstration of the benefits of Usdaw membership. You could also use it to encourage young members to become more active in their workplace and join their regional young workers' committee.

Check out the latest version of the guide online at:

www.usdaw.org.uk/396

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

NEW IN!

Leaflets & Booklets

Hidden Disabilities - An advice guide for Usdaw Reps
 (Leaflet 446)

Member Offers
 (Leaflet 398)

Mental Health Issues - Where to go for help and support at work - an advice guide for Usdaw members (Leaflet 400)

Puzzled by Pensions? Guide to Pensions and Tax 2023/2024
 (Leaflet 451)

Social Media and Mental Health
 (Leaflet 425)

Supporting Members with Mental Health Issues - an advice guide for Usdaw reps
 (Leaflet 401)

Supporting Young Workers - Your Rights At Work
 (Leaflet 396)

Talking about Men's Health - Depression
 (Leaflet 441)

Depression - Women's Health Series: 3
 (Leaflet)

Miscellaneous

Mental Health Issues
 (Poster R50)

Want to Learn More About Mental Health?
 (Postcard)

A Plan For The Future Of Retail Work: Ensuring Retail Jobs Are Better Jobs - July 2023

Cost Of Living Survey Results July 2023

OVER TO



Email your thoughts and pictures to us at:
network@usdaw.org.uk



Menopause Campaign, Tesco Lichfield

DELEGATES GENEROSITY HELPS NORTH WEST CHILDREN'S CHARITY

At this year's Annual Delegate Meeting the North West Region held a charity night (Irish Night) and raised £3,040. The chosen charity was The Rainbow Hub, which provides therapeutic services to young people with physical disabilities as a result of a neurological condition or brain injury helping them

to reach their full potential and gain independence. A presentation was made to staff at The Rainbow Hub by Carl Turner (Area Organiser, Warrington Office), Jo-Anne (Carl's Partner) and their baby Lottie along with Terry Adair, Chair of the North West Regional Council.





Menopause Campaign, Tesco Heanor



Mental Health Campaign, Tesco Dudley



Will Peters NW Equality Forum at PRIDE London



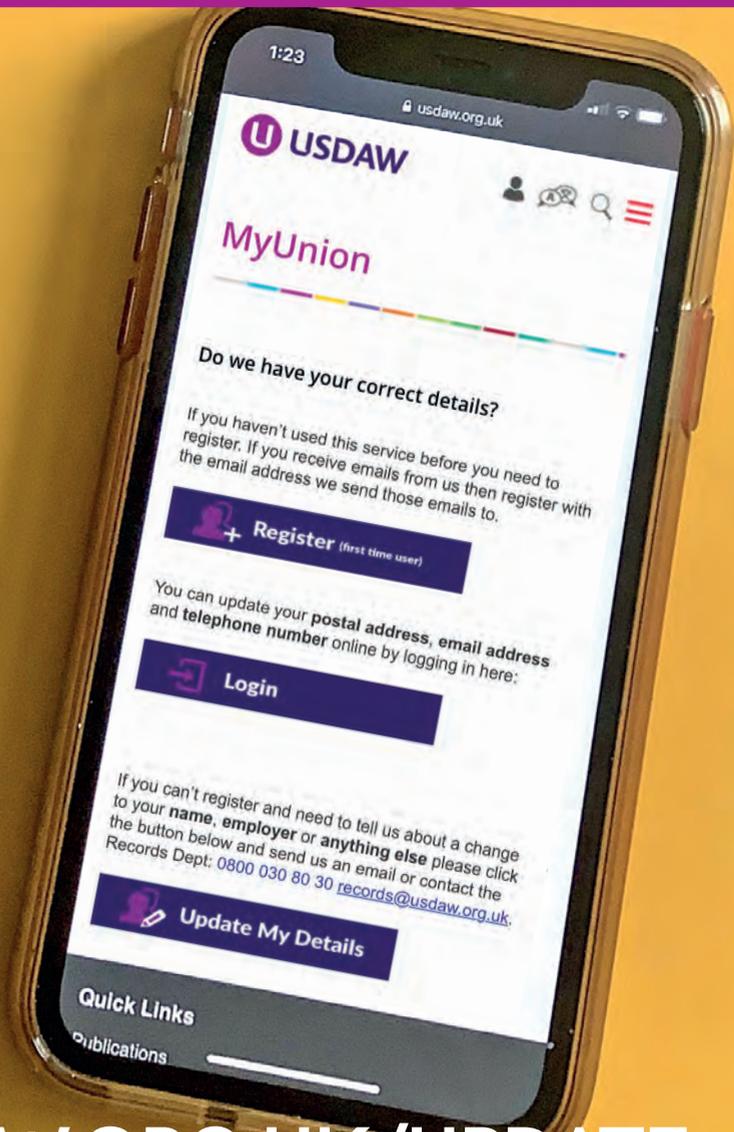
Carolyn Kennedy - 30 years membership award

UPDATING YOUR DETAILS JUST GOT EASIER

GIVING YOU CONTROL

You can now see your record and make changes to your contact details including:

- POSTAL ADDRESS
- EMAIL ADDRESS
- PHONE NUMBER
- SELECT YOUR MAILING PREFERENCES



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