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Arena is the membership magazine for the Union of Shop, Distributive and Allied Workers.

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Welcome

The energy crisis deepens as we head into the autumn months with some forecasters predicting bills could rise to £4,266 per year, plunging half of UK households into fuel poverty

The Tories have been embroiled in another leadership election which means we had a zombie government that has done nothing to tackle the cost of living crisis. Millions of low paid workers will face winter with spiralling food, fuel and energy costs.

We can't control global factors that are contributing to this crisis but who we choose to protect is within our control and is a political decision. The Government is currently refusing to intervene and is letting families bear the brunt of costs while gas and oil companies make billions in profits.

Usdaw will continue to call for a package of measures to help people through the worst of the crisis. Labour is leading the way with a substantial proposal to freeze the energy price cap. We desperately need an emergency budget and Labour's energy price plan should be at the heart of it.

Long-term, we need a new deal for workers: a minimum wage of at least £12 per hour, an end to insecure employment, a contract that reflects your hours and flexibility that works both ways, not just in favour of the employees, sick pay from day one, along with a fundamental reform of Universal Credit to provide proper social security.

Paddy Lillis, General Secretary



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Cost of living crisis

There was more misery for millions of families who are struggling to keep up with the cost of living as inflation hit yet another historic high in August with the Retail Prices Index (RPI) reaching 12.3 per cent – the highest rate since February 1982.

Low-paid workers are forced to spend an ever-greater proportion of their wages on everyday essentials – annual fuel bills are predicted to exceed £4,200 by January 2023, petrol and diesel have reached all-time highs and the price of basic food items has soared over the last year.

Usdaw's recent cost of living survey of over 5,500 members, many of whom were recognised as key workers during the coronavirus pandemic, sadly revealed that:

- One in four respondents are missing meals every month to be able to pay their bills.
- Almost half of respondents report that the cost of fuel and travel is impacting their ability to get to work.
- 70 per cent have relied on insecure borrowing and 60 per cent of these are struggling with repayments.
- Nearly three quarters report their

mental health is suffering as a result of financial worries.

Usdaw general secretary Paddy Lillis called for urgent action. "This Government does not understand the scale of the challenge faced by millions of low-paid key workers," said Paddy. "So far they have only offered sticking plasters that are nowhere near covering the cost of rising prices and bills. The people working hard to keep food on Britain's tables, who were clapped during the pandemic, are struggling to put food on their own table.

"There needs to be a significant increase in minimum wage rates and fundamental reforms to end insecure work. People claiming in-work welfare payments need an immediate increase by at least the level of inflation. This should be followed by an urgent and fundamental overhaul of Universal Credit, to ensure a social security benefit that properly supports claimants. We also need a reduction in VAT, which is generally accepted to be a regressive tax that adversely impacts low-income households."

Energy cap

Labour have set out their plan to tackle rising energy bills over the winter in response to the Tory cost of living national emergency. Under their proposal they plan to freeze the energy price cap at current levels protecting the average household from £1,000 plus energy price increases due in October and next year, while keeping inflation down.

The 'fully-funded' measure could help millions of families who are under major financial pressure because of rising energy bills which are set to skyrocket again later this year. The latest forecasts predict the annual energy price cap will exceed £4,200 by January 2023 and prices are set to remain high throughout 2023 and into 2024.

Usdaw general secretary Paddy Lillis welcomed Labour's announcement: "It is terrifying that the energy price cap is



set to reach levels that are going to cause misery for millions of working people.

"Again Keir Starmer is leading the way with a substantial proposal to freeze the energy price cap. Having originally proposed the windfall tax on energy companies, which the Government eventually adopted, he is now bringing forward solutions to help workers cope with the shocks to come.

"We desperately need an emergency budget. This plan shows the difference that a Labour Government can make for our members and the country."

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Spike in shoplifting sparks abuse concerns

Usdaw is concerned that shopworkers are at risk of abuse, threats and violence following reports that incidents of shoplifting are on the rise across the UK.

The latest recorded crime statistics show that in the 12 months to March 2022 there was a 21 per cent increase in shoplifting compared with the previous year – a reversal of a decade-long downward trend. Experts indicate this could be, in part, down to the lifting of Covid restrictions and seeing more customers in shops.

Usdaw's latest Freedom From Fear survey found that shoplifting was the trigger for almost a quarter of incidents of abuse, threats and violence.

"We need to see action to ensure this reversal of a downward trend does not continue," said Usdaw general secretary Paddy Lillis. "Shoplifting is not a victimless crime, theft from shops has long been a

major flashpoint for violence and abuse against shopworkers. Having to deal with repeated and persistent shoplifters can cause issues beyond the theft itself like anxiety, fear and in some cases physical harm to retail workers.

"The return to 'normal' following the lifting of Covid restrictions may well have had an impact on the increase, and we are aware that the cost of living crisis may also lead to more shoplifting. However, the answer to the squeeze on household budgets is not to turn a blind eye to theft from shops, which in itself contributes to rising prices as retailers try to recover losses. The Government must take immediate steps to help people who are struggling to make ends meet, with a new deal for workers on pay and employment rights, a reduction in VAT and an uprating of in-work benefits in line with inflation."



Terry's Ukraine aid mission

Usdaw activist Terry Adair led his local Labour party in collecting a staggering haul of donations to help refugees fleeing the war in Ukraine.

Terry is the chair of Rother Valley Constituency Labour Party who amassed donations including 30,000 nappies, thousands of sanitary items, toiletries and clothing. Fellow Labour member Jamie Turner then drove the supplies across Europe to drop them off with the Polish Red Cross for distribution at refugee camps.

"We knew we had to do something to offer help and support to those affected by the war in Ukraine," said Terry. "We put out the word that we were looking for donations and within a week we had

a lot of items together.

"We sorted through it at the local community centre before transporting the most urgent items to the Poland/Ukraine border where it was received by the Polish Red Cross.

"Everything went to help the Ukrainians - we raised £1,500 by recycling some of the clothes, which was doubled to £3,000 by the Disaster Emergency Committee. We couldn't fit everything in the first van but we found couriers who kindly provided free transport for the remainder of the donations.

"I was blown away by the level of support we received. I want to thank everyone who helped us get this organised."

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Organising Awards 2022

Can you think of an Usdaw rep or rep team who has really gone the extra mile? Maybe they've supported you or your colleagues through a grievance or disciplinary, or worked hard to improve health and safety standards. Then why not nominate them for an Organising Award?

Usdaw's National Organising Awards recognise those reps who go above and beyond to help members in workplaces across the UK. There's no other event like it in the trade union calendar.

You can nominate a rep or rep team for one or more of the following categories:

- Outstanding Achievement Award
- Health and Safety Rep Award
- Individual Organising Award
- Individual Recruitment Award

- The Campaigns Award
- Most Promising New Activist Award
- Team Recruitment and Organising Award
- Union Learning Rep Award
- The Equalities Award

Usdaw general secretary Paddy Lillis said: "Usdaw reps are doing fantastic work supporting members in workplaces all over the country, day in, day out. The Organising Awards is a fantastic event and is one of the ways we recognise and celebrate our amazing reps and activists.

"I would encourage all our members to have a think about the reps or rep team in their workplace and which category they could be nominated for."

Send in your nominations by **Friday 23 September**: www.usdaw.org.uk/nominate

Rights for LGBT+ parents

In recent years, legal rights for LGBT+ parents have undergone sweeping changes. LGBT+ parents now enjoy very similar rights at work to heterosexual parents.

Unfortunately, Usdaw members are still sometimes wrongly refused time off for family reasons due to their sexual orientation or gender identity. Managers can fail to understand that LGBT+ members can also be parents and have rights to time off in these circumstances.

Despite the legal gains that have been made, there is still work to do to educate both employers and staff. That's why Usdaw's Equalities department have produced this advice guide. Featuring straightforward information on the basic rights LGBT+ parents have at work, the newly-updated leaflet is essential reading for both LGBT+ members and reps who support them, and is most useful when read in conjunction with our award winning *Maternity and Parental Rights Guide*. Read the leaflet online at dtp.usdaw.co.uk/372

■ Leaflets

- **Join Sata Today** (Leaflet 137)
- **Ten Good Reasons to Join Usdaw** (Leaflet 261)
- **Join Usdaw Today** (Leaflet 299)
- **LGBT+ Rights at Work** (Leaflet 337)
- **Rights for LGBT+ Parents** (Leaflet 372)
- **Member Offers** (Leaflet 398)



- **Changing Gender – Understanding the Issues** (Leaflet 424)
- **Fibromyalgia – An advice guide for Usdaw reps** (Leaflet 436)
- **Together Against Hate Crime** (Leaflet 445)
- **The Usdaw Union Learning Rep** (LLL RS2)
- **Learning Through the Usdaw Gateway**
- **Pension Credit Guide**

■ Posters, factsheets and forms

- **A New Deal for Workers** (Poster)
- **Puzzled By Pensions? – Money Purchase**
- **Annual Allowance Explained**
- **Supporting LGBT+ Workers and Tackling LGBT+ Harassment** (Poster R57)
- **Tesco Defined Benefit Pension Scheme** (Factsheet)
- **Tesco Retirement Savings Pension Plan** (Factsheet)
- **Usdaw Organising Awards Nomination Form**

Workers Need A New Deal

Usdaw general secretary Paddy Lillis addresses the current concerns for members and top priorities for the union

Q Membership took a hit during the pandemic. Do you feel we have turned a corner?

We lost 70,000 members largely due to the restrictions imposed during covid. At the time, our concern was about keeping people safe and doing what was right for the country. I'm now trying to refocus the organisation back onto membership. Rebuilding our membership density is key to giving our members a stronger voice at work and ensuring a financially stable future for our union.

I want to thank reps, officials and staff for their hard work and commitment in helping to grow the union.

Q The cost of living crisis is having a devastating impact on Usdaw members, what is the union doing about this?

I've got members telling me that they are going hungry, turning off their heating, not using their ovens and having to sell their cars in a desperate attempt to make ends meet. These might sound like small things to a Tory government made of millionaires, but these are big issues for working class people trying to keep a roof over their heads.

The furlough scheme showed us that government intervention could protect jobs and keep the economy going. In the short-term we need a similar package of measures to help people through the worst of the crisis.

Long-term, we need a new deal for workers. The new deal was launched by us and is now part of the TUC's campaign. We're asking for a minimum of £12 as a steppingstone to £15 per hour. Money is only one part of the equation. You need money to keep a roof over your head and feed your family but you also need security of employment. You need a contract that reflects your hours and you need flexibility that works both ways, not just in favour of the employers. We also need sick pay from day one. Those who earn less than £120 don't get sick pay at all. That can't be right in one of the richest countries in the world.

Q Rail workers, Royal Mail, barristers, and BT workers are taking part in strikes this summer. Do you support the strikes?

The right-wing media will demonise the trade union movement and make out that all we do is go on strike. Ask any worker, the decision to go on strike isn't taken lightly. People don't want to be in conflict with their employers but workers have been pushed into taking action because wages haven't kept pace with inflation. I fully support the strikes and the National Executive Council have been on the picket line supporting RMT members.



"Rebuilding our membership density is key to giving our members a stronger voice at work"



TUC Cost of Living march, London

Q Automation is an issue in the sectors you organise in, how can automation be implemented without displacing workers?

Over the past 30 years, technology has played an ever-increasing role in our personal lives, as well as our workplaces. Technology in the workplace is not a new thing, but the pace at which it is now being introduced and the impact it is having on our members means we need certain protections in place such as the right to collective consultation on the introduction of technology in the workplace. We need a right to retraining, with paid time off the job, to ensure that workers can take advantage of these developments, we need significant

improvements to redundancy rights, so that making redundancies is no longer the cheap and easy option and we need a right to equality impact assessments, so that all workers are given the opportunity to adapt to the changing world of work. These rights will not only benefit the workforce, they will also benefit employers and society more generally.

Q Have Boris Johnson's lies and law breaking destroyed public trust in politics? And do you think Labour could do better?

Everyone knew what Boris Johnson was like when they voted for him. It comes as no surprise that his term was mired in lies and scandal and it ended in lies



Black Members' Weekend

"Labour has promised that they would enact a new deal for workers within 100 days of coming into power."



Labour Party Fringe Meeting

and scandal. The weekly revelations of wrong doings seep into the public's consciousness and we end up tarring all politicians with the same brush. But they're not the same. Most local councillors and MPs go into public service because they want to help people and many of them dedicate their lives to making their communities better.

The current government is no friend of working people. If they really wanted to help people, they would pass the Employment Bill, which was promised

back in 2019 and would have given protections to some of the lowest paid workers in the country. Instead, they have kicked it into the long grass.

That's why we need a Labour Government to put to right the wrongs of this Conservative Government. Labour has promised that they would enact a new deal for working people within 100 days of coming into power. This would include an end to in-work poverty, a social security system that provides a safety net for all, gives workers day one rights, bans zero-hour contracts, ends fire and rehire and it will update trade union legislation, so it is fit for a modern economy.

Can't afford to eat and heat



Bedford





Hundreds of Usdaw activists took part in the union's nationwide Cost of Living campaign day in August to highlight the impact of the cost of living crisis and call on the Government to take immediate action.

Udaw stalls were erected in 20 major UK towns and cities where members and local Labour politicians spoke to the public about the crisis, and particularly the impact it's having on low paid workers who have admitted to skipping meals to pay their bills.

Udaw General Secretary Paddy Lillis, who joined campaign days in Liverpool and Sheffield, said: "Udaw's recent cost of living survey of over 5,500 members lays bare the struggle low-paid workers are experiencing just to make ends meet.

"Many respondents talked of how increased fuel prices were leading them to cut down on shifts, to ask for a transfer to a store closer to home or even to consider leaving work altogether. Worryingly, cutting down on food and skipping meals was also a common theme, as well as taking steps to reduce non-work related travel to save on fuel costs, such as visiting family or pursuing leisure activities.

"These are the very real experiences of essential workers who were clapped during the pandemic and now seem to be forgotten. The Government has offered only sticking plasters that go nowhere near covering rising prices and bills, so there needs to be significant increases in minimum wage rates and fundamental reforms to end insecure work.

"Udaw is calling for a new deal for workers, with minimum wage rates of at least £12 per hour as a step towards £15 for all workers. The pandemic clearly demonstrated just how reliant the country is on the lowest paid workers, so if we are to truly 'build back better' surely these essential workers deserve the dignity of decent pay."





Glasgow



Liverpool



Croydon



Sheffield



THE REALITY OF THE COST OF LIVING CRISIS

How Usdaw members are struggling...

- "My first hour's wage now only just pays for my petrol for that day."
- "I've gone over my credit card limit to put food on the table and pay my bills."
- "I live alone and have no family to rely on, so feel really desperate, I have nobody to turn to for help."
- "I'm cutting out food for myself so I can at least feed my child and pay the bills."
- "Giving up on ever being able to afford a house or family"
- "Too many threatening letters, I can't cope anymore, there is nothing left to pay them."
- "Can't afford to live. I'm a single parent off sick with breast cancer."
- "I have two jobs as one wouldn't pay the bills. I work seven days a week, I've got a stretch of 84 days before my next day off. It's heart breaking."

See more pictures from the campaign day at: www.usdaw.org.uk/gallery

Protect Workers' Rights



In 2017, the Taylor Review of Modern Working Practices made recommendations to the Government on tackling insecure work and one-sided flexibility. The Low Pay Commission also looked at the issue in 2018 and recommended that workers be given the right to switch to a contract that reflects their normal working hours. Five years on from the Taylor Review, the Government has failed to act on

either set of recommendations – despite promising at the 2019 general election to improve workers' rights with an employment bill.

Usdaw general secretary Paddy Lillis condemned the lack of action. "The Government needs to finally act to tackle insecure employment caused by one-sided flexibility and deliver the protections working people need," said Paddy. "We know that flexible



A NEW DEAL

FOR WORKERS

The New Deal for Workers campaign calls for...

- Minimum wage of at least £12 per hour as a step towards £15 for all workers, ending rip-off youth rates.
- Minimum contract of 16 hours per week, for everyone who wants it, that reflects normal hours worked and a ban on zero-hour contracts.
- Better sick pay for all workers, from day one, at average earnings.
- Protection at work, respect for shopworkers, abuse is not a part of the job.
- Proper social security system, Universal Credit does not provide an effective safety net.
- Job security, with day one employment rights for unfair dismissal and significant improvements to redundancy protections.
- Fair treatment and equality for all workers, including equal pay.
- Voice at work, stop rogue employers refusing to engage with trade unions and end 'fire and rehire'.

www.usdaw.org.uk/newdeal

working is already essential for many people, particularly those with caring responsibilities, so we need to make sure it is available for to all and is implemented to benefit workers.

"We also know that the issue of working hours is a huge concern for many workers. Routinely working extra hours that aren't guaranteed leads to huge financial insecurity and instability, it can't continue. With the cost of living

crisis raging we need the Government to act. We need a New Deal for Workers."

Email your MP

Udaw is encouraging all members to email their MP asking them to pressure the Government to make good on their manifesto promises and introduce an employment bill. Please visit www.usdaw.org.uk/FlexemailMP to see an email template.



Time off for dependants

Time off for emergencies

Everyone has the legal right to take unpaid reasonable time off work to help family members who depend on them in an emergency. This is called the Right to Time Off for Dependants, and it is a 'day one right', meaning you can use it as soon as you start in a new job. Arena answers some of the most common questions on the subject.

What is the right for?

The right is there to ensure you can take the necessary action to deal with an unexpected emergency involving a dependant.

'Dependant' includes your husband, wife or partner, child or parent, or someone living with you as part of your family. Others who rely on you for help in an emergency may also qualify, for example:

- There has been a breakdown in your normal care arrangements, for instance if your home carer does not turn up or is ill.
- The person you care for has fallen ill or had an accident and is injured or upset.
- To deal with an incident involving a child during school hours.
- To make longer term arrangements for a dependant who is ill or injured - this might mean finding a temporary carer.



"Usdaw has negotiated improved terms and conditions for our members in many workplaces"

- To deal with the death of the person you care for.

This right only covers emergencies that are related to your dependants. It does not cover other emergencies eg a burst pipe.

In what circumstances can I take time off?

The right enables you to take time off work to deal with an unexpected or sudden problem concerning a dependant and make any necessary longer-term arrangements. Situations that would be covered by the right include:

- If a dependant falls ill or has been injured or assaulted.



- To make longer-term care arrangements for an ill or injured dependant.
- When a dependant is having a baby.
- The death of a dependant.
- To deal with an unexpected breakdown of care arrangements.
- To deal with an unexpected incident at school.

This is not an exhaustive list – to find out more, check your company handbook or speak to your Usdaw rep.

If you need to take time off, you don't have to give notice to your employer in writing but you should let them know as soon as possible. Make sure you tell them why you need to be absent and when you expect to be back at work.

How much time can I take off?

In most cases government guidance says that one or two days should be enough to sort out the problem but clearly there will be circumstances where you will need more time. In many cases Usdaw and the company will have negotiated additional rights to support members who need time off to care. For instance, there may be a facility to shift swap or use annual leave, meaning you won't lose out on pay.

Will the time off be paid?

The right does not automatically include entitlement to pay but Usdaw has negotiated improved terms and conditions for our members in many workplaces. For details on how this right is implemented in your company check your company handbook, company benefit leaflets or speak to your local Usdaw rep or area organiser.

Can I be disciplined for taking time off under this legislation?

No. Time taken off under the Time off for Dependants legislation should not be included in any absence percentage calculation. If you find yourself being called to a disciplinary meeting over taking time off, then please contact your Usdaw rep. Details of your rep can be found on the Usdaw noticeboard. Alternatively, please contact your local Usdaw office.

I have to care long term for a family member, what are my rights?

If you have recently become a carer you may need to work different hours, either on a temporary or permanent basis. This would not be covered under the Time Off for Dependants legislation and the best way to approach this is to have an informal conversation with your manager. You may feel comfortable doing this on your own. If not, speak to your Usdaw rep who should be able to advise and support you.



Know your festive rights

Christmas might feel like it's still a long time away but retailers will already have planned their trading hours for the festive period, so now is the time to start thinking about your own working arrangements.

The run-up to Christmas is busy and stressful for everyone working in retail, and in connected jobs like warehouse and distribution too. When Christmas comes, far too often workers in those sectors don't get a decent break. That's why Usdaw's Christmas is not Working campaign continues its call:

- For shops to close by 4pm on Christmas Eve.
 - To stay closed on Christmas Day and Boxing Day.
 - To ensure that workers don't lose out on pay when shops are closed.
- Arena answers some of the most frequently asked questions on festive rights.

Will all shops be closed on Christmas Day?

The Christmas Day (Trading) Act prevents shops, except for small convenience stores, from trading on 25 December. You should check to see if your store will be open.

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

Some employers require staff to make up lost hours, use holiday entitlement or take unpaid leave.



Is working on a public holiday voluntary?

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

Does working on a public holiday attract premium payments?

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

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

There is no automatic legal right to paid time off. You will need to check your terms



"97 per cent of respondents to an Usdaw survey think shops should close on Boxing Day"

and conditions of employment to find out what happens at your workplace.

Christmas Day and New Year's Day fall on the weekend this year, what days are the bank holidays?

This will depend on the arrangements at your employer. Some employers will move the bank holiday to a weekday when it falls on the weekend. However, as retail is a seven day a week operation, many retailers choose to keep the bank holiday on the weekend.

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

These fall on a Saturday this year, and so normal Saturday rules will apply.

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

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

My store is very cold over Christmas. What can I do?

Udaw's *Too Cold for Comfort* leaflet contains useful advice on what you and your employer can do. Check it out at www.usdaw.org.uk/399

Over Christmas customers get very stressed and take their frustrations out on us. Is there anything we can do to prevent this?

Anyone who experiences threats, violence or abuse should report it to their manager and/or their Usdaw rep. You can also complete our survey: www.usdaw.org.uk/Campaigns/Freedom-From-Fear/Survey.

If you are still unsure of your rights to time off over Christmas, you should speak to the Usdaw rep in store, or contact your local union official on **0800 030 80 30**.

We know our members feel very strongly about the demands work places on them during the festive period. A recent Usdaw survey of over 12,000 retail workers found that:

- 97 per cent think shops should keep their doors closed on Boxing Day.
- 98 per cent want stores to reduce their trading hours on Christmas Eve.
- Over three quarters of staff say the demands of work affect their ability to enjoy Christmas and the same amount feel pressured to work on Boxing Day, even if it is supposedly voluntary.
- Just four per cent of respondents are happy to work on Boxing Day.

Tesco Health and Safety Rep Elections 2022

H health and safety rep elections will take place across Tesco in September/October of this year.

- In retail across all store formats and customer fulfilment centres, elections will take place for both Usdaw and Sata health and safety reps.
- In distribution, head office, and the customer engagement centre, elections will take place for Sata health and safety reps only.

The union wants to encourage as many members as possible to stand for election. If you aren't sure whether you are Usdaw or Sata, it is as simple as, if you are hourly paid, it's Usdaw, and if you are salaried, it's Sata.

Usdaw and Sata particularly need more women, young members, disabled members, LGBT members and BME members to take on these roles to reflect the diversity of their members in Tesco.

The union already has lots of dedicated and talented health and safety reps who find the role incredibly rewarding, and it is hoped that existing reps will stand again to continue their hard work.

There are still stores, particularly in the convenience format, that don't have a rep,

or where more reps are needed – so please think about putting your name forward.

This is the first time that the union has held elections for Sata health and safety reps, following successful shop steward elections last year. It's so important that there are health and safety reps at all levels to ensure the ongoing safety of members.

The key elements of the health and safety rep role are to:

- Advise and represent members in health and safety matters.
- Participate in the forum process.
- Review, investigate and inspect health and safety issues.
- Recruit and organise members.

Reps are not alone – you will get full training and have access to advice and support from union officials, Usdaw's health and safety, and education department, and Usdaw's Tesco support team.

Look out for the election materials in September, but if you have any questions in the meantime, contact your local Usdaw office on **0800 030 80 30**.

Remember, you can make a real difference, and the union encourages you to stand for election.

Usdaw and Tesco sign new and updated Recognition and Collective Bargaining Agreement

In July, Usdaw general secretary, Paddy Lillis and Tesco chief people officer, Emma Taylor signed the newly agreed Partnership Agreement between the company and trade union.

The improved agreement is the largest private sector collective bargaining agreement in the UK and one of the largest in Europe. It not only deepens the long-standing relationship between Usdaw and Tesco, it provides for wider levels of consultation on all aspects of the employment relationship as well as giving additional facilities for union reps to carry out their roles across Tesco retail.

National officer Daniel Adams said: "The new agreement is the result of months of discussions and the hard work of all of

the Usdaw reps that were involved. This agreement demonstrates the value of employers working positively with trade unions and ensures that the working relationship between Tesco and Usdaw remains fit for the future.

"This agreement recognises the tireless work of our reps up and down the country supporting members and the work they do to make Tesco a better place to work for employees and continues the company's commitment in recognising their contribution and the invaluable role that they play.

"This is a model of progressive and constructive industrial relations within the private sector and should be recognised as such."



When Someone Dies: Guidance for Usdaw Members



When someone dies it can be a very difficult time for those that are left behind. There can be a lot to organise and that can be stressful and upsetting. This article aims to provide some practical information on what you need to do and what help and support is available.

Register the death

One of the first steps you will need to take is to register the death with the registrar of births, marriages and deaths within the first five days of the death (unless the death has been referred to a coroner). To register a death you can go to any register office. To find your local office visit the government website at www.gov.uk/register-offices.

The registrar can also help you inform other organisations and agencies who need to know about the death.

The funeral

The Natural Death Centre provides information on all types of funeral choices, telephone on **01962 712 690** or visit www.naturaldeath.org.uk

Notifying the death

When someone dies there are a number of government departments who need to be notified. In England and Wales there is a 'Tell us once' service available.

When you register the death the registrar will explain this service to you and help you use it or give you a unique reference number so that you can use the service yourself online or by phone.

Check if there is a will

If there is a will the person who died will normally have appointed executors to deal with the estate. If there is no



will or executors, the court will appoint an administrator.

If there is no will the person will have died 'intestate' and different rules will apply. Generally the spouse or civil partner automatically inherits all their personal possessions and the first £250,000 of the estate – but these rules are complex and you should take advice if you are dealing with the estate.

If you are an Usdaw member you are eligible for the union's Legal Plus service which can provide you with access to a solicitor about these issues and you are also eligible for the free will service. Call **0161 249 2477** to speak to Usdaw's Legal Department.

Bereavement Support Payment

You may be entitled to a lump sum bereavement payment of up to £3,500 and 18 monthly payments of up to £350. There

are certain eligibility requirements. You can find out more by contacting the DWP Bereavement Service telephone number **0800 731 0469** (Welsh 0800 731 0453, NI 0800 085 2463).

Funeral Costs

If you are responsible for arranging the funeral and you are on a low income you might qualify for a Funeral Expenses Payment to cover the various costs. The rules are strict about who can get help and how much you can receive so it's recommended you go to **www.gov.uk/funeral-payments** to understand if you qualify and what the rules are regarding this.

After one year of membership, members of Usdaw may be entitled to a union funeral grant. Full details are on the Usdaw website **www.usdaw.org.uk/Join-Us/Cash-Benefits** or you can speak to your local office or rep.

Means tested benefits

If you are struggling financially following someone's death you should check if you are eligible to receive additional help from the state. Age UK has an excellent guide *More money in your pocket* with lots of information and contact details regarding benefits (including versions for NI and Wales) visit **www.ageuk.org.uk** where you will also find a benefits calculator.

State Pensions

You might be entitled to inherit a State Pension from your partner but the rules around this are complex. Check Usdaw's *State Pension Guide* **www.usdaw.org.uk/428** and *Pension Credit* leaflet for more information.

Further information

Visit **www.ageuk.org.uk** to view information guides on *Bereavement* and *When someone dies*. If you would prefer to speak to someone, call the Age UK Advice Line on **0800 678 1602** to have the guides sent to your home for free. **www.usdaw.org.uk**



Fighting Talk

Usdaw rep and Tesco customer delivery driver Syed Hadi Naqvi, talks about his alter ego the villainous wrestling manager, The Tycoon

“I grew up watching wrestling in the early 80s and was introduced to the British pro wrestling circuit, when I was working as a minicab driver,” said Syed, 45. “I struck up a conversation with a passenger who happened to be a pro wrestler. He asked me to come along to the local wrestling school. When I turned up, they said I looked like a wimp with a big mouth and maybe I should consider becoming a wrestling manager.

“I have always been fascinated by wrestling managers like Bobby “The Brain” Heenan and the villains in Bollywood films. They were so larger than life, caricatures that could behave badly and when they finally got their comeuppance the audience would erupt. I wanted to bring that over-

“I based my alter ego, The Tycoon, on property developers in my area”

the-top vibe to the British wrestling circuit.

“There’s two parts to being a wrestling manager. One is dealing with the administrative side of things such as bookings and promotions, the other is creating characters and storylines that get

people excited enough to buy tickets to come and see you over and over again.

“I based my alter ego, The Tycoon, on property developers in my area and his laugh is a mash up of the Million Dollar Man Ted DiBiase and Freddy Kruger.

He’s the villain everyone

loves to hate because he’s ruthless, comedic and cowardly. I remember the first time my wife saw a video of The Tycoon stomping on a wrestler’s head she was so outraged she hit me! That’s when I knew I was onto something.

"The Tycoon's job is to hype up the audience and make them angry. He jeers, he insults, he offends. He disrespects their cities, their looks and their partners to the point he

has had a knife pulled on him and been chased by angry audience members. He once put a three-year-old in the way to protect himself from being hit! Nothing is too low for The Tycoon.

"As a wrestling manager you are between the wrestler and the crowd. You know instantly when a match has gone stale and it's your job to turn it around. You have to think on your feet. This is when The Tycoon thrives and causes mayhem by punching and kicking the 'good guys' and then cowering behind screaming audience members. I love it when the audience hates me and boos me but it's even better when the wrestlers hate you backstage. That's when you know you've done your job.

"Being a wrestling manager has given me so many skills that I use in every sphere of my life. You learn a lot about psychology which helps you better understand and engage with people. I've become a better public speaker and I now know how to use marketing to promote shows. As a British Pakistani my proudest moment was when I did a show in Pakistan in front of 10,000 people.

"I've made some fantastic friends within the industry, but it can take its toll on your family life because you are travelling all over the country. Lots of wrestlers end up having very tragic lives and I don't want that for myself. I missed out on spending time with my kids when they were growing up, now that I have a grandson, I don't want the same thing to happen so wrestling has taken a back seat. I haven't given it up completely and occasionally you will hear The Tycoon cackling as he whacks someone before running away."

"Being a wrestling manager has given me so many skills that I use in every sphere of my life"



Usdaw's Day of Action on Mental Health

Usdaw has been campaigning on mental health for over a decade. It was one of the first unions to take up mental health as a union workplace health and safety issue, highlighting how the workplace can impact on members' mental health and vice versa.

Over the years mental health has moved from a fringe issue to one that is embedded in the campaigning, training and organising work of Usdaw.

Usdaw's It's good to talk campaign, launched in 2018, provides reps with the resources they need to organise and campaign on mental health at work, and support members experiencing problems at work for reasons relating to their mental health. Thanks to the hard work of Usdaw reps the campaign remains one of the most popular year-round workplace campaigns the union runs.

Recently the union has focussed on the impact of poor work and working practices on mental health, underpinning calls for better pay and improved terms and conditions to support mental health at work.

Results from Usdaw's Cost of Living survey show that mental health remains a huge concern, and pressures both in and out of work are impacting on members' mental health.

Action Day on 10 October

Mental health problems are very common. One in four people will experience a mental health problem at some point in

their lives. Although more people now feel able to open up about their mental health than a decade ago, Usdaw members may not realise that they can talk to the union about these issues.

That's why the union is holding its first co-ordinated Day of Action on Mental Health on 10 October to coincide with World Mental Health Day.

Usdaw has over 7,000 trained reps who can signpost members to independent mental health support organisations as well as helping members with performance, attendance or conduct issues inside of work.

What will be happening on the day?

Speak to your Usdaw rep to find out what is planned in your workplace. Members should look out for leaflets and posters on their Usdaw noticeboard, take the union's mental health survey, share a tweet on the day using the hashtag #TalkToUsdaw, or learn more about mental health by signing up for one of Usdaw's mental health awareness courses on Usdaw's website:

www.usdaw.org.uk/OLGhealth





Free USDAW LEGAL PLUS legal support

Usdaw's Legal Plus service is one of the many great benefits of being an Usdaw member – and it's completely free

Usdaw has its own legal department of qualified professionals working for you, backed up by a nationwide network of solicitors. With private solicitors charging over £100 an hour for their services and high street personal injury solicitors typically taking 25 per cent of your compensation, you can't beat Usdaw's Legal Plus service.

As an Usdaw member you are entitled to...

- **FirstCall Usdaw** – Legal assistance for any accident, anywhere in the UK, and now for accidents/injuries outside the UK while on a package holiday. †
- **Legal assistance** in all employment matters.*
- **A free Will writing service** for you and your partner saving you up to £250.
- **Conveyancing** – Usdaw solicitors will deal with all stages of your property transaction, professionally and efficiently, at favourable rates. You will receive a written quotation at the outset so you won't have any unwelcome surprises.
- **Probate** – Sorting out probate when someone dies can be stressful. Union solicitors can provide sympathetic and professional advice at special rates.
- **Free initial legal advice** – Usdaw's Legal Plus service doesn't stop when you clock off work. You are entitled to free initial advice and special follow-up rates for any non-work-related legal problem.

Family who live with you can also benefit from the union's legal service...

- If you've got children living with you who are under 18, they are fully covered for any accident, anywhere in the UK, and now also for accidents/injuries outside the UK while on a package holiday. †
- **Full legal assistance** for road traffic accidents.
- **Free legal advice** for any other accident and special follow-up terms.
- **Free initial legal advice** for any non-work-related legal matter and special follow-up terms.
- **Free Will writing service** for partners.
- **Conveyancing and probate** – families benefit from special rates.



† *Package holiday claims means accidents, injuries or other personal injury claims covered under the Package Travel, Package Holidays and Package Tours Regulations 1992.*

* *Legal assistance in employment matters where we think you have reasonable prospects of success.*

Please note: Usdaw Legal Plus is not an insurance policy. The personal injury cover does not replace the need to obtain specialist holiday insurance, car insurance and home insurance.

FIRSTCALL

USDAW

INJURED? DON'T FORGET
THE FREE ACCIDENT CLAIM
LINE FOR USDAW MEMBERS

0800 055 6333

DON'T FORGET YOUR
FREE LEGAL SUPPORT

FIRSTCALL USDAW

0800 055 6333

IF YOU HAVE AN ACCIDENT, HIGH STREET SOLICITORS CAN
TAKE UP TO 25% OF YOUR COMPENSATION. WITH FIRSTCALL
USDAW YOU KEEP 100% OF YOUR COMPENSATION.

Expert solicitors to look after you.

For members and their children under the age of 18 any accident,
anytime, anywhere in the UK and for package holidays outside the UK.
Family members living with you are covered for road traffic accidents.

WWW.USDAW.ORG.UK/FIRSTCALL

USDAW

FirstCall Usdaw

FirstCall Usdaw is the union's free accident and injury claim line. Thousands of members use the service every year for instant access to legal assistance for accident and injury cases. Making a claim is easy. There are no complicated forms to fill out and you will be supported by Usdaw every step of the way.

- You can use the service for road traffic accidents, slips and trips, and injuries caused by violent crime or armed robbery (CICA claims).
- Work-related diseases and conditions like repetitive strain injury, deafness, occupational asthma and dermatitis are also covered.
- If you win your case, you keep all your compensation. Neither Usdaw nor the solicitors take a cut of your damages, unlike high street solicitors who typically deduct 25 per cent.
- There are no hidden payments in accident cases, unlike so-called 'no win, no fee' cases which can involve charges for insurance premiums or specialist's fees.
- You will receive expert advice from lawyers committed to Usdaw who specialise in personal injury.
- The union's legal service works for members and not for profit - it puts people first.
- Call **0800 055 6333** to lodge a claim.



Other legal advice services for members

● Pensions advice

Ushaw has a specialist pensions section, ready to help you with any questions about your pension. Where appropriate we will also support legal action to secure your pension rights. To contact the Usdaw pensions section, call **0161 413 0920**.



● Health and safety advice

The union also has specialist advisers in all matters affecting health and safety in the workplace. You can contact the Usdaw health and safety section on **0161 413 0927** or email healthandsafety@usdaw.org.uk

The Legal Plus service is offered subject to the rules of the scheme. A member must be fully paid-up at the time of the problem and remain so. Legal assistance will not be granted to a family member who should have been an Usdaw member. Legal assistance cannot be granted to bring proceedings against the union.

For more information about all of the union's legal services please call the legal department on **0161 249 2473** or visit the Usdaw website

www.usdaw.org.uk/legal

Turn the page to find out how FirstCall Usdaw has helped members.

Arena Legal plus

FirstCall Usdaw was on hand for Tesco worker **Lesley Holt** and secured her £2,936 in compensation after a road traffic accident in 2017.



The accident happened when Lesley was travelling to work in Nottingham. She was driving down a single lane road when a speeding van tried to overtake her. Another car was emerging from a side road, to avoid a head on collision the van pulled back but hit Lesley's car causing her to spin and hit a tree.

"It all happened so quickly," said Lesley. "The noise of the van hitting my car was really loud and the next thing I knew my car was in the tree!"

"My car was a write-off but thankfully I only suffered shock. I was very lucky, things could've been a lot worse. Fortunately, the other car had a dashcam and had recorded everything.

"My partner suggested I contact the union for help. I was a bit sceptical at first. I thought there must be some kind of catch - but there wasn't. FirstCall was incredibly easy to use. The union put me in touch with a solicitor and they took it from there. If I needed an update, I'd just email my solicitor. The whole thing was sorted in just over a year and I got to keep 100 per cent of the compensation. What a great service."



Professional driver and Usdaw rep **Rodney Rodriguez** was on his way back from a delivery when a car transporter crashed into the back of his LGV. He was initially fine, but later that day started to feel pain across his neck, shoulders and back which continued to get worse. FirstCall solicitors secured Rodney £3,300 compensation.

"I called the union about a week after the accident," said Rodney, who lives in Welwyn Garden City. "I wasn't really sure about making the claim at first but the solicitor reassured me that I was doing the right thing as the accident wasn't my fault and I had suffered a loss of earnings."

"The accident happened in February 2019 and the claim was completed just five months later. It was a top-class service and I would thoroughly recommend it. As a union rep I'm always singing the praises of the union and the legal service, and after my experience I've been able to encourage even more colleagues to sign up."

Julie Gasson knew exactly what to do when she was involved in a road traffic accident in November 2016. Thanks to FirstCall she was awarded £3,620 in compensation.

Julie was driving to a work training session when the accident happened. She stopped at a slip road, but the car behind her failed to brake and drove straight into the back of her car.

"It was such a shock," said Julie, who lives in Lowestoft. "The force of the impact pushed my car onto the main road. I was lucky there was no traffic coming.

"The next day I started to feel a pain in my shoulder. I went to the doctor and was diagnosed with whiplash and referred for physiotherapy. My job is quite physical and working with the injury was a struggle.

"I phoned FirstCall Usdaw pretty much straight away after the accident. It was very straightforward and the solicitor was really helpful and supportive. It took about 18 months to settle but having an ongoing case wasn't a problem at all. I was really pleased with the compensation too. I'll continue to recommend FirstCall to members at work, it's such a great service."



Assault at Work Grant

On 1 January 2022, Usdaw introduced an Assault at Work Grant, to members who sustain an injury arising from an act of violence whilst in the course of their work. The grant is subject to a number of qualifying conditions including:

- The incident was formally reported at the member's place of work;
- The member attended their GP or A&E to ensure a proper record was taken;
- The member has continuing physical and/or temporary anxiety condition which lasts at least six weeks and which is supported by medical records;
- The incident was reported to the police and have a crime reference number;
- The member registered the incident as a potential claim through FirstCall within two years of the date of the incident.

The grant can only be claimed through a personal injury claim. Once the claim is registered, Usdaw will identify potential claims and contact the member. If reps are aware of any members who may be eligible, then they should advise them to register their personal injury claim with: FirstCall Usdaw on 0800 055 6333. All payments of the grant are at the discretion of the union and if any subsequent claim is successful and the member receives compensation for their injuries the grant is repayable by the member.

MemberOffers

CARS & TRANSPORT

Car Maintenance
Car Parking: Q-Park
Fiat
Griffin Motoring
Startrescue
Vauxhall Cars

HEALTH & BEAUTY

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

INSURANCE

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

LEISURE & ENTERTAINMENT

Beer52
Cinema at Home: Chili.com
Cinema Tickets
Discount Card
English Heritage
Go Ape
Golf Membership
Magazine App: Readly
Magazine Subscriptions
National Trust Gift Cards
SAA Art Membership
Theme Parks &
Attractions
Virgin Experience Days

HOLIDAYS

Airport Parking, Lounges &
Hotels
Away Resorts
Cottage Breaks
Eurocamp
James Villa Holidays
Lost Luggage Protection
Parkdean Resorts
Pontins
Wightlink Ferries

MONEY & FINANCE

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

SHOPPING

Apple
Charles Tyrwhitt
Crown Decorating Centres
Dell
Discount Card
Domestic Appliances
Gift Card Savings
Magazine Subscriptions
Usdaw Prepaid Cashback
Card
UsdawRewards Cashback
Virgin Wines

MISCELLANEOUS

Child-Safe SIM Cards
Mobile Phones
TOTUM Pro Card
International
Student ID Card

Don't forget about the
Union's legal services
such as free will writing
and Legal Plus



www.usdaw.org.uk/legal

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

*Terms and conditions for individual offers on the website.

SHEPHERDS FRIENDLY



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 offer savings plans for the whole family, ranging from Stocks and Share 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.

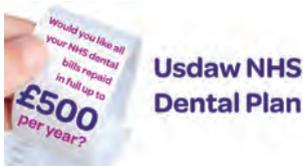
GIFT CARD SAVINGS



Save on your favourite retailers through Gift Card Savings.

Udaw members have the freedom to buy a range of Gift Cards and eGifts at discounted rates*. It's a great way for you to save hundreds of pounds annually. From everyday essentials like your weekly supermarket shop to life's luxuries such as dining out. *To find out more go to: www.usdaw.org.uk/offers

DENTAL PLAN



Do you have an NHS dentist?

Get up to £500 of NHS cover with this simple and straightforward member benefit exclusively available to Usdaw members. It costs £11.50 per month and you get money back each time you visit your NHS dentist, meaning no more costly treatment bills, plus you're covered immediately as soon as you join the plan.

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

MYGYMDISCOUNTS



Savings on your gym membership, digital fitness subscriptions and more with MyGymDiscounts!

As an Usdaw member, you can save up to 25% on a membership at your chosen club, closest to wherever you live or work. Choose from a wide range of options at over 3,300 gyms, leisure centres, yoga and pilates studios and bootcamps across the UK.

If the gym isn't for you – don't worry! They also offer up to 55% off digital fitness subscriptions so you can kickstart your fitness regime from the comfort of your home.

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

Left Out in the Cold

Millions of people will be left struggling to pay their bills as the energy crisis deepens

Energy bills will continue to rise as the energy price cap is expected to reach £4,226 from January 2023, plunging millions into fuel poverty. The rises are causing distress and anguish to millions of households who are worried about how they will pay their bills.

What is the energy price cap?

The cap limits what customers pay for each unit of gas and electricity that they use, plus it sets a maximum daily standing charge (what they pay to have their home connected to the grid). It's based largely on wholesale energy prices that energy firms pay and applies only to providers' standard and default tariffs.

The price cap is not the maximum that anyone can be charged - customers with high energy usage will have higher bills - but rather reflects typical usage levels.

I can't pay my bills, what should I do?

Talk to your supplier as early as possible.

Under rules set by the energy regulator Ofgem, your supplier has to help you if you are struggling to pay your bill by helping you negotiate a payment plan that you can afford.

My supplier wants to put me on a prepayment meter, can they do this?

Suppliers can only put you on a prepayment meter to recover debt and is the last resort to avoid disconnecting you. They must have taken all reasonable steps to agree payment with you. However, your supplier can't force you if you're considered to be vulnerable and you don't want one - such as those with disabilities, certain illnesses, who are pregnant or have children under five or are at state pension age.

I'm struggling to top up my prepay meter, what can I do?

All suppliers offer small amounts of emergency credit. You'll usually get £5 of emergency credit on your gas and electric



meter that you can access through your meter.

Additional support may also be available so speak to your supplier.

Are there any schemes or grants that can help with energy debt?

British Gas offers up to £1,500 to anyone in energy debt, not just its customers.

The eligibility criteria is quite strict, but generally you need to be spending more than 10 per cent of your income on energy, have less than £1,000 in savings, have energy debts of at least £250 and have already sought advice on money issues from a charity or money adviser.

britishgasenergytrust.org.uk

Other suppliers such as EDF, EON, Ovo and Scottish Power also offer help but you have to be a customer.

What other support can I get to help me get through the crisis?

● Almost all households will get a £400 energy grant this winter.

- Households on mean tested benefits will get £650 this year.
 - Pensioners will get up to £600 with the winter fuel payments this year, which will be paid automatically in November or December.
 - Those on certain disability benefits will get a one-off £150 payment in September.
- Millions of people are missing out on benefits that they are entitled to. You can check what you're entitled to here **benefits-calculator.turn2us.org.uk**

Further Advice and Support

Home Energy Scotland 0808 196 8660

**[www.homeenergyscotland.org/
contact-advice-support-funding](http://www.homeenergyscotland.org/contact-advice-support-funding)**

National Energy Action (NEA) 0800 304 7519

**[www.nea.org.uk/get-help/
wash-advice/wash-referral](http://www.nea.org.uk/get-help/wash-advice/wash-referral)**

Citizens Advice Bureau 0808 223 1133

www.citizensadvice.org.uk

StepChange 0800 138 1111

www.stepchange.org/setting-expectations

Turn2us.org.uk **www.turn2us.org.uk**

Arena Your health

Your health and your safety at work is a vital part of Usdaw's service. For more advice visit:

www.usdaw.org.uk/healthandsafety



Q Asbestos

In the warehouse where I work, a forklift ran into some panelling and damaged it. A couple of weeks later an asbestos removal firm was called in and the area was sealed off while they took away the damaged material. It was only when my mate asked if it might be asbestos that they called the experts in. I worked in the area after the accident and even swept up some of the damaged panel. How can I tell if I was exposed?

It seems very likely that you could have been exposed to higher than normal levels of asbestos dust but there is no test that can be done at this stage to prove that. Asbestos is a serious hazard. Over 4,000 people a year die of asbestos-related cancer. The chance of developing cancer increases the more you are exposed to asbestos. It is possible, although extremely unlikely, that a short-term exposure now could result in cancer in the future. The asbestos removal firm should have carried out measurements

before, during and after their work which may give some idea of the general level of asbestos at the time you may have been exposed. Talk to your union rep or area organiser and make sure that a written record of the exposure is kept on your personnel record. Get a copy of the written record yourself and keep it somewhere safe. You may also want to tell your GP about the incident. Although there is nothing the doctor can do about it at this stage, a record on your NHS notes is unlikely to be lost.

Q Rest breaks at work

I work in a small convenience store and I am often working alone. I work eight-hour shifts with no breaks and this has been happening since last October when a new manager came to work in the store. Is this right?

No. Workers have the right to one uninterrupted 20-minute rest break during their working day, if they work more than six hours a day. Your



contract of employment may indicate that you are entitled to an even longer break and whether it is paid or not. If you are working alone then the employer may need to close the shop while you take your break. Your break should not be given at the start or the end of your shift and should be somewhere in the middle.

If your employer is still not giving you your break, then you should contact your local Usdaw office for assistance.



Q Diesel Engine Exhaust Fumes

I work in a warehouse and when delivery trucks start unloading at the delivery bay, they leave their engines running to keep their fridges cool. The diesel engine exhaust emissions (DEEE) make my eyes sore and I can taste the fumes. I have spoken to my manager and they said there is nothing that can be done. Is this right?

No. DEEE contain a cocktail of dangerous particles and fumes. Short term effects of exposure include eye irritation and lung irritation. Long-term effects can include an increased risk of lung and bladder cancer. Your employer is required to conduct a risk assessment to prevent or adequately control your exposure to DEEE. It would be best if your employer found a way to keep the fridges working without running

the engines - such as providing electric power points for the vehicles. If engines do need to be kept running, then vehicles should be moved to a more open area or local exhaust ventilation should be installed. If your manager continues to ignore your concerns, speak to your safety rep or contact the local Usdaw office.



Q Pregnancy

I am pregnant and told my boss about it three weeks ago. I am finding it difficult to do my usual job which involves a lot of handling, twisting and stretching. Does my employer have to do a risk assessment for me?

Yes. Once your employer is informed in writing that you are pregnant then they are required to complete an individual risk assessment. They need to identify any risks that could affect new or expectant mothers and make any necessary changes to support them. If there are any risks that can't be controlled by other means, they should find you alternative work. If



there is no alternative, your employer should put you on paid leave for as long as is necessary to protect yours and your baby's health. Your manager should also review the risk assessment if your circumstances change as your pregnancy develops. Health and Safety Executive advice is available at: www.hse.gov.uk/mothers/employer/index.htm

Q Toilets

The water is off in the toilets at work. They are being repaired but I have a condition that requires me to use the toilet frequently. We have been told we can use the toilets nearby in the shopping centre but surely they should send us home if we don't have these facilities on our own premises?

Regulation 20 of the Workplace (Health, Safety & Welfare) Regulations 1992 says

that suitable and sufficient sanitary conveniences shall be provided at readily accessible places. If the toilets are broken and they are doing all they can to repair them as soon as possible and the alternative arrangements they have made are considered to be reasonable as a temporary measure, then it is likely that they will have satisfied the legislation.

If your manager is giving you a hard time because of the extra time you need to walk to the nearby toilets, speak to your union rep.

Don't let your colleagues miss out on **Usdaw membership** - including **free legal help, representation and advice at work and member offers...sign them up now using the form opposite...**

Sign up a friend and you could win **£250** of shopping vouchers!

Your chance to win!

You could **win £250** of shopping vouchers in this issue's prize draw. All you have to do is sign up a colleague or friend to Usdaw using the form opposite, and return it to Usdaw. Just put **FREEPOST USDAW** on the envelope and put it in the post.

TWO RECRUITERS WILL WIN SHOPPING VOUCHERS WORTH **£250** EACH IF THEY ARE THE **FIRST** TO BE PULLED OUT OF THE HAT!

USE THIS FORM TO SIGN UP A FRIEND AND ENTER THE PRIZE DRAW

4 prize draws a year



The weekly rate (applicable from 26 June 2022) is **£2.60**.

You can also enter online:

www.usdaw.org.uk/recruitafriend

I apply to join Usdaw. As a member of Usdaw I undertake to abide by the Rules and regulations of the Union and to pay contributions regularly. The home address I give is the address that Usdaw will use for balloting purposes. Members joining from 1 July 2021 are automatically entered at Scale A. For details of current membership rates and cash benefits visit www.usdaw.org.uk. **Responsibility of keeping payments up-to-date rests with the member.**

Use **BLOCK LETTERS** and complete this form as fully as possible.

Have you been a member of Usdaw before? Yes No

Please tick the appropriate box

Ms Miss Mrs Mr Mx Other _____ Female Male

Surname

Forename

Email

Full Postal Address

Postcode

Tel. No. (Inc. STD) Mobile No.

Date of Birth Age

Company Name _____ Occupation _____

Workplace Address

Postcode

Location No. _____ Employee No. _____

Opt-in Notice I agree to contribute to the Union's political fund at the rate set out from time to time in the Rule Book, and I understand that this agreement constitutes an opt-in notice for the purposes of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended and the Trade Union and Labour Relations (Northern Ireland) Order 1995. Every member may opt to contribute to a separate fund for the furtherance of the Union's political objects under the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) or, as appropriate, the Trade Union and Labour Relations (Northern Ireland) Order 1995 by ticking this opt-in notice. A member who chooses not to contribute shall not, by that reason, be excluded from any benefits of the Union or be placed in any respect either directly or indirectly under a disability or at a disadvantage as compared with other members of the Union (except in relation to the control of the fund).

For Members Paying by Payroll

I hereby authorise my employers for the time being, or their representatives, to deduct from my salary or wages the amount of contributions payable by me under the Union's Rules, as amended from time to time. I also authorise the deduction of any arrears which may accrue during my employment. I consent to the Union sharing my personal data with my employers, or their representatives in order to process my deduction contributions. I also authorise my employers, or their representatives, to share my information with Usdaw in order to process and maintain my Union membership and where appropriate that my employers, or their representatives, shall notify the Union of any future changes in my home address and email to enable the Union to maintain a register of the names and proper addresses of its members.

Privacy Notice

As a member of the Union, Usdaw will process your personal data as part of its legitimate activities in providing trade union services and benefits in accordance with the Union's Objects stated in the Rule Book and to perform its obligations to you under statute or contract. This involves processing of personal and sensitive personal data under the current data protection legislation. We will store your personal data only for the period necessary under law to enable us to fulfil our legal obligations. You have the right to request access to your personal data, and its rectification, erasure, restriction on processing, and portability. You have the right to withdraw consent for sharing of your personal data and to complain to the Information Commissioner. Usdaw and its Data Protection Officer may be contacted at Usdaw, Voyager Building, 2 Furness Quay, Salford Quays, Manchester M50 3XZ.

Member's Signature _____ Date _____

Recruiter's Name _____

Recruiter's Membership No. _____

Arena



Win! £50

Correctly complete the grid and you could win a **£50** shopping voucher!

Closing date 2 October 2022

(Not open to Usdaw staff)

Word up!

Complete our prize crossword to spell out the hidden word in the yellow squares and you could be one of three members to win a £50 shopping voucher.

Email your answer along with your name and address to:

arena@usdaw.org.uk

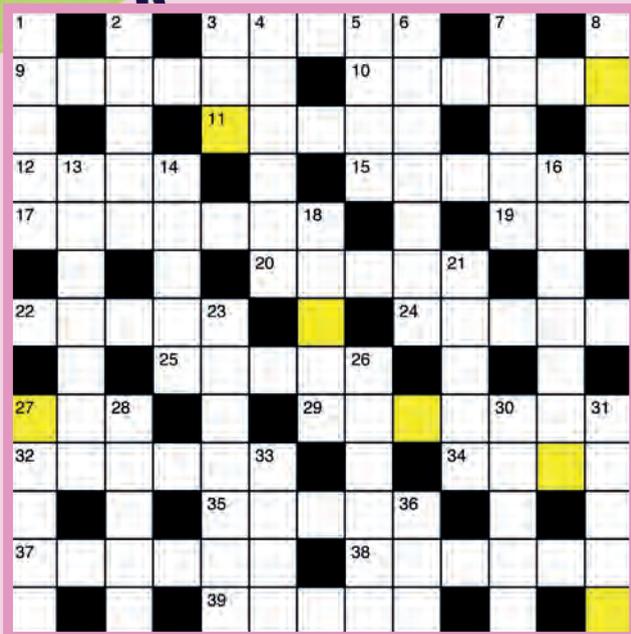
Please put 'xword' in the subject box.

www.usdaw.org.uk/xword

Solutions available from 3 October 2022.

Summer winners:

Christine McKenzie, Keith Nathan Goodwill, Keighley Bernadette Faherty, Normanton



ACROSS

3. Clearly expressed (5)
9. Religious address (6)
10. Small child, informally (6)
11. Indications (5)
12. Boy's name (4)
15. Card suit (6)
17. Head towards (4,3)
19. Was seated (3)
20. Water nymph (5)
22. Deduce (5)
24. Not old (5)
25. Underground drain (5)
27. Chop (3)
29. Closest (7)

32. Suitable for crops (6)
34. Abominable snowman (4)
35. Perfect (5)
37. Compel (6)
38. Not dead (5)
39. Corner (5)

DOWN

1. Muslim religion (5)
2. Narrow inlet or bay (5)
3. --- Angeles (3)
4. Harmony (6)
5. Taverns (4)
6. Exhibit (7)
7. Potatoes (5)

8. Arm joint (5)
13. Wash and iron (7)
14. Yields (5)
16. Sincere (7)
18. Bird (5)
21. Bridal gift (5)
23. Exact copy (7)
26. Recollect (6)
27. Emerge from an egg (5)
28. Bet (5)
30. Weird (5)
31. Slight colouring (5)
33. Paradise (4)
36. Falsehood (3)

Arena Our members

Have your say -

SEND YOUR THOUGHTS OR PICTURES TO:
Usdaw Head Office, Voyager Building,
2 Furness Quay, Salford Quays,
Manchester M50 3XZ
arena@usdaw.org.uk



*North Eastern Equalities -
LGBT+ campaign*



*Eastern Equalities
at Norwich Pride*



*Retail Crime awareness
campaign at B&M Cannock*



*Young Workers
and Mental Health
campaign - Morrisons
Nantwich*



*Mohammed Rashel Ahmed and
Paddy Lillis at The TUC Cost of
Living march in London*

Usdaw pays tribute to Outstanding rep 'Helpline Dave' who died in July

The union was deeply saddened to learn of the death of active Usdaw rep Dave Catterall, 49, who died of cancer in July.

Dave worked for Alliance Healthcare for over 30 years (more than 20 years as a driver) and was an extremely active shop steward and health and safety rep who sat on both the National Committee and European Works Council. He also completed the union's Organising Academy in 2018.

Dave had a passion for representing his colleagues and his commitment to them was second to none. Regularly speaking to members who were having issues and looking to help them through any difficulties they were having at work, he was always on hand so much so he was given the name 'Helpline Dave' by his family for being at the end of the phone right up until the last few months of his life.

It was Dave's commitment and dedication which led to the union lodging an Employment Tribunal on behalf of all the driver members within Alliance Healthcare in relation to a potential unlawful deduction of wages claim. Dave's persistence and guidance ultimately led to a settlement with the business that saw payments being made to all drivers covered by the agreement. Without fanfare or recognition, it was his attention to detail and knowledge of the agreements that ultimately delivered for members who may have been short-changed.

Sadly, in 2018, Dave was diagnosed with eye cancer during a routine eye test for his job as a HGV driver for Alliance Healthcare. Despite undergoing treatment that included radiotherapy and surgery to remove his eye, the cancer spread to his liver and in June 2021 he was given less than a year to live. Dave was taking part in a trial for a new drug treatment and although the drug



prolonged his life for a few months, it was unfortunately unable to save it.

Dave was an outstanding rep who helped me enormously as I tried to get to grips with Alliance Healthcare. He was extremely knowledgeable and always wanted to ensure that members were treated fairly and consistently by the company. He made a significant contribution to improving things for workers at Alliance Healthcare and was hugely respected on the National Committee by his colleagues for his input and contribution. He will be a huge loss to the union and will be tremendously missed by his fellow reps and colleagues at Preston. My condolences go out to his wife, Bev, and his two children, Rebecca and Oliver.

Usdaw National Officer Daniel Adams

Where to find information

Usdaw website and enews

For everything you need including sections on legal advice, workers' rights, health and safety, news, training opportunities, upcoming events and campaigns. You can also download informative leaflets and posters, and sign up for email updates. Visit www.usdaw.org.uk



Social media

As an Usdaw member we recommend that you follow **@UsdawUnion** on Facebook, Twitter, Instagram, YouTube and Flickr. It's a great way to keep up to date with news, campaigns, events, rights at work, competitions and offers exclusive to Usdaw members.

Want to get more involved?

Branch meetings

The best way for members to get involved and stay informed is to attend their branch meetings. These are regular union meetings run by reps and are a good way of finding out what is happening in your workplace, your region and the wider union. Your branch number is printed on the wrapper of each issue of Arena and will start with a letter from A to K. To find out where and when your branch meeting is held, speak to your union rep or call your local office.

Become a rep

Usdaw is always looking for members to volunteer as reps. Becoming a rep gives members invaluable opportunities to develop personally and professionally. For further information visit www.usdaw.org.uk/bearep

How to contact the union

Usdaw regions and offices

Usdaw divides the UK into seven geographical regions. If you have a problem at work always contact your Usdaw rep in the first instance (details can be found on your union noticeboard) or contact your local Usdaw office:

www.usdaw.org.uk/contact

Update your details:
www.usdaw.org.uk/update



A South Wales and Western Region

Bristol 0117 931 9730
Cardiff 029 2073 1131
Plymouth 01752 765930

C Eastern Region

Bury St Edmunds 01284 775700
Waltham Cross 01992 709280

E Midlands Region

Redditch 01527 406290
Kegworth 01509 686900

F North Eastern Region

Leeds 0113 232 1320
Newcastle 0191 296 5332

G Scottish Region

Edinburgh 0131 556 5242
Aberdeen 01224 652820
Glasgow 0141 427 6561

H Southern Region

Faversham 01795 532637
Andover 01264 321460
Morden 020 8687 5950

K North West Region

Preston 01772 704003
Belfast 028 9066 3773
Warrington 01925 578050

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NHS DENTAL PLAN

Do you have a NHS Dentist?



Would you like all
your NHS dental
bills repaid
in full up to

£500
per year?

The Usdaw NHS Dental Plan gives you money back each time you visit your NHS dentist, so no more costly treatment bills.

What's more, as a special offer:

Join today and get immediate cover!

Get covered for £500 per year towards:

- ✓ Examinations, scale & polish and x-rays
- ✓ Fillings, root canals & extractions
- ✓ Crowns, bridges, dentures & repairs
- ✓ Dental-related prescriptions

Each policyholder also gets cover for:

- ✓ Oral cancer (upto £6,500)
- ✓ Accidental impact injury (upto £750)
- ✓ Hospitalisation, dental related (£25 a night)

Monthly premium, £11.50 per person

Join today on freephone **0800 037 2092**
or online at **www.usdawdental.co.uk**

IMPORTANT INFORMATION: In order to make your first claim, you must have been to see your dentist within the last twenty four months for a full examination. Any pre-existing condition or ongoing treatment is not covered; only new dental conditions that occur after joining are covered by this plan. Cover is for NHS dental charges only as per the English banding charges and no cover is provided for any private dentistry charges on this plan. You can join the plan if you are aged between 16 and your 70th birthday; there is no age limit to stay on cover. Policy terms and conditions apply. © Protego Group 2021. Usdaw Dental Plan is designed and administered by Protego Group Ltd.

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