

# community in the logistics sector

community  
for a better working world

Issue 1

community

Join Community today by visiting  
**[www.community-tu.org/join](http://www.community-tu.org/join)**  
or by requesting a form from your  
local Community representative.



# Member benefits and services

Community is a trade union that is recognised by employers in workplaces across the country from sectors including; in logistics as well as in the steel industry, finance and professional, amongst faith workers, the third sector and more. What that means for our members:



## Help and support

We have a member service centre with legal advisors dedicated to supporting you with any question you have or any help you may need. The coronavirus has shown just how important it is to have someone on your side when things get tough. We're always in your corner, through key changes in your life and especially when issues at work get complicated. If you do face difficulties, we're always available to come and represent you when you need us.



## Better pay as well as terms and conditions

We secure fair treatment, fair pay and fair pensions by supporting our members with individual and collective representation, working with employers to get the best deal for you.



## Campaigning on issues that matter to you

We use our influence and resources to campaign on issues in the workplace and beyond — that affect our members' lives and that our members care deeply about. From our petition on getting PPE to our frontline workers, to campaigning for better mental health in the workplace and ending homelessness in the UK, we champion the causes close to our members hearts.



## A safer, healthier and more inclusive workplace

We help to create safer workplaces for all through a constructive approach to working with your employers, through dedicated training and our network of union health & safety or equalities reps. We ensure that every worker is treated with respect and dignity.



## Opportunities to develop

We help you to develop within your current job and open up opportunities to you through bespoke training. If you're a member of Community you can access hundreds of free online courses.



## Support for your community

Each of our members has local communities that they care deeply about – whether it's a local charity or your kid's football team – Community has a special fund to support your community.



## A better world of work

We want you to have a better experience wherever you work and however you work. We're working together to make your experiences at work better – to give you more rights, more access to government resources, better pay or more respect at work – you name, it we're working on it.



## Discounts and savings

We source and deliver a range of fantastic benefits for our members; if you make the most of these you can save more than the cost of your union membership. These include discounts on AA membership, at ASOS, on holidays, your food shop and more.

## Your reps

**Your Community reps are on hand to help you with issues at work and beyond.**

If you want to get in touch with your local rep and aren't sure how, just email us at [servicecentre@community-tu.org](mailto:servicecentre@community-tu.org) and we'll put you in touch.

We also have a dedicated team of advisors to support you, these people work in our service centre. You can contact them at **0800 389 6332** or on [servicecentre@community-tu.org](mailto:servicecentre@community-tu.org)

# What's going on in the industry?



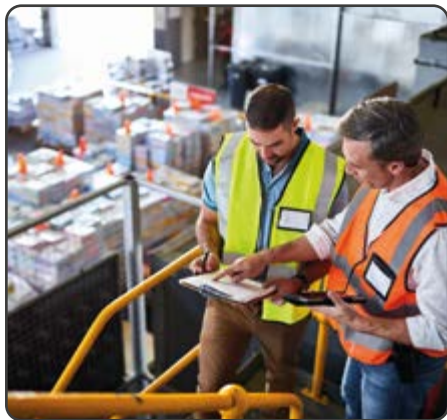
**The pandemic has seen challenges and opportunities across the sector. Community has continued to engage with members and employers on a regular basis to ensure the maintenance of a safe working environment and to support you with industrial and individual concerns.**

One such example of this industrial support was when earlier this year, XPO announced the closure of the Tesco Fuel Support White Fleet. This announcement put Community members at risk of redundancy. Further to this, the company attempted to reduce the required consultation period by carrying out one to one consultation in each affected area as opposed to applying a collective steering group principle.

Community immediately took initial legal reviews of the procedure backed by members who collectively rejected the invitation to attend their first consultation meeting by means of a procedural loophole. After a stand-off, XPO reconsidered their position and recognised the consultation as a collective process overseen by a senior management and trade union steering group. An immediate extension to the consultation period was achieved and after 3 weeks of meetings XPO withdrew the closure announcement and alternative work has been found for a significant proportion of Community members. The consultation process is ongoing and we are confident we will reach a resolution that saves all jobs.

Throughout the pandemic, the Community recognised XPO fulfilment centres operated at above and beyond full capacity.

*The world of online retail and fast fashion continues to grow and change at an incredible pace and the need for strong trade union agreements to protect our members in this sector is greater than ever.*



Furlough has been an issue across the Whistl Mail post network and the fuel distribution businesses that Community represents. However, we are pleased that in both mail and fuel, the pre-pandemic volumes are once again being achieved with further bounce back expected.

Pay talks are currently taking place in XPO Tesco Bulk Fuels, Whistl (Bolton, Glasgow, Bristol, Belfast and Bedford) XPO Adidas, LVMH, ASOS Barnsley and Doncaster and Tamworth.

Last year Community signed a new business recognition agreement with XPO Greene King Distribution. Following a major period of disruption across the hospitality sector, we are now finally seeing a return to operations which will coincide with the first pay talks covering this new contract at Tilbury, Northampton, Peterlee

and Avonmouth. At the time of writing, all of the pay talks are in the early stages of local or National discussions, all members should receive updates on the pay process. Make sure you look out for when and how the ballot process will run at your workplace.



Paul Rice — Rep at Kingsbury

**“The business closure announcement was a major shock to me and my colleagues at Kingsbury. After all of the uncertainty of the last 12 months with long periods on furlough to be told we were losing our jobs as well was devastating. The fight Community has put up for us all is a brilliant effort from everyone concerned that we should be very proud of.”**



*Sean Scorer, National Secretary  
at Community*

**Q** I'm an EU national, what does Brexit mean for me?

**A** Because the UK has left the EU, EEA and EU nationals will need to apply to stay in the UK under the EU settlement scheme.

### Who needs to apply?

- Citizens of countries in the EU, EEA and Switzerland and family members
- People who are nationals of the EU or EEA (all EU countries plus Iceland, Liechtenstein and Norway) and Swiss Nationals need to apply. If you have children, you need to apply for them separately.
- There are some people who can apply even though they are not EU/EEA or Swiss citizens,

usually because they are a family member of someone who has lived or worked in the UK as an EU or EEA citizen. If you are not an EU, EEA or Swiss citizen but you have a family member who is (or they are an eligible person from Northern Ireland) you need to apply.

### Who does not need to apply?

You don't need to apply if you have:

- Indefinite leave to enter the UK
- Indefinite leave to remain in the UK
- People from the rest of the world, and Irish citizens do not need to do so.

### When do I need to apply by?

You need to apply by the 30<sup>th</sup> June 2021.

For more information and for help applying, contact your local Community rep!

**Q** I'm disabled and want to seek reasonable adjustments from my employer but I'm not sure what I need, can you help?

**A** The law is very clear that one size doesn't fit all — what are appropriate reasonable adjustments for you should be tailored to you and your specific needs. Take some time to think about what your tasks are day to

day and what you think would make those tasks easier or allow you to participate more fully.

Although what adjustments you need are unique to you, here are some examples of some reasonable adjustments that have helped some disabled workers and may be relevant to you:

- Having a sign language interpreter to join important calls
- Being allowed extra time off to attend medical or counselling appointments
- Putting flexible working in place
- Your employer offering online counselling or mentoring
- Making changes to the amount of sickness absence you may take
- Modified performance targets
- A phased return to work after sick leave

At Community we are here to help guide you through the process, so if you're a member, get in touch with our service centre at [servicecentre@community-tu.org](mailto:servicecentre@community-tu.org) or at **0800 389 6332**.

**Q** I've been asked to self-isolate but I'm worried about making ends meet, what can I do?

**A** If you have to self-isolate, then you might be able to get £500 to help manage the impact of loss of income. This is called a test and trace support payment.

You must be employed or self-employed, unable to work from home, and on a low income to be eligible. You also have to be self-isolating.

You can get the payment if you are self-isolating because:

- you've tested positive for Coronavirus yourself.
- you were told by NHS test and trace that you need to self-isolate.
- you've received a notification on the NHS COVID-19 app telling you to self-isolate.

You can apply for the payment here: [www.gov.uk/test-and-trace-support-payment](https://www.gov.uk/test-and-trace-support-payment)

**Remember you can always speak to your local rep if you need support or have any questions!**



## Guest blog – Chris Knight, NEC member

Chris Knight sits on Community's National Executive as the BAME representative as well as the TUC Race Relations Committee. He received his coronavirus vaccine in March and wants to encourage others to do the same.

Like millions of others across the country, I have received my first dose of the vaccine.

A vaccine, simply put, is something that teaches your body how to recognise and fight off an infection. Vaccines have previously been **successfully** used to eradicate measles, polio and smallpox.

The Coronavirus vaccination programme is currently the largest of its kind ever undertaken in British history. The data emerging about the results of the Coronavirus vaccines is simply extraordinary. In Israel, the country furthest along in rolling out the vaccines, amongst those who had received one there **were 94% fewer** Coronavirus cases.

The vaccines have the power to completely change our relationship with Coronavirus, restore some sense of normality allowing us to see our loved ones again and save tens if not hundreds of thousands of lives.



*Chris Knight, Community NEC member*

We are incredibly lucky — Britain is one of the **least vaccine-sceptic countries** in the world.

I understand the fears, anxieties and confusion about the Coronavirus vaccines. It's important to read factual information from reputable sources to keep ourselves informed, and to only share information we know is from a trusted and reliable source too. We all have the power, and the responsibility, to protect ourselves and to help slow the rate of transmission — and that is by having the vaccine.





All vaccines currently being offered have been proven to be **safe and effective**. They have gone through rigorous testing and must meet very strict standards in order to be approved.

When you get invited by the NHS to have the vaccine, please take it. This will protect not only yourself, but help to protect your family and the wider community.

If you do have any concerns or anxieties, speak to your GP or trusted healthcare provider for more information about the vaccine and encourage your family to do the same. Don't be misled by the scare stories or fake news on the internet that put you or your love ones at risk.

Let's move forward together and get vaccinated, so we can contain this virus, protect ourselves and our communities and get our lives back.

# Menopause at work

*Jennifer Dean is an Organiser for Community's Northern Region. She writes here about how important it is to have a menopause policy in the workplace.*

Around the same time that I started working at Community, I had started to experience quite severe menopausal side effects. It was frightening and it was embarrassing, but worse I worried that it would affect my new job and career. On top of experiencing symptoms, I had to communicate what was happening to my new manager, which was very daunting. These feelings are very common for people experiencing menopausal side effects and talking about it can be difficult.

Menopause is one of those things that is not really talked about and many people don't understand it until it happens to them or someone close to them. There is still an underlying stigma about discussing menopause and it feels like only people experiencing it really talk about it. Yet over half the population of the planet go through menopause at some point in their lives, so it makes no sense to ignore it.

Without a menopause policy, many people never speak up and end up suffering in silence. They do not know what support is available to them or even how to ask for help.



*Jennifer Dean, Organiser for Community's Northern Region*

Unfortunately, many employers and managers do not know how to help — often they won't have even realised the issues that can come from the menopause or that it is something their employees might need help with. Sadly, we have seen many examples of employees who have faced a lack of understanding at work. Some have even faced disciplinary processes, directly due to the effects of the menopause.

This is why getting a policy in place at your workplace is so important. It is a go-to guide to explain what menopause is and how to get support. This along with training key people within the organisation so that they understand how to help, is essential.

If you have not got a menopause policy within your organisation yet, then let us know and we will help you.

Contact us at  
[equalities@community-tu.org](mailto:equalities@community-tu.org)

# Looking after your mental health

The coronavirus pandemic and the changes to working environments and your personal life, may have caused you to suffer mentally. At Community we're here to help. See some tips and tricks below on how to sustain your health and wellbeing:

Signs of burnout	Tips for sustaining your well-being and preventing burnout
Experiencing feelings of sadness, depression, failure, helplessness, or apathy	Meet your basic needs — eat, drink, and sleep regularly
Becoming easily frustrated	Take breaks — pace yourself and take appropriate rest (to do something comforting, fun, or relaxing)
Blaming others or feeling generally irritable	Stay connected through regular check-ins with your colleagues, family, and friends
Feeling disassociated, indifferent, or apathetic	Support your colleagues through regular peer consultation, mentorship, and support
Isolating or disconnecting from others, even virtually	Communicate — clearly and in an optimistic manner
Practicing poor self-care	Respect differences — recognise that some people need to talk, while others need to be alone, and recognise these differences
Feeling tired, exhausted, or overwhelmed	Stay updated — rely on a few trusted sources of information. Limit your media exposure
Using negative coping strategies	Avoid negative coping strategies such as excessive intake of caffeine, sugar, alcohol, or drugs

We also run regular courses on topics from mental health first aid to stressbusting, if you are interested in taking one, please contact us at [learn@community-tu.org](mailto:learn@community-tu.org)



# Together, we are community

The modern union for a changing world.

Need help? Get in touch with us on 0800 389 6332 or  
[servicecentre@community-tu.org](mailto:servicecentre@community-tu.org)

Want to feature in the next issue?  
Get in touch at [commsteam@community-tu.org](mailto:commsteam@community-tu.org)