

yourvoice

Latest news from your community

2020 Edition

We're here, and we're on your side

Wherever you live, wherever you work, throughout COVID-19, Community has been here to support you.

Members of Community have been affected by the coronavirus crisis in many different ways. Thousands have been working throughout the lockdown period, particularly those in frontline key worker roles. Thousands of others have been furloughed and are beginning to return to work.

“As lockdown unwinds, we know that the challenges people are facing will continue”

Over the past few months everyone in the union has been stepping up to help members. Community's operations and staff have switched to remote working and people have taken on new responsibilities to help ensure members continue to receive the support they expect.

Community's reps and officers have been working hard to ensure workplaces are COVID-19 secure.

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A helping hand to those that need it

A small group of volunteers have been supporting Community members who may be more vulnerable.

Across the country the team of reps, members and staff – Community's Member Support Group have been phoning isolated members, picking up errands and delivering essentials.

Over the past few months the group have contacted thousands of members to just make sure they're doing OK and have everything they need. Community's Support Group

Co-ordinator, Tiffany Gillies said: "Community has a proud history of taking trade unionism out of the workplace and into local communities, the idea that looking out for one another even after your shift has ended..."

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A word from Roy Rickhuss

I know how difficult the last few months will have been for our members up and down the country.

Through these challenging times I've been really proud of how we have come together as a union.

Whether that be the lobbying of Government that we have done on your behalf, the thousands of calls to vulnerable members made by our Community Support Group or the risk assessments our reps have carried out in workplaces across the country.

If the start of this year has shown anything it's how important it is to be a member of our union and that we all stick together.

As what lies ahead of us begins to become clearer, and we can see some of the challenges that we will face as a country, I want to assure you that Community will be in your corner.

We will continue to lobby government to get you the support we can, we will work to make your workplaces as safe as possible and we will continue to provide you with advice and guidance.

Community is strength, and the bigger we are the stronger we are.

Please ask your friends, your family and your colleagues to join us today. Because wherever they work, whatever they do, we are here to support them.

FROM THE COMMUNITY

A helping hand to those that need it

Continued from front...

...is an important part of being a Community member."

Beverley Momenabadi is a Community member and Labour Councillor in Wolverhampton. She's been part of the Member Support Group, helping members in her local area.

She told us about her experience of helping people during lockdown: "What's kept me going and kept me motivated is the real community spirit and the fact that we are all supporting each other to know that we are going to get through this."



Beverley Momenabadi out and about delivering food boxes to vulnerable members

"Community has a proud history of taking trade unionism out of the workplace and into local communities"

THE GOOD DEED FEED...

Ending Veteran Homelessness

A team of Community members, staff, union lawyers and MPs took part in a lockdown fitness challenge to raise money for the FirstLight Trust charity.

The fund-raiser is part of the union's Ending Veteran Homelessness campaign – one of the priority campaigns chosen at Community's conference last year.

Leading up to Armed Forces Day on 27 June, people were out and about across the country, walking, running or cycling in a bid to raise funds for the charity. Together the team covered over 1,500 miles while raising money to provide support to homeless veterans.

The fund-raiser is still live and as we went to print donations totalled over £5,000.

Melantha Chittenden is Community's campaign lead. She ran a half marathon during the event.



Members and reps across the country have also been donating warm clothes

"Too many veterans have too little support and struggle with the transition from military to civilian life, leaving them without a roof over their head. We wanted to do our bit to support them.

"We know lots of people have found lockdown tough, so we've been overwhelmed by all the generosity."

Ask Kate...

Questions about COVID-19 and the future of Work? Kate Dearden, our Head of Research, Policy & External Relations, can help you.



How is furlough changing?

Employers now have the option of agreeing a flexible furlough arrangement with employees. Under this scheme, employees who have previously been furloughed can work part time for their employer. The employer is responsible for paying their full wages for the hours they work. During July, August, September

and October, the per cent of wages that are funded by the Government through the scheme changes from 80% of employees' wages down to 70% and 60% with additional conditions. As before, employers can 'top up' the wages of their furloughed employees which we have been working locally to encourage them to do.

What is a COVID-19 Risk assessment?

A risk assessment identifies what hazards currently exist or may appear in the workplace, and which hazards are likely to cause harm to employees and visitors. This includes taking reasonable steps to protect workers and others from coronavirus. By conducting a risk assessment an employer better manages risks and protects people.

The assessment should identify what work activity or situations might cause transmission of the virus, who could be at risk, how likely it is that someone could be exposed, and remove the activity or situation to control the risk. The government expects businesses with over 50 staff to publish their results online.

How do I keep my details updated?

If you do move home or change your contact details, please let us know as soon as you can so that you don't miss out on important information from Community.

There are a number of ways you can update your details. You can log on to the MyMembership section of our website. In a few moments you can set up your account, then you can easily update your email, phone numbers and address details.

If you are unable to change your details online, or you prefer to get in touch with us directly, our membership team are on hand to help. You can reach them at membership@community-tu.org or by calling **0800 389 6332**.

Political fund notice

Every member of the Union has a right to be exempt from contributing to the Union's Political Fund or, for those members joining on or after 1 March 2018, the right to withdraw their opt-in to the Political Fund. A form of exemption notice can be obtained by or on behalf of any member either by application at, or by post or email from, the head office of the Union or from the Certification Office for Trade Unions and Employers' Associations, Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX. This form, when filled in, or a written request to the like effect, should be sent to the Central Treasurer at the Union's head office or emailed to polfund@community-tu.org.

Remembering those **we have lost...**

At this time we wanted to remember and pay tribute to two members who were working on the frontline of the COVID-19 crisis and sadly died after contracting the disease.

Mark Woolcock - Mark worked as an Ambulance Care Assistant at Barts Health NHS Trust in Newham. He passed away on 20th April. He was only 60 years old.

Ted Purcell, National Organiser, who knew Mark for a number of years said: "He was such a friendly, genuine person that loved helping others. It's such a tragic loss."

It really brings home the fact that our frontline workers are putting their lives on the line every day."

Earl Fuller - Earl was a member at HMP Dovegate in Staffordshire, where he worked as a prison officer for five years before he died on April 29 aged just 60.

Earl served more than 20 years with the Worcestershire and Sherwood Foresters Regiment, becoming a Colour Sergeant. During that time he became the first black drum major in the British army.

His colleagues said he was well-liked and respected by everyone who knew him.

Community members worked together with councils across the country to package food parcels for vulnerable people



60 Second interview with Jessica Morden MP

Jessica Morden is a Community member and MP for Newport East. She was first elected in 2005 - the first female MP in Gwent.

What's keeping you busy?

I've been working with my office to help constituents affected by the coronavirus - we've had a big increase in the amount of casework coming through and it's our priority to provide all the help and guidance we can at this challenging time.

You were at the forefront of the Save Orb Steel campaign, what do you think the future holds for steel? It was devastating to see the Orb close, knowing that the UK is losing its only electrical steel plant just when we need to do more to decarbonise our economy.

A strong UK steel industry is essential for the UK's economic recovery and our industrial security.

What's been the most challenging part of being an MP during lockdown?

Not being able to meet people face-to-face to hear their concerns. I'm looking forward to being able to see my constituents again.



Community is here, we're on your side

Community is working hard to make sure that workers across the UK are supported during the COVID-19 epidemic

Continued from front...

Roy Rickhuss, Community's General Secretary, said: "It's been a credit to the union the way in which so many people have stepped up to respond to the needs of our members in these extremely challenging circumstances.

"Even as lockdown unwinds, we know that the challenges people are facing will continue. Members are nervous about their futures. Many members are concerned about safety and this will continue to be the top priority for the union."

The General Secretary has been in direct dialogue with cabinet ministers pushing for government

member concerns and call for government action.

"We will continue to step up to take on the challenges

takes' to support people through the crisis and dissuade employers from making knee-jerk decisions. Simply, we are on your side," Roy concludes.

Thousands of members have contacted the union's Member Service Centre since lockdown began, seeking advice on a whole range of issues. Community has been providing members with advice and guidance on a broad variety of concerns including safety, furlough and equalities issues.

"Even as lockdown unwinds, we know that the challenges people are facing will continue. Members are nervous about their futures."

support in the best interests of the union's members. The union has also been working with MPs to highlight

faced by our members. We will hold the Prime Minister and the Chancellor to their pledge to do 'whatever it

Community is here for the self-employed

Community has been championing the cause of the millions of self-employed workers who have been severely impacted by the coronavirus crisis.

The union's campaigning has had many successes including: getting the government to introduce, extend and speed up payments for the self-employed support scheme; lobbying for grants for self-employed people in Scotland; and sharing best practice with local authorities across England.

Community's Head of Research, Policy & External Relations, Kate Dearden, said: "Far too many people have fallen through the gaps in the government's self-employed income support scheme. We've been lobbying the Chancellor's advisers and calling for more action.

"The crisis has shown just how much self-employed workers need a collective voice."



Partnerships for recovery

The world of work is constantly changing, so we must find new ways of ensuring that Community continually supports our members and reaches out to those yet to join us.

The Commission on Workers and Technology, a joint initiative of Community and the Fabian Society, is due to publish its final recommendations after two years of taking evidence and listening to employers, experts and workers.

Automation already had the potential to have a big impact on people. The pace and effects of change have been amplified by the COVID-19 crisis, leaving people across the country uncertain of their futures.

Yvette Cooper MP is the chair of the Commission and she

recently outlined some of what to expect in the final report.

“We need a new future jobs fund on a much bigger scale as part of wider government support for the economy. We will call for a jobs guarantee scheme to prevent the scarring effects of long-term unemployment for young and older workers. And crucially we need an urgent programme of training guarantees for workers in sectors where jobs aren’t coming back soon.”

“The partnerships between government, employers and unions that were so crucial to designing the furlough scheme



“We will call for a jobs guarantee scheme to prevent the scarring effects of long-term unemployment for younger and older workers.”

in the acute phase of the crisis should be at the heart of the response in the chronic recovery phase too, so no one is left behind.”

Going Digital...

Lockdown forced a pause in Community’s traditional education and training programme and meant the union had to look for alternative ways to ensure that reps and members got the information and support they needed.

Community’s Head of Education, Tiffany Gillies, said: “It’s been really important to find new ways of supporting our reps to get the training and education that they need.”

Sessions, run through the online meeting platform Zoom, have looked at furlough, mental health and workplace risk assessments. Community has also partnered with Google Digital Garage to

offer sessions on digital skills to members.

Lauren Crowley, the union’s Head of Equalities, has co-ordinated a number of online events for members.

“We’ve been able to reach members who may not have been able to attend some of the face-to-face events that Community traditionally offers.

In particular, we’ve been able to bring together our Black, Asian and Minority Ethnic (BAME) members who have been affected differently by the COVID-19 crisis. We also marked Pride month with a Zoom meeting.”



News in brief

Faith workers

Community has established a national faith workers branch to support people working for faith institutions

Steel

Community is campaigning to highlight the importance of our steel industry. Visit weneedoursteel.uk to get involved.

Industrial

Our General Secretary has been appointed to the Government’s Industrial Strategy Council where he can help shape the strategy for the future of UK industry

Politics

A new Shadow Cabinet has been appointed, we’ve had a number of meetings to put forward the views of our members.

Dental

Community is looking to grow in the dental sector, giving people working as dental professionals a voice at work.

THE OUTLOOK

Community's NEC member for Black And Minority Ethnic (BAME) members, Chris Knight, talks about the need to address racial discrimination and inequality.

I'm sure that all members will join me to express deep distress at the death of George Floyd, and their support for all those affected by his death and their legitimate right to protest without violence to draw attention to the need to address urgently historic and systemic racial discrimination.

This brutal unnecessary murder in Minneapolis has caused grief, anger and has sent shockwaves across the globe including here in the UK. There has been deep public concern expressed about the ingrained institutional racism that exists against Black, Asian and Minority Ethnic people not just in the USA but also in this country too. The Black Lives Matter protests are of such a scale that has not been seen since the assassination of

Martin Luther King, Jr. in 1968.

The root cause of the protests is the systemic disadvantage suffered by the Black community. That disadvantage manifests itself socially, educationally, in health outcomes, and in opportunities for employment for Black,

"We must listen and learn from members of our communities to catalyse action"

Asian, and Minority Ethnic communities.

Systemic disadvantage has been further highlighted by anxieties about the Covid-19 pandemic where research shows it has disproportionately affected Black, Asian and Minority Ethnic communities

with higher mortality and infection rates.

Across the world, countries, organisations, and institutions have pledged not only to express their deep hurt, distress and revulsion of racial discrimination but to take action to eradicate its pernicious effect, this is a pivotal moment where silence is not an option for any one of us.

We must move beyond compliance, it is not enough to be non-racist, we must act on being systemically and overtly anti-racist.

Anti-racism like any form of progression must be consciously intentional, it must be more than a declaration it must be a demonstration. To champion this fight against racism we must listen and learn from members of our communities and use these conversations and dialogue to catalyse action and change. why is ending racism even a debate?

The facts and figures:

Black pensioner families receive £200 less a week than white British pensioner families



Black Caribbean households have 15p in savings and assets for every £1 of white British households



Black male graduates earn £7,000 less per year than White male counterparts



For the calendar...

1 - 31 October

Black History Month

10 October

World Mental Health Day

Throughout November

Young worker's month

8 November

Remembrance Sunday

20 November

UK Trans Day of Remembrance

22 November - 22 December

UK Disability History Month

30 November

St. Andrew's Day

11 December

First day of Hannukah

Workoscope

Aries

You may feel as if you are out of the loop today, stay focused on yourself.

Taurus

The best opportunities will be those that are on the cutting edge. You need to be there.

Gemini

More power will come to you with the more knowledge you have. Consider taking on a course of study at this time. The more you learn, the more valuable you will be. New skills are priceless.

Cancer

It may be difficult for you to put your full effort into your work. Consider how you fit with the overall picture and adjust your career path accordingly.

Leo

Don't let business mix with pleasure today. A friend of yours may ask you to do a work-related favour.

Virgo

Lady luck is not in your favour today - so don't take any major risks.

Libra

Take a more revolutionary approach today. You can't go wrong with forward thinking.

Scorpio

It may be hard for you to do your work today without a partner by your side, but trust in yourself, you can do this.

Sagittarius

Seek the truth before you proceed with any new work. In addition, it is extra important that you are honest with others.

Capricorn

The opportunity you have been waiting for will come your way today, so be on the lookout for it.

Aquarius

You may feel as if you are out of your league today. Someone is using fancy jargon to get you to buy into an idea that he or she thinks is fabulous. Don't be too quick to jump aboard. There are strings attached that you may not see at this time.

Pisces

Someone you know is likely to try to manipulate you in some way. Be aware of this and stay true to your own beliefs. Do not be lured into someone else's trap.

timeout

Take a well deserved break, stick the kettle on and have a go at the Community Word search. If you prefer numbers, why not take our Sudoku challenge!

Word search

In each edition we'll feature words familiar to a group of our members, this time it's **Health and Safety**.

I A G O G N S L H Y C I L O P
 J C P Y B U O A A Y X T H Z X
 D C Y V J H Z I F J T F L O G
 R I X T C A G H T E A E H H M
 L D A F R N H Y V C G S F W V
 C E G D Y S S K C G E U R A E
 K N E L O Y V W L N S T A J S
 U T T C I P R O K I M P O R C
 N O I T A G I T S E V N I R D
 E F D S E U G F X B A J T Y P
 J A U S M P F Y U L C P F Y C
 V M A R L Z T K U L Y G Z D D
 E M E R G E N C Y E J X V Z I
 V A W P Q B O I E W N R I S K
 C B B Q R U V U A X L H T Y S

ACCIDENT
 AUDIT
 COSHH
 EMERGENCY
 HAZARD
 INVESTIGATION
 POLICY
 PROTECTION
 RISK
 SAFEGUARD
 SAFETY
 WELLBEING

Sudoku

Fill the grid so that every row, every column and every 3x3 box contains the numbers 1 to 9.

					4		5	6
					9			
5	3		2	6			9	4
3				4	7	9		
6		1						
7	4	9			2		8	
1			7	3				8
	5	3	9	1			4	7
8	7			2				9

Great savings on breakdown cover with the AA!



Community have recently secured a partnership with the AA. Offering Community members great deals on breakdown cover!

- Community members can now claim up to 40% discounts on breakdown cover and roadside assistance
- More great benefits: With the financial impact of COVID-19 starting to have a real effect, we know how important saving money is. We'll continue to create meaningful partnerships with reputable brands so you can continue to save time and money through your Community membership.

community
 For a better working world

Visit communityoffers.org.uk for more information about this and more great offers!