

Autumn 2016

SOLIDARITY

The quarterly newsletter of One Fund For All

There is Power in the Union!

Victories at Sports Direct - but there is still a long way to go

Unite has won £1million in back pay for Sports Direct workers. These workers were denied the minimum wage because they were prevented from leaving their workplace due to the security procedures at the warehouse. The pressure exerted by the Union, plus the evidence presented to the Business Select Committee in Parliament, has resulted in the Company pledging to end zero hours contract working in the shops and ending the despised six strikes and you're out regime in Shirebrook. Unite Community Branches have taken a pivotal role in the campaign that has turned the spotlight on the employment practices affecting millions of workers across Britain. The battle has not yet been won. Only by organising together in the Union can workers begin to have the confidence to raise grievances in the workplace, get rid of the bloodsucking agencies that have been shown to rob the workers and leave them vulnerable to dismissal at a second's notice. The North Derbyshire Unite Community Branch will continue to engage with the workforce in order to sign people up to the Union to progress the campaign. There is Power in the Union!



Unite Community Branches from the East Midlands recruiting outside Sports Direct's Shirebrook Warehouse at the AGM

Campaigns

Universal Basic Income — What is it? And how do we campaign for it?

A basic income is an income unconditionally granted to all on an individual basis, without means test or work requirement. It is a form of minimum income guarantee that differs from those that now exist in various European countries in three important ways:

- It is paid to individuals rather than households
- It is paid irrespective of any income from other sources
- It is paid without requiring the performance of any work or the willingness to accept a job if offered.

The following have all been invoked in its favour.

- Liberty and equality, efficiency and community
- Common ownership of the Earth and equal sharing in the benefits of technical progress
- The flexibility of the labour market and the dignity of the poor
- The fight against inhumane working conditions
- Against the desertification of the countryside and against interregional inequalities
- The viability of cooperatives and the promotion of adult education
- Autonomy from bosses, husbands and bureaucrats

But it is the inability to tackle unemployment with conventional means that has led in the last decade or so to the idea being taken seriously throughout Europe by a growing number of scholars and organizations. Social policy and economic policy can no longer be conceived separately, and basic income is increasingly viewed as the only viable way of reconciling two of their respective central objectives: poverty relief and full employment.

There are a wide variety of proposals around. They differ according to the amounts involved, the source of funding, the nature and size of the reductions in other transfers, and along many other dimensions. As far as short-term proposals are concerned, however, the current discussion is focusing increasingly on so-called partial basic income schemes which would not be full substitutes for present guaranteed income schemes, but would provide a low – and slowly increasing – basis to which other incomes, including the remaining social security benefits and means-tested guaranteed income supplements, could be added.

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Many prominent European social scientists have now come out in favour of basic income – among them two Nobel laureates in economics. In a few countries some major politicians, including from parties in government, are also beginning to stick their necks out in support of it. At the same time, the relevant literature – on the economic, ethical, political and legal aspects – is gradually expanding and those promoting the idea, or just interested in it, in various European countries and across the world have started organizing into an active network.

The View from Unite The Union

As rapid digitalisation and fragmented employment throws millions of workers into uncertainty, the country's biggest union, Unite, is urging unions to consider a universal basic income as part of wider reforms to social security and to make work pay.

The call comes as unions debate the impact of the 'fourth industrial revolution' and the changes to the benefit system which have inspired a rise of in-work poverty at this year's Trades Union Congress in Brighton.

France, the Netherlands and Finland are currently considering basic income pilots. A poll in May this year found that 65 per cent of Europeans polled would back the idea.

Steve Turner, Unite assistant general secretary, who has led the union's fight to change the abusive working practices at Sports Direct, told Congress:

"Conservative austerity has had obscene results. It has isolated and attacked those in need of benefits, caused food banks to become a common-place feature of national life and sent millions begging at the doors of pay day lenders. The grim truth is that more and more people in work are one pay cheque away from poverty.

We have to stand up against these dehumanising cuts and their counterparts in degrading workfare and disability assessment schemes. But we also need to recognise that work is changing. Millions of jobs are being lost to automation and technological advances, whether it is drone delivery or the digitalisation of clerical work.

In the face of this uncertainty and fragmentation the job of unions is to fight for decent work, but also for a decent income for those locked out of work.



This is not about the state subsidising those employers who refuse to pay a living wage – we are not about letting bad bosses off the hook. But the labour movement must lead the debate on how we give people an income on which they can live. We cannot leave it to the Tories, devotees of austerity, to define the terms of our world of work.

There is a debate to be had about the emerging economy and how it allows us all to participate. We must seize this moment to ensure that the values of trade unions – of fairness, equality and decent treatment – underpin that debate.

Ours is a rapidly changing world. We must face up to the fact that traditional work and income relationships are under attack. As we fight for decent employment and a redistribution of wealth, a basic income could have a place. To quote Victor Hugo, 'nothing is more powerful than an idea whose time has come'."

Unite Community in Chesterfield will be organising to widen the debate about Universal Basic Income — watch this space!

Are you entitled?

For those in work

Working Tax Credit - a credit paid to top up low wages for people working over at least 16 hours a week (24 hours a week for couples with children). Extra amounts can be included for those unable to work full time due to disabilities.

Universal Credit - means- tested credit paid to those of working age on low income either in or out of work – elements payable for children, carers, those fit or unfit for work and with rent to pay.

Families

Maternity and Paternity Benefits - includes 39 weeks of Statutory Maternity Payments by employers for women on maternity leave, a 2 week paternity payment by employers to new Fathers and a 39 week payment for women who are not in work or cannot claim Statutory Maternity Pay.

Child Tax Credit - paid by the Inland Revenue to those responsible for at least one child or qualifying young person.

Income Support - a means –tested benefit payable to people aged 16 or over, particularly lone parents with a child under 5, or carer's claiming Carer's Allowance and those receiving Statutory Sick pay from their employer and on low income.

Child Disability Living Allowance - claims made for children under 16 with a condition or disability who need help getting around or have supervision or care needs.

Sickness, Disability or Carer

Attendance Allowance - a benefit paid to those 65 or over, who need help with their personal care because of illness or disability.

Personal Independence payment - disability benefit which replaced Disability Living Allowance for those between 16 and 64 from June 2013. Paid to those with disabilities who need help with daily living and mobility.

Carers Allowance - for people over 16 spending at least 35 hours a week caring for a severely disabled person in receipt of a disability benefit (always seek advice before claiming Carer's Allowance – as the person being cared for could lose benefit).

Employment and Support Allowance - a benefit for working age people who are found to be unfit for work due to illness or disability.

Pensioners

Pension Credit- a means tested 'top up' benefit for older people on a low income. Additional amounts can be payable for those receiving disability benefits.

Attendance Allowance- a benefit paid to those 65 or over, who need help with their personal care because of illness or disability.

Are you entitled?

Unemployed

Jobseeker's Allowance - a benefit payable to working age unemployed people who are found to be available and fit for work.

Universal Credit - means- tested credit paid to those of working age on low income either in or out of work – elements payable for children, carers, those fit or unfit for work and with rent to pay.

General

Industrial Injuries Disablement Benefit - payable to people who become disabled as a result of an accident at work or as a result of an industrial disease. Can be payable even if a person continues or returns to work.

Bereavement Benefits - includes a weekly payment paid to some widows and widowers aged over 45 but under pension age for 52 weeks following the death of a spouse – a one-off lump sum payment of £2,000 and weekly amounts payable to widows or widowers under pension age and responsible for children.

Housing Benefit/ Council Tax Reduction - help for those on low income who are responsible for paying the rent and council tax.

Discretionary Housing Payment - payments made by Local councils, to help tenants to meet any shortfall in their rent.

Statutory Sick Pay - paid by employers for a maximum of 28 weeks to people who are 'off sick' from work and who normally earn above the 'lower earnings limit' (currently £112.00 a week).

Armed Forces Compensation Scheme - aimed at people who become ill due to service in the armed forces and civilians during war time.

Local Welfare Schemes (Derbyshire Discretionary Fund) - Derbyshire County Council have a fund available to help people in a crisis or needing household items. Payments can be made to buy food, or help with gas or electric – part of the fund is available to buy items such as a fridge cooker or furniture.

Social Fund – includes:

Sure Start Maternity Grant - one-off payment of £500.00 to help towards the cost of having a child – only paid to the first child.

Budgeting Loans - a tax free loan to help pay for essential items such as furniture.

Cold Weather Payments - payable to those on certain benefit during periods of very cold weather.

Winter Fuel Payments - a tax free payment to help with heating costs for those of pensionable age.

Funeral Expenses Payment - for those on certain benefits and need help to pay for a funeral.

SEEK ADVICE

News

DAST's Launch and Exhibition

- Raising Awareness about the Dangers of Asbestos

The Department of Education's best estimate is that over 75% of schools contain asbestos. Asbestos has the potential to cause disease including a cancer called Mesothelioma.

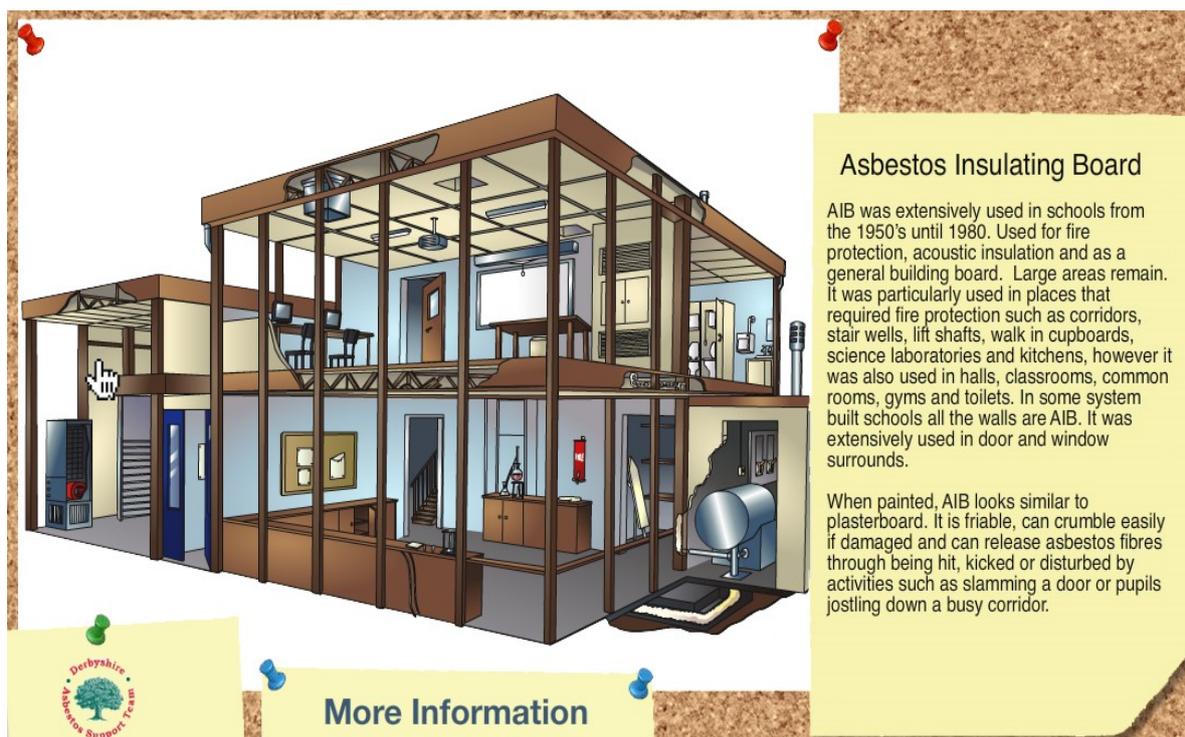
For this reason the Derbyshire Asbestos Support Team will be launching their interactive Schools Asbestos Awareness Project to highlight where asbestos may be found in school buildings and what action can be taken.

Over the last few years DAST has supported former Teachers and Headteachers sadly diagnosed with Mesothelioma and wants to do more to protect the lives of school staff as well as children.

**The launch will take place on Friday 21st October 2016 - 10.00am – 11.30am
New Art Exchange, 39 – 41 Gregory Boulevard, Nottingham, NG7 6BE**

Following the launch from 1pm – 4pm and on Monday 24th October from 10am – 4.30pm there will be an open exhibition of DAST's awareness projects which will include the schools project along with an interactive programme which highlights where asbestos may be contained in our homes. There will also be a display about collectable vintage items.

The events are being sponsored by UNITE the Union who along with DAST believes it is important to find new and innovative ways to raise awareness about the dangers of asbestos.



Asbestos Insulating Board

AIB was extensively used in schools from the 1950's until 1980. Used for fire protection, acoustic insulation and as a general building board. Large areas remain. It was particularly used in places that required fire protection such as corridors, stair wells, lift shafts, walk in cupboards, science laboratories and kitchens, however it was also used in halls, classrooms, common rooms, gyms and toilets. In some system built schools all the walls are AIB. It was extensively used in door and window surrounds.

When painted, AIB looks similar to plasterboard. It is friable, can crumble easily if damaged and can release asbestos fibres through being hit, kicked or disturbed by activities such as slamming a door or pupils jostling down a busy corridor.

More Information

Derbyshire Asbestos Support Team

Join Unite Community

Tear off this page and send it in.

Please complete, place in envelope and send Freepost to: Freepost Plus RSCC-JGAL-GRJA, FAO Liane Groves, Unite the Union, Unite House, 128 Theobalds Road, London WC1X 8TN

About You

Surname

Forenames

Male

Female

Mr /Mrs /Ms /Miss

Date of Birth

Address

Postcode

Home Tel

Mobile Tel

Email

Membership subscription is to paid by direct debit.

For assistance to open a bank account please contact community@uniteunion.org

Instruction to your bank or building society to pay by direct debit



Name and full postal address of your Bank or Building Society

To: The Manager Bank/Building Society

Address

Postcode

Originator's Identification Number

9 | 7 | 1 | 4 | 6 | 7

Membership Number (office use)

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Instruction to your Bank or Building Society
Please pay Unite the union Direct Debit monthly from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Unite the union and, if so, details will be passed electronically to my Bank Building Society.

Name(s) of Account Holder(s)

Branch Sort Code

Bank/Building Society account number

Signature(s)

Date

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I agree to abide by the Union's rules. I authorise the payments above.

Signature(s)

Date

Where to get advice

ALFRETON Alfreton House High Street Tuesday 9.00am— 12.00pm Wed, Thur 9.00am-12.00pm 1.00pm-4.00pm	BOLSOVER Bainbridge Hall Carr Vale Monday 1.30pm—4.0pm	BRIMINGTON Community Centre High Street Monday 9.0am—12.0pm	CLAY CROSS Adult Education Centre Market Street Monday 9.30am—12.30pm
CLOWNE 48 Mill Street Tuesday 1.00pm—3.30pm	CRESWELL Limestone House Elmton Road Thursday 1.00pm—3.30pm	ECKINGTON Business Centre Market Street Monday 1.30pm—3.30pm	GRASSMOOR Community Centre New Street Thursday 10.00am -12.00pm
HASLAND Unit 2 Penmore Business Centre, Hasland Road Wednesday 1.30pm-3.30pm	HEANOR Salcare Ray Street Friday 8.30am-12.30pm	NORTH WINGFIELD Community Resource Centre Thursday 1.00pm-3.30pm	PINXTON Village Hall Kirkstead Road Tuesday 1.00pm—3.30pm
SOMERCOTES Parish Hall Nottingham Road Monday 1.30pm-4.00pm	STAVELEY Library Mon and Thurs 9.30am—12.30pm	CHESTERFIELD 1 Rose Hill East Mon—Fri 9.30am—1.00pm 01246 231441	SHIREBROOK 44 Patchwork Row Mon—Thurs 9.00am—11.30am 01623 748161

Help us Go Green!

If you are able to receive your issue of Solidarity via email, please send your address to:

info@duwc.org.uk

For more regular updates you can follow us on Twitter [@derbyshireuwc](#) and we also have a Facebook page.

Don't Forget...

To remember Derbyshire One Fund For All in your will, or to ask for donations in lieu of flowers at your funeral.

Let our future be your legacy.

If you should need the advice and representation services of DUWCs

Welfare Rights Team:

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