

July 2022
Wheels

UR
UNITED ROAD
TRANSPORT UNION
TU



Our New Website is Nearly Here!

PLUS:

Workplace
Misconceptions

Preventing
Bridge Strikes



**WHY NOT BECOME A
URTU REPRESENTATIVE?**

GENERAL SECRETARY

Driver Shortage

Since writing in the last edition of 'Wheels', a general shortage of professional HGV drivers has no doubt certainly continued. Whilst in some sectors of the profession, professional drivers have secured double digit percentage wage increases over the past 6 - 9 months, in order that employers might retain their services, in many instances this has not necessarily led to a feeling of being 'better off'. One of the reasons for this is, of course, rampant inflation that has befallen the UK economy over the past six months. Recently taking part in a recruitment exercise at a company in the South Midlands, at least two members indicated to me that they were looking for employment nearer to their home, as the cost of fuel to now get to and from work had more than 'wiped out' any increase in net wage increases they had received from their employer. They simply could not keep up with the almost daily increase in fuel prices.

Rule / Policy Changes

Since the last edition of 'Wheels', I am pleased to be able to write and inform you that the new Rule changes and policy amendment have been implemented. A new Rule Book was published on 30 May 2022. Whilst the changes to our Union's Rules are somewhat 'academic', in that they have little or no impact on members, it is important that our Union's Rule Book is periodically updated to reflect, if nothing else, the changing society in which we live.

Staff Changes

During 2021 I wrote in 'Wheels', on a couple of occasions, about the retirement of both Jackie Finan, after 37 years of service to our Union, and Lee Pimbley, Regional Officer, whom had moved to 'pastures new'. Whilst



anticipating a more 'settled' approach to staff turnover during 2022, I have not only presided over the departure of Rebecca Sharkey, during January 2022, Rebecca taking up a role in the 'National Health Service' ('NHS') but, it now appears that James Bower, Campaigns and Communications Manager, has determined that he is going to take early retirement during the Autumn of 2022. James, whom will have worked for our Union for over 25 years by the time he takes early retirement, will certainly be missed by all whom work with him.

Migrants / Asylum Seekers

On p12 of this edition of 'Wheels' you can read that our Union, as part of the 'Trade Union Co-ordinating Group' ('TUCG'), signed a letter with other 'Trades Unions', objecting to the current Government policy in respect of seeking to send migrants / asylum seekers to Rwanda. Whatever your view about migrants / asylum seekers seeking sanctuary in this country, to send such individuals to Central Africa seems just plain 'wrong' on so many levels, not least in respect of an individual's basic human rights. With war in Ukraine being

waged by Russia, perhaps Ukrainian migrants to this country should now be sent to Rwanda? Of course, such a thought would not be countenanced by our current Government, or any right minded individual for that matter. Yet such Ukrainians are no different to other nationalities whom seek sanctuary in the UK when persecution and hostilities are part of everyday life in their birth countries.

Until Next Time drive safely.



A handwritten signature in black ink, appearing to read 'Bob Monks'. The signature is stylized and somewhat cursive.

Bob Monks
General Secretary

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It's Time I Did Some Decorating

All the very latest from URTU to keep you well informed and up to date

Representative News

WHY NOT BECOME A REP?

URTU Reps have the backbone of our Union as they are involved in meetings, campaigns and the day to day running of the Union. They are the people who should be part of your workplace.

- Represent your fellow workers in meetings
- Represent your fellow workers in meetings
- Represent your fellow workers in meetings

But you have to have a number of skills to be a representative. You need to be able to communicate with your fellow workers, be able to listen to their views and be able to represent them in meetings. You also need to be able to work with your fellow representatives to make sure the Union is run in the best interests of all our members.

URTU has a number of courses available to help you develop the skills you need to be a representative. These courses cover a range of topics including communication, negotiation and conflict resolution. They are designed to help you become a more effective representative and to make sure you are able to represent your fellow workers in the best interests of all our members.

For more information on the courses available, please contact your local URTU office or visit our website at www.urtu.org.uk.



ORGANISING COURSE FOR UNION REPS

URTU Education has an online course available to help you develop the skills you need to be a representative. The course is available through a range of platforms including mobile devices, which will allow you to learn at your own pace and at your own convenience.

For more information on the course, please contact your local URTU office or visit our website at www.urtu.org.uk.



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By Peter McKeivitt, URTU Regional Officer for Region 1

Officer Blog

WORKPLACE MISCONCEPTIONS

URTU Regional Officer, Peter McKeivitt explains some common misconceptions about your rights in the workplace.



"My boss would never allow a union at my workplace as it's a waste of time costing a fortune"

It is often said that a union is a waste of time and money. However, a union can help you to get the best out of your job and to make sure your employer is doing their duty. A union can also help you to get the best out of your job and to make sure your employer is doing their duty.

"I've been told the only way to get a promotion is to be a disciplinarian or governor but only in the capacity of an observer or witness"

It is often said that the only way to get a promotion is to be a disciplinarian or governor. However, a union can help you to get the best out of your job and to make sure your employer is doing their duty. A union can also help you to get the best out of your job and to make sure your employer is doing their duty.

"I don't want to join a union because I will be marked out by my employer"

It is often said that joining a union will mark you out to your employer. However, a union can help you to get the best out of your job and to make sure your employer is doing their duty. A union can also help you to get the best out of your job and to make sure your employer is doing their duty.

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By Robert Chambers

Your Shout

IF YOU ARE NOT A UNION MEMBER, I RECOMMEND YOU JOIN

Robert Chambers has been a member of the URTU since 1975 and has been a representative for many years. He is a former URTU representative and has been a member of the URTU since 1975.

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In the News

PORT PROBLEMS?

Watch out for our Survey!

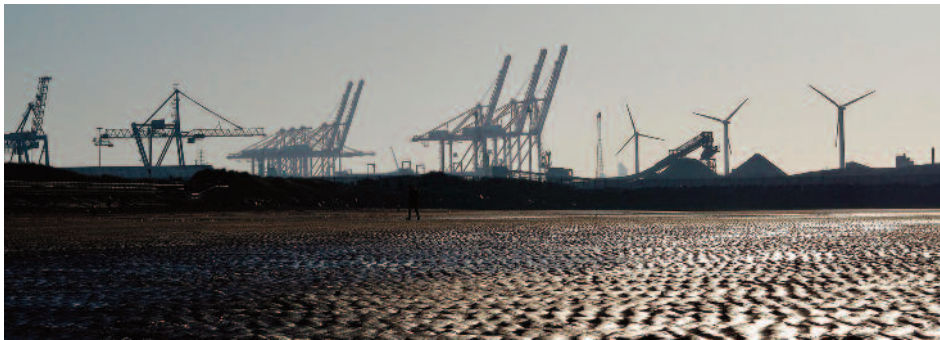
This spring, URTU joined in discussions convened by Lancaster University about the challenges of cleaning up emissions from landside freight in and out of the Port of Liverpool. On top of the dilemmas in how to cut climate-changing emissions generally and tackle serious air quality issues, in this thorny case, access to the Port cuts through residential areas and facilities for drivers are

poor. Over three meetings held online, local residents and people from the haulage industry, local councils, unions and the port, discussed what needs to change. Conversations stretched from cleaner vehicles and better use of the Manchester Ship Canal, to the difficulties of improving road access to the port and the lack of facilities for drivers. No one offered a 'silver

bullet' solution, but there was general agreement that we should work towards uptake of zero-emissions vehicles, shifting more freight to rail and canal, and more efficient use of capacity in vehicles and containers. Participants recognised that any such shifts could place further challenges on the haulage sector, already suffering from the impacts of the war in Ukraine, and the ongoing effects and aftermath of Covid and Brexit. URTU is now talking with Lancaster's researchers about a driver survey, to help them understand both the challenges you face now, and those that you foresee as a result of interventions that might be taken to help clean up port-associated freight.

URTU Regional Officer, Pete McKeivitt, who has been leading our Union's involvement in the talks, said; "We would like to hear from you if you work or deliver at Liverpool Port. Working together we can face the challenges head on."

Watch this space



TREATY ON PREVENTION OF VIOLENCE AT WORK

In the spring, the UK government became the 11th country to ratify the International Labour Organization's Violence and Harassment Convention.

This is the first international treaty to recognise everyone's right to a workplace free from violence and harassment, including gender-based violence and harassment.

The treaty is a first-of-its-kind global common framework for action to eradicate workplace violence and harassment, which the UK played a leading role in developing over two years of negotiations.

Unions, including URTU, have campaigned hard for several years to get global protection against workplace violence and harassment, and the UK's ratification will help to get other nations signed up too. It now comes down to the action and enforcement that follows.

No matter who you are, or the job you do, you should be safe from violence and harassment

at work. But each year thousands of UK workers are assaulted, abused and harassed while trying to do their job. And we have even seen a rise in violence and abuse towards key workers in the pandemic.

Unions, government and industry must now work together on the laws and workplace

policies needed to prevent abuse and punish those responsible. This should include recognising that not every worker faces the same risks. Insecure workers, frontline staff, women, Black workers and those with other protected characteristics face greater risks that must be addressed.



LYMM TRUCKWASH



If you have visited Lymm Truckwash recently, it's very unlikely that you would have missed our Union's new hoarding prominently positioned at the entrance to the Truckwash.

Founded in 1967, Lymm Truckwash is the largest and oldest truck wash in Europe. They wash more than 60,000 trucks a year for customers from the UK and across Europe, ranging from owner-drivers to major fleet operators. With so many trucks using the Lymm Truckwash, we hope that the hoarding will raise awareness of our Union and attract new members. Lymm Truckwash is located on the M6 / M56 intersection at Lymm, Cheshire (WA13 0TD) and has North, South, East and West accessibility only 30 seconds off each motorway.

WILL WRITING

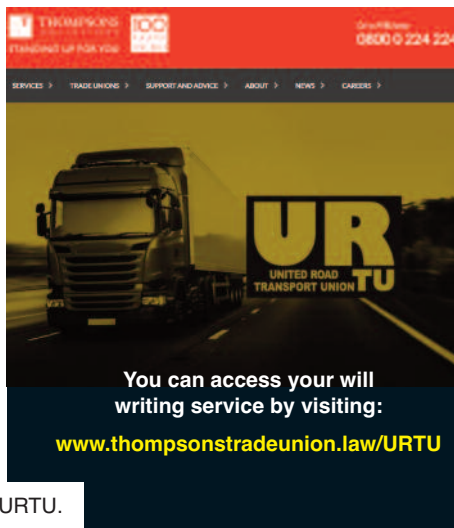
URTU members can access a free basic will writing service through Thompsons solicitors.

The user-friendly online service will take you through a short questionnaire and draw up a will depending on your wishes.

If your will is complex, for example if you have been previously married or you wish to make provision for a vulnerable family member, then you will be offered a quote for the cost of your will, on special terms.

You can access your will writing service by visiting:

www.thompsonstradeunion.law/URTU.



POSTERS

Do you need up-to-date posters for your URTU Noticeboard or URTU Branch Office?

We have various URTU posters that we can post to you. As well as URTU Membership Benefits posters, we also have posters on Driving Limits, Traffic Signs and Health & Safety posters. We also have posters in Polish and Romanian. We can also design and send you posters that are specific to your site, such as a 'Your URTU Representatives' poster, as well as notices to inform members of any news

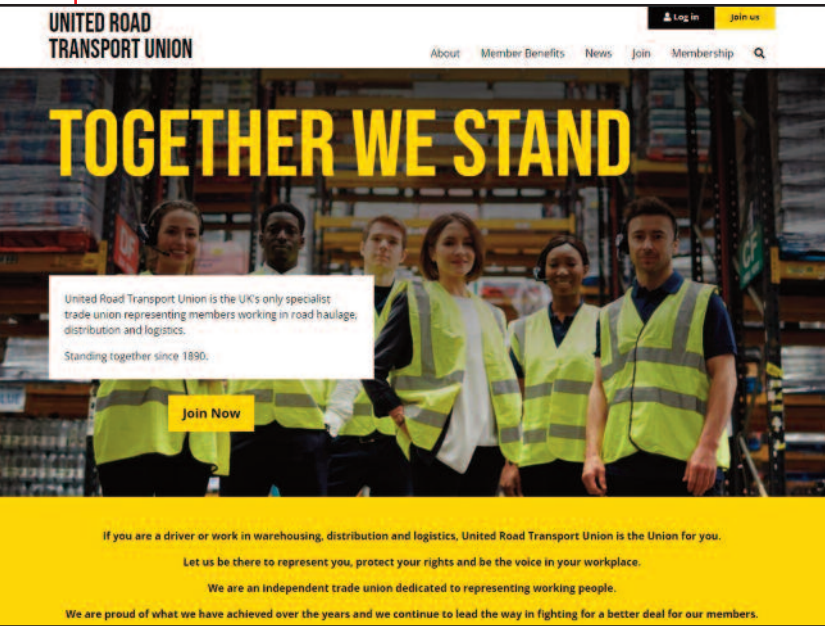
or upcoming meetings. Please email info@urtu or call 0161 486 2100 and let us know how we can help.



All the very latest from URTU to keep you well informed and up to date

In the News

WWW.URTU.COM



Our Union's new website will be going live soon. The website will offer existing members a vast array of new features including:

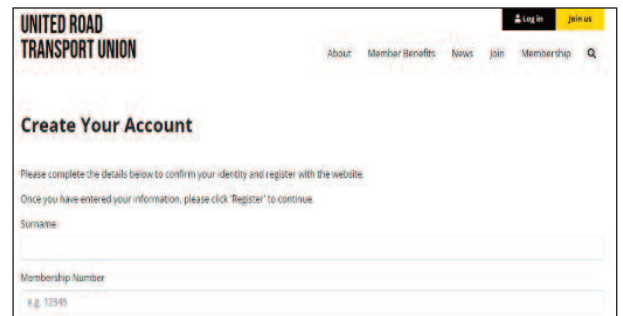
- **Updating Your Details.**
- **Starting a Benevolent Fund Claim.**
- **Signing Up for Union Courses.**
- **Accessing our Free Will Writing Service.**
- **Uploading Statements of Fitness to Work.**

The new website will also enable potential new members to join us online. If you know anybody who may be interested to join us, please direct them to www.urtu.com. There they can read about all the benefits of being a URTU member and join us online.

How to Register

The new website will be going live soon. Once it goes live, existing members can register by visiting www.urtu.com and clicking on **Log In** and then **Register**.

You will then be able to **Create Your Account**.



Enter your **Surname** and **URTU Membership Number**.

Your URTU membership number can be found on your membership card. It is usually six numbers long and starts with the letter 'D' if you pay your contributions by direct debit.

You will then be able to choose your own **Username** and **Password**.

Once registered, you can then **Log In** in future just using your own **Username** and **Password**.

Should you ever need it, there is also an automated password reset facility that you can use.



ROAD SAFETY WEEK 2022

Our Union is supporting this year's Brake Road Safety Week, which takes place between 14 and 20 November. This year's theme is "Safe Roads for All". The campaign will raise awareness of key areas of road safety, including safe vehicles and speeds, the recent update to the Highway Code and the new hierarchy

of road users, and the importance of inclusivity to keep us all safe on the roads, no matter who we are or how we travel. It will bring communities and professionals together to speak up for everyone's right to make safe and healthy journeys on our roads. To get involved, visit www.brake.org.uk.

PERSONAL INJURY CLAIM

Don't leave it too late

If you want to take legal action to claim compensation for a personal injury, there are time limits within which you must begin the legal action.

The most common claim in a personal injury case is negligence and the time limit for this is three years. This means that court proceedings must be issued within three years of you first being aware that you have suffered an injury.

But, you should not leave it until the last minute to start a claim as it can take our specialist personal injury solicitors time to construct a case.

We recommend that, at the very least, you start a personal injury claim no later than three months before the three year time limit and, if possible, much earlier than that.

See related article:
Personal Injury Time Limits, p19



HONORARY MEMBERSHIP

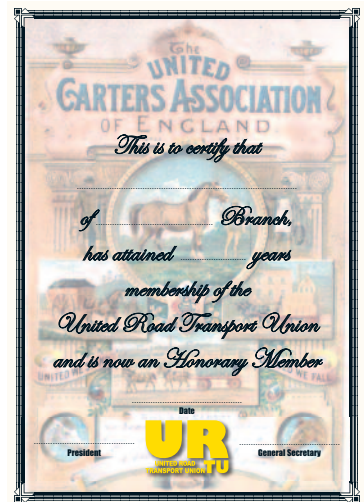
We would like to congratulate Paul Fletcher and James Dewhurst who have both, this year, received honorary membership of our Union. Honorary membership is awarded to members who have completed 40 years continuous membership of the Union and are now retired from work. Paul, from Lostock, joined in October 1976 and James, from Horwich, joined in October 1977.

To commemorate such long service to the Union, Paul and James have received a certificate, £250, plus lifetime membership of their Union. Congratulations Paul and James and we wish you both a happy and healthy retirement.

Please note that to claim honorary membership, you must have been in continuous membership of the Union for 40 years and cease to be

employed.

For full details, see Rule 3.4 in your membership diary.



WINNING FLEX FOR ALL

Four out of five workers in Britain want flexible working yet too many are missing out. The Government must ensure all workers have stronger legal rights to flexibility.

Greater access to flexible working would help reduce the gender pay gap and address barriers that disabled workers, older workers and carers face at work. It would also help all of us to have a better time at work and spend more time with our loved ones.

But despite this, the current law on flexible working means so many people aren't able to access it. One in three flexible working requests are turned down. You can only make one request per year, employers are able to easily turn down requests and there's no right to appeal if your employer says "no".

Flexible working is any change to when, where and how long you work. It can include compressed hours, flexi-time, remote working, job-shares and mutually agreed predictable hours.

OUR OBJECTIVES

We're campaigning for:

- The government to unlock the flexibility in every job by introducing a new duty on employers to include the possible flexible working options in all job adverts. Every job ad would include details of the potential flexible working arrangements available in that role and the successful candidate would then have the right to take up those flexible working arrangements.
- Flexible working to be a genuine legal right from the first day in a job. Everyone should be allowed to work flexibly from day one, unless the employer can properly justify why this is not possible.
- A right to appeal any rejections and no limits on the number of flexible working requests you can make in a year.

Representative News

WHY NOT BECOME A REP?

URTU Reps are the backbone of our Union as they are the link between workers, employers and the Union. If you're having trouble at work, your URTU Rep should be your first point of contact.

Union Reps have a wide range of roles in the workplace. These include:

- Supporting and advising members on workplace issues.
- Representing workers with problems and

accompanying them to grievance or disciplinary hearings.

- Recruiting members.
- Negotiating with employers.
- Acting as a link between the workplace and the Union.



But we do have a number of URTU workplace branches where, unfortunately, there is no Union Rep. Without a Rep in place makes it much more difficult for these branches to work effectively. If there isn't a URTU Rep at your workplace, why not take up the role yourself?

You won't be thrown in the deep end as you will be supported by your Regional Officer and also have the opportunity to attend URTU Training Courses (see page 20/21 of this issue).

Union Reps are entitled to reasonable paid time off from work to perform their Union duties, such as negotiations with the employer or accompanying colleagues to hearings.

If you are interested in becoming a URTU Rep, please contact your Regional Officer for more information.

ORGANISING COURSE FOR UNION REPS

TUC Education has an online learning resource, which is designed to provide Union Reps with the skills and knowledge needed to build the strength of our Union.

The course is structured through a series of six interactive modules, along with a final seventh reflective module, which will focus on how Reps can implement the learning back in their workplace.

How do I complete it?

All you need is a mobile device (a phone / tablet) or a computer with internet access. Do as little or as much as you like each time you log on - your progress will always be saved. Next time you log on just pick up where you left off.

Visit: www.tuc.org.uk/resource/organising-course-union-reps

A graphic for the 'Organising for union reps' course. It features a dark background with several circular icons showing different workplace scenarios: a person presenting to a group, a person at a desk, a person reading, and a person holding a sign. The text 'Organising for union reps' is written in a white, sans-serif font. Below it, the URL 'www.tuc.org.uk/resource/organising-course-union-reps' is displayed in a smaller white font.

Officer Blog

WORKPLACE MISCONCEPTIONS

URTU Regional Officer, Pete McKevitt explains some common misconceptions about your rights in the workplace.



Pete McKevitt, Region 1 Officer

“My boss would never allow a union at my workplace so it’s a waste of time joining a union”

Full-time Officers hear statements like this all the time. There seems to be a misconception in many workplaces across the UK that employers have a choice on whether or not a trade union is allowed to be involved within a company structure.

URTU prefer to have good relations with employers for the benefit of our members. Therefore, we initially seek voluntary union recognition but it is true that many companies will be very resistant to this request. This is when our officers will make an application to The **Central Arbitration Committee (CAC)**.

The Union can apply to the CAC for recognition if it meets certain qualifying conditions:

- The work place has to employ more than 21 workers.
- There has to be a defined bargaining group (for example warehouse or drivers).
- The CAC cannot accept an application unless at least 10% of the workers in the bargaining unit belong to the Union.

A unionised workforce may be undesirable to many companies and some will actively do what they can to resist a union. However, if enough of its workers join the Union the CAC will legally enforce a recognition agreement upon a company, known as a statutory order for union recognition.

So, if you are a member of our Union working at a non-unionised company, pick up the phone and speak to an Officer. We will assist you and your colleagues in gaining union recognition. If we successfully recruit just 10% of your colleagues as new union members and meet the CAC criteria then gaining recognition is almost guaranteed. Remember there is strength in numbers. The more members we have increases our chances of recognition and our bargaining leverage for when we do start to negotiate your pay terms and conditions, also known as collective bargaining.

“HR have told me I can bring a companion at a disciplinary or grievance but only in the capacity of an observer or witness”

If you have been asked to attend a formal disciplinary or grievance hearing then you have the right to be accompanied. But, the companion must be one of the following:

- A work colleague.
- A workplace trade union representative who is certified or trained in acting as a companion, or
- An official employed by a trade union (Union Officer).

The right to be accompanied applies to all workers regardless of length of service within the company. This is a legal right under section 10 of the Employment Relations Act 1999.

The companion is not there as a witness or observer only.

Companions are permitted to do the following during the meeting:

- Take written notes of the meeting on the employee’s behalf.
- Present the employee’s case, either verbally or in writing.
- Summarising the case on the employee’s behalf, either verbally or in writing.
- Confer with the employee during the course of the hearing by requesting an adjournment.

The companion cannot:

- Answer direct questions asked of the employee.
- Speak on the employee’s behalf in a way that hinders or prevents the employer from explaining their case, or prevents any other person at the hearing from contributing. Companions are expected to remain professional and not act in a way that will disrupt the meeting.

“I don’t want to join a union because I will be marked out by my employer”

If you are a member of a trade union then it is unlawful for your employer to treat you unfavourably because of your membership or your union activities.

Treating you unfavourably includes:

- Dismissing or selecting workers for redundancy based on union

membership.

- Providing union members with worse terms and conditions compared to non-members.
- Refusing promotion or training opportunities.
- Offering an incentive to persuade you not to join a trade union.

ELECTION FOR GENERAL SECRETARY (FOR A FULL FIVE-YEAR TERM)

Under the Union's Rules and current legislation, the Union must now seek nomination(s) and hold a potential election for the position of General Secretary for a further five-year term.

A Nomination Form appears below. If you wish to nominate an 'in Rule' member, you should complete the form and return it to Head Office by 25 August 2022. Only the form below will be accepted.

Nominations cannot be made by facsimile transmission, email or any other alternative means.

Please note, as per Rule 24, that all nominees must have been in continuous membership for five years preceding 25 August 2022.

Civica Election Services Limited have been appointed as our independent scrutineers, in the event that an election is required.

TIMETABLE

Nomination Forms to be returned to Head Office by:
25 August 2022

Acceptance & Election Addresses to Head Office by:
15 September 2022

Election period from:
13 October 2022 to 1 December 2022

Results declared: **22 December 2022**

Successful candidate to take up seat from: **2 April 2023**

NOMINATION FORM FOR GENERAL SECRETARY

This form must be completed in every detail, so as not to be declared 'void'. It must be returned, by hand or post, to **Head Office, URTU, Almond House, Oak Green, Stanley Green Business Park, Cheadle Hulme, SK8 6QL** NO LATER THAN 25 AUGUST 2022. All candidates must be in compliance with Rule 24.

MEMBER NOMINATING

BRANCH NUMBER MEMBERSHIP NUMBER

ADDRESS

.....

.....

PLEASE PRINT (One nomination allowed)

I NOMINATE

BRANCH NUMBER MEMBERSHIP NUMBER

ADDRESS

.....

.....

SIGNED

If you have not received confirmation from Head Office that this nomination form has been received by 3 September 2022, please notify Head Office immediately by telephone and confirm in writing.

THIS SECTION IS FOR OFFICE USE ONLY

This form was received (date) and accepted.

This form was received (date) and is void because

.....

.....

Industry News

YOU NEED TO RECORD YOUR HOLIDAYS AND ABSENCE ON YOUR TACHOGRAPH RECORDS

Did you know that you need to record your holidays and absence on your tachograph records?

If the answer is “No!” you’re not alone.

It seems that many drivers and operators are still unaware of this.

The changes to the tachograph record keeping obligations for drivers of vehicles covered by the EU tachograph rules actually came into force back in August 2020. It would seem that the reason why the changes have gone unnoticed for so long is that the DVSA initially provided drivers and operators with advice rather than taking enforcement action.

But since, January 2022, the DVSA have changed their approach to the changes and have been enforcing them both at the roadside and during operator investigations.

We contacted the DVSA for clarification and received the response below. It states that the DVSA does have legal responsibility to enforce all the drivers’ hours and tachograph rules and from the end of 2021 they began taking enforcement action where there is non-compliance of Article 6(5) of Regulation EC 561/2006. Article 6(5) requires drivers to keep a full set of records of all other work, even if that other work is not related to a transport operation.



Driver & Vehicle Standards Agency

Changes to the EU drivers’ hours and tachograph regulations were made by the EU’s Mobility Package and came into effect on 20 August 2020. As the UK was in the Brexit transition period, those changes were implemented by the UK. The changes are incorporated into the Trade and Cooperation agreement between the EU and UK as well as the EU drivers’ hours and tachograph rules which were retained to apply to domestic journeys within the UK.

As regards the specific change to record keeping requirements, Article 34(5) of regulation EU 165/2014 was amended to

include the requirement to record periods of annual or sick leave by using the tachograph equipment or making manual records on print out paper or a tachograph chart (previously these periods could be accounted for by an attestation although that was not a legal requirement). Article 6(5) of Regulation EC 561/2006 was also amended to require drivers to keep a full set of records of all other work, even if that other work is not related to a transport operation.

All of the new rules were a legal requirement from 20 August 2020, however in relation to the additional record

keeping requirements under Article 6(5) for other work which was a substantial change, DVSA’s decision was to initially provide drivers and operators with advice rather than taking enforcement action to allow the industry to become accustomed to the change and to put systems in place to ensure the rule was complied with. DVSA does however have legal responsibility to enforce all the drivers’ hours and tachograph rules and from the end of 2021 we proceeded to taking enforcement action where there is non-compliance of Article 6(5).

TUCG News

DEMAND BETTER ON CLIM

In the run-up to COP26, the UN climate change conference in Glasgow last year, our Union and the 10 other trade unions, which comprise the Trade Union Co-ordinating Group (TUCG), united in calling for “radical, urgent and far-reaching action to cut dangerous greenhouse gas emissions”. Unfortunately, the politicians and corporate leaders gathered at COP26 failed to act to ensure that any of the ambitious targets needed to effect real change were set; putting off, once again, any substantive move to restrict the worst impacts on climate change.

We believe that the climate crisis is not just an environmental problem, it is a problem of justice (social, economic and environmental) and we are clear that pressure for the necessary action must be maintained despite the hugely disappointing outcomes of COP26.

Geo-political instability presents an additional challenge to achieving a worker-centred just transition to a fairer, greener social and economic system.

Against the background of Russia’s war on Ukraine and the rising cost of living crisis, we recognise that workers and their families are anxious about rising energy bills and that there are renewed fears around energy security. Now, more than ever, we need to combat corporate interests that seek to profit from the energy crisis. We need to make the collective case for:

- A massive expansion in publicly owned renewable energy and domestic manufacturing capacity.
- Sector-wide agreements in offshore wind.
- Developing sectors of sustainable/green energy production and manufacturing.
- A just transition that guarantees re-employment and protection of pay and conditions and other forms of support to all workers.

Such changes are necessary to combat the catastrophic, life-threatening impact of man-made climate change.

URTU and the 10 other TUCG unions stand united in maintaining their call for a radical agenda based around public ownership of the big energy providers and key sectors.

We not only need to create a new generation of good quality, high-skilled and well-paid jobs but, for a genuinely *Just Transition*, we also need wider economic and social transformations that address the inherent inequalities of neo-liberal economic and social systems.

The trade union movement and our allies must ensure that the voice of workers, nationally and internationally, is at the centre of debates over

the shape of the transition towards a net zero economy. The TUCG unions are united in calling for maximum solidarity and practical action to ensure that we deliver the systemic change necessary to protect our lives and livelihoods

together with those of generations to come. Consequently, we pledge to work together on a permanent basis around climate change issues and will explore the possibility of holding annual conferences in conjunction with progressive



TRANSPORTATION OF MIGRANTS TO RWANDA

Our Union and the 10 other trade unions which comprise the Trade Union Co-ordinating Group (TUCG) have recently written to the Home Secretary, Priti Patel, to protest in the strongest possible terms against the plan to operate deportation flights to Rwanda for refugees and asylum-seekers arriving on boats at English Channel ports. People desperate enough to undertake such perilous journeys are often highly distressed and traumatised, and now face the further trauma of being transferred thousands of miles away to a country with which they have no connection. Human Rights Watch warns that “arbitrary detention, ill-treatment and torture in official and unofficial detention facilities is commonplace, and fair trial standards are routinely flouted in many sensitive political cases” in Rwanda. Political dissidents, LGBT+ and religious minorities face persecution. Many migrants will understandably fear that they face further

persecution in such circumstances. We have yet to see any robust evidence that this policy will be effective in deterring people-traffickers exploiting migrants in the Channel. The best way of deterring such practices is to make provision for safer legal routes for admission to the UK. We are alarmed that the Government now appears set to effectively scrap the Human Rights Act to force through this cruel and inhumane policy. This would also see British workers, including staff at Border Force, immigration detention centres and airports, forced to be complicit in denying the human rights of the migrants subject to transfer. We therefore urge the Home Secretary to abandon the agreement with Rwanda and handle asylum applications in a humane and compassionate manner within the UK, consistent with our existing commitments under the European Convention on Human Rights

The Trade Union Co-ordinating Group (TUCG) brings together eleven national unions, including our Union, to co-ordinate campaigning activities in Parliament and beyond.



ATE AND JOBS

movements to set out clear campaigning goals for the year ahead. The TUCG unions remain committed to the changes we called for in the run-up to COP26 and renew that call in advance of the COP27 talks due in November 2022:

1 Green jobs must be skilled, well paid, safe, and secure jobs, not “greenwash”. This will require investment and training to support yet-to-be developed sectors and technologies. Workers should be guaranteed retraining and a new, unionised job on equivalent terms and conditions.

2 Public ownership and investment must play a central role in sectors, such as energy and transport, as well as in supporting the transition across other sectors to progress adaptation to climate change. Education and training must be universal and central to developing and enhancing learning and skills to support workers through the changes required by the climate crisis.

3 The commitment to sustainability and the net zero transition requires deep change across every aspect of our lives, beginning with the way we educate our children.

4 Sustainability and environmental education must be embedded throughout the curriculum and must focus beyond simply transferring knowledge. Young people should feel confident about what they have learned in school to help bring about change, with educators free to support the widest and most open discussions.

5 Workers themselves must have direct involvement in decisions about changes to production and services, and in processes to determine what a genuinely *Just Transition* looks like.

WE NEED A NATIONAL FOOD EMERGENCY SUMMIT

Our Union’s General Secretary, Bob Monks, along with other trade union leaders, academics and campaigners, has signed a joint letter demanding a National Summit to deal with the National Food Emergency that Britain is now experiencing.

We believe that the UK Government, and all the devolved administrations, mayoralities, and local councils must deliver a plan to help feed people and ensure that their basic needs are met. To develop this plan a National Food Emergency Summit should be urgently organised.

This National Summit could be replicated in all devolved administrations and within local areas, with councils and mayors organising national, regional and local food plans to ensure nobody goes hungry in the UK.

As things stand, millions of people in the UK are today feeling insecure about food. Inflation is the highest it has been in forty years, with food prices, alongside energy costs, at record levels.

Millions of people, including children, are unable to meet their basic needs. Destitution is on the rise and reliance on food banks is normalised.

It is against this context that we have an ‘earnings and income crisis’, not simply a cost of living crisis.

Our view is that enshrining the right to food in law places a responsibility on the UK, Scottish, Welsh, and Northern Irish Governments to ensure all the citizens of the UK are fed good, nutritious food. This would place on them a statutory responsibility to resource and deliver a plan to ensure every citizen in the UK can access good quality, affordable and nutritious food.

We call on the TUC, the wider trade union movement, all political parties, religious leaders, academics, researchers, campaigners and all the people of this country to demand that governments act now to call a National Food Emergency and address the food crisis facing so many people.

We believe that the UK Government and the devolved administrations should work together to deliver:

A rise in the National Minimum Wage to at least £15 an hour - to guarantee workers a real Living Wage.

An immediate and substantial increase to Universal Credit, restoring the £20 uplift, uprating benefits to keep pace with rising prices and bills, and removing the five-week wait.

Universal free school meals for every child throughout the year.

A ban on ‘zero hours’ contracts to guarantee workers predictable incomes they can live on.

The enshrining of the Right to Food in law.

Safety Guide

Preventing Bridge Strikes

Before Your Journey

Make sure you:

- Know the height and width of your vehicle and load.
- Display the vehicle height in your cab.
- Plan your route to avoid height restricted bridges

On the Road

Remember your vehicle height can change if you adjust the fifth wheel or unload or reload your trailer.

When you approach a bridge, check that the height of your vehicle and load is less than the dimension shown on signs for the bridge.

- Always obey the height signs on bridges along your route.
- Narrow lanes often lead to low bridges - avoid them if possible.
- Only satellite navigation systems which use low bridges as points of interest will give routes that avoid low bridges.
- Never use a hand held mobile phone whilst driving - it is against the law.

Stop and seek an alternative route if:

- You are diverted from your planned route.
- Your route is obstructed by a bridge lower than the height of your vehicle and load.

Bridge Height Signs

- These signs are provided at bridges to show the maximum permitted vehicle height when less than 5.0m (16'6").
- Dimensions are always displayed in feet and inches.
- Dimensions in metres may also be included on the sign, particularly on routes towards ferry ports.
- Height restriction signs can be circular or triangular:



- If your vehicle or load is higher than the dimension shown on a road sign at a bridge, you must not pass the sign.
- Warning signs and diversions signs may be visible before you reach a low bridge.
- Before some bridges there are signs which will illuminate a message if your vehicle is too high to pass under the bridge.

Arch Bridges

The vehicle height limit may be indicated by white lines on the road and 'goal posts' on the bridge.

There may be two or more sets of 'goal posts' showing the different heights through an arch. As long as your vehicle height is less than the greater height limit shown, drive your vehicle under the central goal post to pass safely through the bridge.



Bridge Strikes can be Dangerous

If you are involved in a bridge strike you could:

- Be killed or seriously injured.
- Cause the death of, or serious injury to, other road or rail users.
- Cause the derailment of a train.
- Damage the load and/or your vehicle, be left stranded and possibly lose your job.
- Cause serious disruption and delay to local road and rail traffic.





In the event of a Bridge Strike, you must follow these steps:

- **Step 1:** Call the number on the plaque on the bridge, giving the bridge reference and the location.
- **Step 2:** Report the bridge strike to the Police by dialling 999.
- **Step 3:** Report the bridge strike to your employer.
- **Step 4:** Keep the public away and do not move your vehicle.

Signed Height Conversion Chart

FEET/ INCHES	METRES
16'-6"	5,00
16'-0"	4,85
15'-6"	4,70
15'-0"	4,55
14'-6"	4,40
14'-0"	4,25
13'-6"	4,10
13'-0"	3,95
12'-6"	3,80
12'-0"	3,65
11'-6"	3,50
11'-0"	3,35
10'-0"	3,05

Information in this article was sourced from Network Rail's: **Preventing Bridge Strikes: A Guide for Truck Drivers - Safer Road & Rail Travel**

Free Legal Helpline Advice



Data protection matters

Consumer problems

Clinical negligence

Education law

Insurance law

Criminal law

Family law

Defamation

Property

Small debts

Land disputes

Wills and probate

Neighbour disputes

Landlord and tenant disputes

Power of attorney and deputyships

PLUS: Employment advice for family members

Call 0800 916 9022 today

Your Shout

IF YOU ARE NOT A UNION MEMBER, I RECOMMEND YOU JOIN

Robert Chambers has been a member of the Union since 2008 and Shop Steward at DHL Homebase, Wellingborough for the past seven years.

Early this year he retired. Here he talks about his worklife and plans for retirement.

I started work in 1972 as an apprentice compositor and typesetter on local papers in Bedford and, after completing apprenticeship, stayed with the firm. Around 1980, I was asked to stand for the job of Deputy Father of the Chapel (the print term for Shop Steward) for the National Graphical Association. I was elected and served until the firm closed in 1989. It was a

difficult time for the industry and I was involved in negotiations on numerous issues and attended national conferences alongside branch officials on the future of the industry. In 1990, I joined Royal Mail, initially on deliveries in Bedford before moving to a distribution centre job at Billing in 1992. This is where I obtained a C+E licence.

During my time there I was promoted to a management role in transport and also, for quite some time, had responsibilities for recruiting and training new staff. Indeed, we were the first depot in the country to offer a Driver Only contract, having recognised early the impending shortage of HGV drivers. The depot closed in 2003 and I moved to a training project role at the Royal Mail's

national distribution hub building at Junction 18 of the M1.

After accepting redundancy in 2004, I joined DHL (when it was Tibbett and Britten) on the Debenhams contract based initially in Bedford office and then Peterborough. I dusted off my C+E licence in 2006 and transferred to Homebase as a driver.

Union Representative

For the past seven years up to my retirement, I have been URTU Shop Steward and Health & Safety Rep at the DHL Homebase depot at Claudius Way in Wellingborough.

During this time, I have represented a number of members on a variety of issues. Immediately before retirement, I was also kept busy, along with fellow Shop Steward and Health & Safety Rep, Steve Crabb, rewriting the Safe Systems or Work (SSoW) for delivery points.

Retirement

My plans for retirement include:

- A list of places my partner, Valerie, and I want to visit.
- Hotels we want to stay in (preferably along with our dog).
- Getting back out on my bicycle.
- Numerous decorating and DIY jobs (garage clearance anyone?) and my favourite job - car cleaning.

Drive Safely

Best wishes to all former colleagues, union members everywhere and lorry drivers generally.

If you are not a union member, I recommend you join.

I am certain that they will be a great help in the years ahead with the challenges that our industry will face.

Remember: Drive Safely.



Fellow URTU Shop Stewards, Health & Safety Reps and Regional Officer, Joanna Richards, at Robert's retirement get together

Free legal support for URTU members

Thompsons Solicitors is proud to provide URTU members with free legal advice and representation for all accidents and injuries.

URTU members using the union legal service are guaranteed:

- Expert help
- Lawyers who have dealt with dozens of similar cases before
- 100% compensation
- No legal fees

...terms that non-union lawyers can't match.

Family members get cover for accidents away from work too.

www.thompsonstradeunion.law/urtu

0808 1968 643



Thompsons Solicitors

Injuries at Work

Your rights explained

Gerard Stilliard, head of personal injury claims at Thompsons, outlines how you can access legal support if you have been injured at work.

Good employers recognise that proper health and safety is vital and will take steps to ensure their systems of work keep their employees as safe as possible. This is especially important in the transport and logistics industry where the hazards are well-known.

At Thompsons, we see first-hand the devastating impact on workers (and their families) when health and safety is not prioritised. That is why we proudly campaign with URTU to promote proper health and safety and support you and your families through legal claims.

Making a legal claim

All employers have a legal responsibility to protect their employees from workplace accidents and injuries.

The law requires employers to avoid risks entirely if this is possible and, if not, to minimise the risk of injury to the lowest level 'reasonably practicable'.

URTU and Thompsons support injury claims that have reasonable prospects of success all the way to trial, if that is necessary.

If you are the victim of an accident at work, to make sure your claim has the best chances of winning always complete the workplace accident report in your own words. Keep a record of any doctors visited and treatments received, and keep receipts for any injury-related expenses.

Don't forget, your trade union legal package gets you access to independent legal advice from specialists who can advise whether you have a case for compensation.

The ways we can help

You can contact our legal team for free advice and representation on:

- Personal injury claims at or away from work, including on holiday.
- Serious injury claims, including brain and spinal cord injury.
- Industrial disease or illness claims, including asbestos.
- Special terms for medical negligence claims.
- Free simple wills (including a mirror will for a partner), and reduced rates for more complex wills.
- Reduced rates for conveyancing, probate, power of attorney and deputyship.

URTU members' families are also covered for:

- Non-work personal injury claims.
- Non-work serious injury claims, including brain and spinal cord injury.
- Asbestos-related diseases.
- Special terms for medical negligence claims.
- Reduced rates for wills conveyancing, probate, powers of attorney and deputyship.

URTU members using the legal service provided by Thompsons Solicitors keep 100 per cent of their compensation, something you won't get from non-union lawyers.

Accessing support from Thompsons Solicitors

Thompsons Solicitors has been standing with unions and fighting for workers' rights for 100 years.

It has been using specialist expertise to protect the rights and interests of millions of trade union members across the UK since 1921.

As a point of principle, the firm has never and will never work for employers or insurers.

You can get in contact by visiting the Thompsons' website at www.thompsonstradeunion.law/urtu or by calling **0808 1968 643**.



Gerard Stilliard
Head of personal injury claims at Thompsons



Personal Injury Time Limits



Frequently asked questions about personal injury claim time limits

Here, Thompsons personal injury lawyers explain about the time limits you should be aware of when planning on making a personal injury compensation claim.

I've suffered an injury - how long do I have to make a personal injury claim?

If you are over 18 years old, you have three years from the date you suffered your injury to begin a personal injury claim. If you are under 18 years of age, you have three years from the date of your 18th birthday to begin a personal injury claim. However, we recommend that you start a personal injury claim no later than three months before the three year time limit (see related article: PI Claim - Don't leave it too late, P7).

I was diagnosed as needing an operation and had that operation more than three years ago. Could I still make a medical negligence compensation claim?

Yes. The date that matters is the date you could have reasonably known that your injury was a result of the medical treatment you received. You have three years from that date to make a claim. So, not three years from the date of, for example, a diagnosis or operation, but three years from the date you were told, or could establish, that something related to that operation went wrong, or caused you harm.

Are there any other deadlines I need to be aware of when thinking about making a medical negligence claim?

Yes. If you are making a product liability medical negligence compensation claim there may be a

time limit based on when the defective product was first manufactured. This will depend on the longevity of the medical product. For example, metal-on-metal hip implants are manufactured to last 10 to 12 years, so you will be unable to make a medical negligence compensation claim if your hip implant is older than that. However, these time limits can vary from product to product - if you have any concerns, we encourage you to contact our medical negligence lawyers so that they can advise you on whether you could be eligible to pursue a medical negligence compensation claim.

Can I make a personal injury claim if myself, or a loved one, has developed a disease after exposure to a substance - such as asbestos - decades ago?

Yes. Some diseases, such as mesothelioma, which is caused by asbestos exposure, take decades to develop. While a person may have been exposed to asbestos materials as far back as the 1950s, symptoms may not manifest themselves for several decades. The time limit for making a disease-related compensation claim is usually three years from the date of diagnosis - not three years from the date of exposure. Thompsons Solicitors has supported hundreds of thousands of people with an asbestos-related disease, as well as the families of those who have been affected.

I want to make a personal injury claim on behalf of my child. Are the time limits different?

If a child is under the age of 18 and has suffered a personal injury, a parent or guardian can make a personal injury compensation claim on the child's behalf up until the child turns 18 years old. Alternatively, a person who was injured as a child has three years from the date they turn 18 to make a claim themselves.

What do I need to make a personal injury compensation claim?

Successful personal injury claims require evidence that someone else was at fault for causing the injury. This can include witness reports, detailed accounts of an injury or illness in an accident log book and photography of the scene where you were injured. Your solicitor will work with you to prepare this evidence - do not be discouraged if you don't have copies when you make an initial call. Having this evidence will not only strengthen your case but will also help us pinpoint when the accident happened, and see whether it falls within the necessary time limits.

Do claims to the Criminal Injuries Compensation Authority (CICA) have different time limits?

Yes. For adults, the claims must be made no later than two years after the incident occurred. There are very limited exceptions where this is extended. For those under 18 years old at the time of the incident, claims can be made up until the person's 20th birthday, though there is an exception if the incident of abuse took place before someone turned 18, but wasn't reported to the police at the time. In those circumstances, the application can be made within two years of the incident being reported to the police. However, evidence will need to be supplied as to why the application couldn't be made sooner.

Trust Thompsons Solicitors to help you secure compensation in a personal injury claim.

You can get in contact by visiting the Thompsons' website at www.thompsonstradeunion.law/urtu or by calling **0808 1968 643**.

Union Course Information

TRAINING COURSES

Your Union is running training courses for Shop Stewards and Health & Safety Reps throughout 2022/23. The courses will take place at the Quorn Grange Hotel, Quorn, Loughborough, which is owned by the GFTU Education Trust and offers the perfect setting for all Trade Union members' needs. It is conveniently

located 6 miles from the M1. In order for as many members as possible to have the opportunity to attend a course, they have been condensed into a 3.5 day residential course starting on Monday afternoon and finishing on Thursday afternoon. For more information about the courses contact the URTU Admin

Team on 0161 486 2100 or email admin@urtu.com. Please note that you need to be a URTU Lay Official to attend any of the URTU courses. If you are not a Lay Official, please contact your URTU Regional Officer to find out how you can get involved by becoming a URTU Shop Steward, Health & Safety Rep or Union Learning Rep.

SEPTEMBER 2022	OCTOBER 2022	NOVEMBER 2022	FEBRUARY 2023	MARCH 2023	MARCH 2023
26 - 29 September	24 - 27 October	28 November - 1 December	6 - 9 February	6 - 9 March	20 - 23 March
Basic Shop Steward	Basic Health & Safety	Basic Shop Steward	Advanced Shop Steward	Advanced Health & Safety	Basic Shop Steward



**Quorn Grange Hotel
Quorn, Loughborough**

Basic Shop Steward

This course has been designed to equip URTU Shop Stewards to develop and improve their skills and knowledge. The course identifies ways in which improvements can be implemented to make the Union more effective at a local level.

Course aims:

- Ensure you understand your role within the Union and your responsibilities towards the members.
- Learn essential skills to assist you in representation at disciplinary and grievance meetings.
- Develop your communication skills.
- Give you a clearer understanding of relevant legislation.
- Consolidate your negotiating skills.
- Give you an understanding of the importance of recruitment and retention.
- Develop your recruitment skills.
- Increase your confidence as a Shop Steward.

Venue: Quorn Grange Hotel, Quorn, Loughborough
Length: 3.5 day residential course (Monday to Thursday)

Advanced Shop Steward

This course has been designed for URTU Shop Stewards who have previously attended the URTU Basic Shop Stewards course.

Course aims:

- Develop your knowledge of Discipline & Grievance Procedures.
- Develop your knowledge of Collective Consultation and TUPE.
- Improve your negotiating skills.
- Develop your understanding of the UK legal system.
- Gain an understanding of Employment Law updates.
- Develop your understanding of the Working Time Regulations.

Venue: Quorn Grange Hotel, Quorn, Loughborough
Length: 3.5 day residential course (Monday to Thursday)

Basic Health & Safety

This course has been designed to equip URTU Health & Safety Representatives with the knowledge of the job and the trade union approach to health and safety.

Course aims:

- Ensure you can handle health & safety issues and develop an appropriate response to both members and management.
- Demonstrate your understanding of the updated SRSc Regulations.
- Ensure you know how to conduct effective workplace inspections, including all accidents and near misses.
- Develop your skills to identify, obtain, order and summarise relevant health and safety information.

Venue: Quorn Grange Hotel, Quorn, Loughborough
Length: 3.5 day residential course (Monday to Thursday)

Advanced Health & Safety

This course has been designed for URTU Health & Safety Representatives who have previously attended the URTU Basic Health & Safety course.

Course aims:

- Ensure you enhance your health and safety skills.
- Demonstrate your knowledge to enable you to function in a professional and confident manner within the confines of health and safety legislation.
- Develop your understanding of current European health and safety legislation.
- Develop your understanding of the constituent parts of the major pieces of this legislation.
- Develop your understanding of the Union's approach to health and safety legislation.

Venue: Quorn Grange Hotel, Quorn, Loughborough
Length: 3.5 day residential course (Monday to Thursday)

Wales Union Learning

LEARNING FUND UPDATE

We have been able to gain further funding from the Welsh Government for another lifelong learning project that started on 1 April 2022 and will run until 31 March 2025. The "Driving Skills for the Future" project will build on the foundation of the previous lifelong learning initiatives in Wales organised by URTU and supported by the Wales Union Learning Fund (WULF). We recognise that working in road haulage, distribution and logistics often means facing multiple barriers to accessing educational opportunities due to long shifts or unsociable work hours. Most of the courses offered through the project can be accessed remotely and learning can be flexibly planned around work and personal commitments. Many of the opportunities are informal, bitesize courses accessible from any mobile device and which

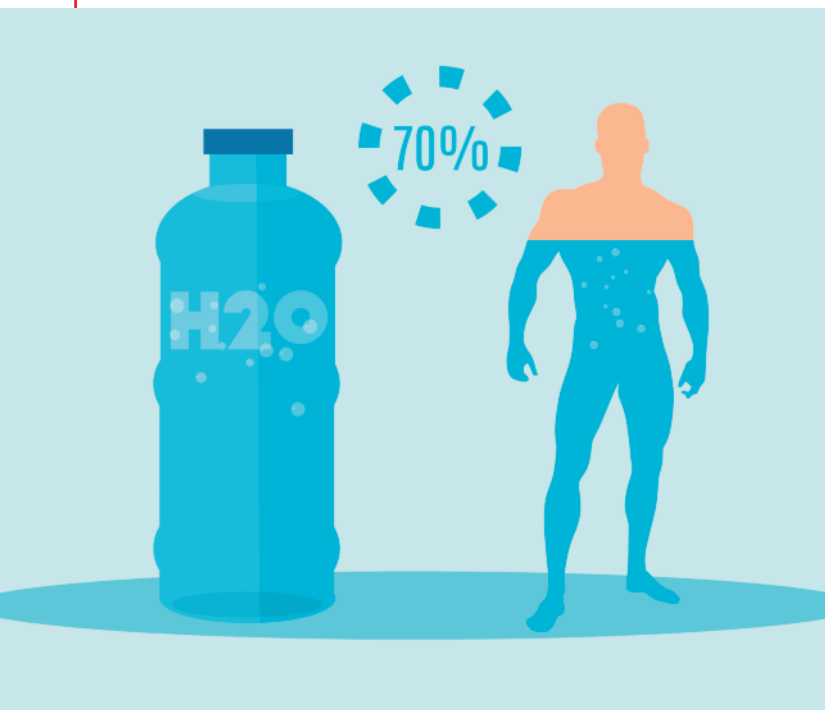
can be completed in a short period of time. It is also possible to gain new knowledge,



skills and enhance employment prospects with short online CPD courses and nationally recognised qualifications. You can also participate in face-to-face sessions and learning events. Scan the QR code to join URTU WULF distribution list and receive the latest updates on learning opportunities, promotions and competitions available through our learning project in Wales. For more information and to enquire about enrolling on courses, please visit our website www.urtuulr.com or contact your workplace Union Learning Representative. Alternatively, contact:

Agnieszka Zamonski
WULF Project Manager
Tel: 07903 319 995
agnieszka.zamonski@urtu.com

ARE YOU KEEPING HYDRATED?



Water is important in your body - it is essential for life. But, are you keeping hydrated? Do you know:

What are the symptoms of dehydration?

Which foods contribute to our fluid intake?

How many glasses of water do you need each day?

What is the most important electrolyte for hydration?

Take our quiz to find out how to keep hydrated and stay healthy.

Scan the QR code here



URTU Learning are delighted to offer our members an exciting range of online courses to support skills growth and professional development. Powered by Staff Skills Training who offer a highly rated e-Learning platform, including:

- Engaging learning materials
- Easy to follow format
- Courses compatible with all major browsers and devices
- Diverse range of courses from short micro-learning video lessons to full length modular courses
- CPD accredited certificate upon successful completion of each course
- New course material regularly added
- 24-hour customer support

Learn new skills and realise your full potential, there is something for everyone!



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Health & Social Care



Education



Customer Care



Sales & Marketing



Management & Teams



IT



Personal & Professional Development



To log into your account, go to <https://urtu.staffskillsacademy.co.uk/> or to request an account, please email agnieszka.zamonski@urtu.com

STAFF SKILLS TRAINING IS TRUSTED BY MANY OF THE UK'S TOP EMPLOYERS & OVER 300,000 LEARNERS:

Letters

IT'S TIME I DID SOME DECORATING

It is with some sadness that I have decided to retire. Although I'm still fit, the people around me are not. Drivers that I have worked with for many years are unwell or dying without having enjoyed any quality of life as they have neared retirement age and beyond.

I am way past retirement age and am still tramping. I have worked away from home for over 40 years, UK and Europe, and it's time I did some decorating.

The things that I will miss, I already miss. Does anyone remember the 'Frying Pan', 'Georges' and many other truckstops or a time when you could find a 'Choke and Puke' van in a layby

open 24 hours? Courtesy and camaraderie among other drivers, I omit professionalism deliberately, has gone. Most have their phones in their hands before the handbrake goes on. What happened to 'old school' where you would help strap down or fold a sheet? The worst is the lack of professionalism within the industry. To pick only one example, it seems that if you drive a green truck for a well known supermarket company around the M25, it is your right to 'rat run' onto an exit slip road go around the roundabout and cut up the queue when returning to the motorway.

I have been a union member all my working life

starting in the National Union of Seamen in the 1970s and, try as I might, cannot convince drivers to join.

While not always agreeing with some union views, the URTU have always been a support. My thanks go out to you and especially my ex Regional Officer, Malcolm Williams, whose calm, on more than one occasion, stopped me from storming out with my arse in my hand and kept me in employment.

Many thanks,

Robert Holloway
By email

THANK YOU

It is with great regret that I must inform you of my retirement.

May I take this opportunity to thank you for your support and help in the past 25 years as a member of this great Union.

I wish all staff and members every success in the future. Keep up the good work.

Steve Cripps
By email

I have been a member since 1996 and a Health & Safety Rep and Branch Representative. I retired from full time employment in 2020 but have carried on with membership as I was still doing occasional part time work. In February this year, my HGV licence

will not be renewed. I would like to thank the officers and all staff and members of URTU for their support throughout the years.

Dave Allan
By email

I'm sorry to have to inform you to please cancel my membership forthwith due to me retiring. Thank you for your help, especially at the end when your advice was invaluable. Throughout my career it has been reassuring that, should I need advice, URTU was there. Thanks for your help.

Clifford Lee
By email



THE CONFIDENCE AND ABILITY TO MEET MANAGERS ON A LEVEL PLAYING FIELD

Having recently retired, I would like to cancel my membership. Thank you very much for the help and support given to me over the years. I have attended many courses in the past and was a Shop Steward for a number of years. This knowledge gave me the confidence and ability to meet managers on a level playing field, whether it be pay negotiations, disciplinary hearings or contractual problems. Luckily enough, most of the managers I had dealings with were good people and the negotiations had a fair outcome. I would recommend URTU to any fellow workers within our industry. Thanks again for your services.

Richard Bell
By email

THE PIECE OF MIND AND THE PROTECTION YOU COVER

Thank you for a swift resolution to my predicament with my company. Although I was a single member in a small company, I was treated with importance and fairly swiftly. I feel that whatever conversation you had with them must have woken them up and they realised that you meant business, as it certainly changed attitudes. I would definitely recommend any future colleagues to URTU. It is worth it for the piece of mind and the protection you cover.

Ian
By email

OUTSTANDING

Please accept this letter with my utmost respect, appreciation and thanks for the brilliance and professionalism in being represented at a grievance meeting at work by my Regional Officer, Peter McKeivitt. Outstanding. I'm sure this guy could represent any

member of our Union and get a result, as he has done for me up here in Scotland. Peter, I salute you pal. Thanks.

Craig D. Donald
By email

ONBOARD TOILET

When I travelled across the USA in 1972, as a student, from New York City to Los Angeles, I travelled on a Greyhound Bus largely along the then Route 66 (a journey approaching 3,000 miles). The bus was fitted with a toilet at the back for the use of all the passengers.

They may not be luxury toilets, but they are surely better than nothing. We are now in 2022 and I find it unbelievable that HGVs in the UK and EU cannot similarly be built with internal toilets.

Peter Dwyer
By email



Let us know your views on the matters that affect our industry. We will try to include as many of your letters in future Wheels.

Email info@urtu.com or write to:
Wheels, URTU, Almond House, Oak Green,
Stanley Green Business Park, Cheadle Hulme, SK8 6QL



ABOUT URTU

The United Road Transport Union (UR TU) has been in existence since 1890. We are a non-political organisation, dedicated to advancing the interests of those workers connected with the road transport, distribution and logistics industry.

WHY YOU SHOULD JOIN URTU

- We want recognition of the vital contribution that the road transport industry and professional drivers in particular, make to the nation's economy.
- We want to ensure all those who employ road haulage workers understand their responsibility to provide a safe and healthy working environment.
- We want equality of opportunity for both existing workers and those seeking to join the road transport and distribution industry regardless of age, colour, gender, sexual orientation, religion or creed.
- We want to ensure, as far as is practicable, that appropriate opportunities exist in the road transport and distribution industry for those who experience any form of disability.
- URTU is the oldest transport and distribution Union in the UK and is a member of the STUC, WTUC and TUC.

WHAT URTU CAN DO FOR YOU

The URTU provides a wide range of other benefits and services including:

- Legal representation should you be injured at work.
- Representation in grievance and disciplinary matters.
- Free representation at Employment Tribunals, Medical Appeal Tribunals, Licensing Authority.
- Access to a free legal helpline.
- Sickness benefit (after qualifying period).
- Death grant.
- Hearings and DWP Appeals.
- Free Union magazine - 'Wheels', which is posted to your home bi-monthly.
- A Benevolent Fund, which provides free legal representation in Court should you be in a position where your licence is at risk and financial assistance to alleviate the hardship that might result from the imposition of fines for certain road traffic offences.
- Education and training opportunities.

Further details regarding Trade Union benefits, Law at Work, Drivers' Hours, Tachographs and the Union's Rule Book can be found in the Member's Diary, which is available to all who complete an application form and become members of the URTU.

FREEPHONE 0800 526639

www.urtu.com info@urtu.com

PLEASE READ THE FOLLOWING CAREFULLY

Please complete the form overleaf in full as clearly as possible.

Return the **WHOLE** form to the **United Road Transport Union**.

Your date of entry to the Union will be the date the form is received by Head Office and all benefits will accrue from that date.

We will then forward the signed instruction to your bank or Building Society and the first date of deduction will normally be a fortnight from the Friday following receipt of the form at Head Office.

You should receive a confirmation letter together with your membership card before the first deduction.

ALL INSTRUCTIONS TO PAY YOUR CONTRIBUTIONS BY DIRECT DEBIT CAN BE CANCELLED AT ANY TIME BY YOU INSTRUCTING EITHER YOUR BANK OR BUILDING SOCIETY.

Please note that, in accordance with the General Data Protection Regulations (GDPR), we require you to notify Head Office promptly of any changes to your personal details.



UNITED ROAD TRANSPORT UNION
 Almond House, Oak Green,
 Stanley Green Business Park,
 Cheadle Hulme, SK8 6QL
 FREEPHONE 0800 526639 / 0161 486 2100

Application for Membership 2022

Title..... First Name(s) Surname

Address

.....
 This address will be used
 for ballooning purposes

..... Postcode

Home Tel No Mobile Tel No

E-mail Date of birth

Occupation Branch Ref (if known).....

Name and address of employer

..... Depot

Contribution Scales		Please tick against how often you wish to pay			
	Monthly	Quarterly	Half-Yearly	Annually	
(Driver) Scale A+BF	£17.20 <input type="checkbox"/>	£51.64 <input type="checkbox"/>	£103.31 <input type="checkbox"/>	£206.63 <input type="checkbox"/>	
(Non-Driver) Scale A	£14.42 <input type="checkbox"/>	£43.30 <input type="checkbox"/>	£86.64 <input type="checkbox"/>	£173.30 <input type="checkbox"/>	
Part-Time	£7.86 <input type="checkbox"/>	£23.59 <input type="checkbox"/>	£47.19 <input type="checkbox"/>	£94.39 <input type="checkbox"/>	

Notes on Contribution Scales: Driver A+BF means your membership includes participation in the URTU's Benevolent Fund, designed specifically for drivers. Part-time staff are those working less than 20 hours per week.

Are you at present / recently a member of any trade union? Yes No

If yes, name of union Membership No

CONSENT: Please ensure you sign and date below. By signing this application form to join the Union, I agree to be subject in every respect to the Rules of the Union. I consent to the Union processing my personal data as part of its legitimate activities in providing membership services and benefits as a Trade Union, as stated in its Rule Book and in its Privacy Policy. The Privacy Policy is available on our website. It explains how we use and protect your personal data.

Signed Date

Your date of entry to the Union will be the date the form is received by Head Office and all benefits will accrue from that date.

For Office Use: Membership No Date of Entry



Instruction to your bank or building society to pay by Direct Debit



Please fill in the whole form using a ball point pen and send to:
**United Road Transport Union, Almond House, Oak Green,
 Stanley Green Business Park, Cheadle Hulme, SK8 6QL**

Name and full postal address of your bank or building society

To: The Manager
 Bank/Building Society

Address

Postcode

Name(s) of account holder(s)

Bank/building society account number

Branch sort code

Date

Banks and building societies may not accept Direct Debit instructions for some types of account.

This Guarantee should be detached and retained by the payer.



The Direct Debit Guarantee

- This Guarantee is offered by all banks and building societies that accept instructions to pay Direct Debits
- If there are any changes to the amount, date or frequency of your Direct Debit United Road Transport Union will notify you 10 working days in advance of your account being debited or as otherwise agreed. If you request United Road Transport Union to collect a payment, confirmation of the amount and date will be given to you at the time of the request
- If an error is made in the payment of your Direct Debit, by United Road Transport Union or your bank or building society, you are entitled to a full and immediate refund of the amount paid from your bank or building society
- If you receive a refund you are not entitled to, you must pay it back when United Road Transport Union asks you to
- You can cancel a Direct Debit at any time by simply contacting your bank or building society. Written confirmation may be required. Please also notify us.