

BAKERS  
FOOD  
AND ALLIED  
WORKERS  
UNION



# FOODWORKER

WINTER 2019



*"This election will shape our country for a generation.*

*It is your opportunity to transform our country, so that it works not just for a few, but for all of us.*

*It is a chance to deliver the REAL CHANGE Britain needs."*



# **DON'T WASTE THIS OPPORTUNITY!**



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## EDITOR'S NOTES

"Did anyone vote for reliance on food banks to treble in the 5th richest economy in the world? Crumbling schools, growing NHS waiting lists, rocketing knife crime and state-induced poverty never appeared in any party's manifesto"

Ronnie Draper @ronniebfawu

WITH SO LITTLE TIME to go before the electorate of the UK go to the polls to determine who will lead the country for the next 5 years, do we continue with the lies and deceit of the Tories or do we vote for **real change** with an 'X' in the Labour box?

The choice is stark and will shape the direction of the country, both socially and economically, for decades to come. Whilst I get the frustration people feel regarding the stalling of Brexit and breakdown of the democratic process, we need to evaluate the unpicking of social democracy on the streets and the trapdoors being set for the future.

### Does Democracy still work?

Democracy is not just a yes or no answer, like *should we do Brexit?* or *should we remain?* as there are so many grey areas that we need to address.

I am more concerned about what type of election or what shade of democracy allows socially demoralising traits like homelessness to grow immeasurably.

Did *anyone* vote for reliance on food banks to treble in the 5th richest economy in the world? Who voted in 2017 to ensure that our children and grandchildren should be deprived of affordable or council housing?

Crumbling schools, growing NHS waiting lists, rocketing knife crime and state-induced poverty never appeared in any party's manifesto, but they have become an almost accepted trait of Tory government rule.

### And then, there's Boris...

You have to question why *any* working class person would ever contemplate voting for Boris Johnson. Think on his racist comments about Muslim women looking like letterboxes, his attacks on single parent families as *irresponsible* (branding their children as *ill-raised, ignorant and*

*aggressive*) or describing working class men as "*likely to be drunk, criminal, aimless, feckless and hopeless*". **There appears to be little to endear this motor-mouthed bumbler to our class.**

### Immoral and dishonest

Personally, I care about the future that government policy holds for our children and I see nothing to convince me that the Tories have anything to get excited about.

If Johnson's assertions that 40 new hospitals in the pipeline were true it would be a start, but that myth has been blown apart when we find out that work will start on *six* only and that even these are not *new builds* but *six refurbishments*.

If Boris was honest about building hospitals, why didn't his government fund the completion of the Royal Hospital in Liverpool after building work stopped due to the crash of Carillion? A desperately-needed, state of the art hospital is being allowed to go to rack and ruin.

***Who voted in 2017 to ensure that our children and grandchildren should be deprived of affordable or council housing?***

Ask yourselves why, during the global crash, we could print money under the guise of '*quantitative easing*' only to find it siphoned off to award the wealthy a windfall tax cut? Why wasn't that money used to kick start our economy instead of lining the vaults of offshore bank accounts in the Cayman Islands? **It is immoral, it is disingenuous and it is dishonest.**

### Where do we start?

A vote for Labour can bring some relief to those who have paid the heaviest price for the corruption within the banking system and the inadequate response from government.

A pledge of **£10 an hour** and the **abolition of zero hour contracts** would start to lift 5 million people out of workplace poverty, would reduce reliance on in-work state benefits and would bring a much-needed boost of dignity.

The Tories' statement that they are the party of working people is no more than an untrue slogan, but actions speak louder than words and from the government the silence has been deafening.

### It's not just Brexit...

Two of the greatest challenges for any government will be the dramatic rise in mental ill health and the continuing destruction of our planet.

On the first challenge, unless there is an understanding of both causation as well as remedy, then *any* promise is destined to fail. The government have been complicit in the increase in mental ill health and their policies have done nothing to reduce poverty or addiction whilst cutting funding for this specialised illness and reducing hospital bed space.

If anyone needed a demonstration of how committed the government is to climate change they don't need to look any further than Boris Johnson's absence from the recent Channel 4 leader's debate at which he was replaced by a block of ice.

Look in detail at Labour's **Green Deal** and you will see their commitment to saving our planet.

**We need to organise, agitate, communicate with and persuade friends, family members and work colleagues to vote for their future, for the future of our NHS and for the future of our entire planet and to vote LABOUR.**

### Finally...

Moving away from the political agenda, I would like to wish members, staff, officials and our suppliers a very happy Christmas and a healthy and prosperous New Year. In particular I wish **Sarah Woolley** a great start and every success in her new career as General Secretary of this great union. There are difficult challenges ahead but I know she has the talent and determination to take our union forward.

**Ronnie Draper**  
General Secretary



## NATIONAL PRESIDENT IAN HODSON

*"our class simply cannot afford to kick itself in the face again. A vote for Labour is the only real chance to turn the tide and I would advise all our members to do so."*

THE BFAWU HAS BEEN FIGHTING against injustice since 1847. Throughout the years, our members have witnessed many historical changes in their workplaces and the communities in which they live. Some of those changes have been positive, many have been devastating. However, more often than not, the positive changes in their lives have arisen through a bold and courageous Labour Movement.

For many, this General Election is about *'getting Brexit done'*. This is the strapline the Conservatives are using and the Brexit Party have obviously put it at the heart of their campaigning. This will have a huge pull on those who voted to leave the European Union in 2016 as, over the last three years, we have seen a political class made up of mostly pro-EU MPs, doing everything they can to hamstring the process. As someone who campaigned for and voted to leave, I have tremendous sympathy for those who feel betrayed and frustrated at what they view as an insult to democracy. If that wasn't enough, we've had to witness media commentators and politicians on all sides of the argument pouring fuel on the issue time and again, which has done nothing other than create a toxic environment of hate, mistrust and division.

### Who's to blame?

It would be easy to blame Labour. A good number of people have pointed out that one of Labour's flagship policies in the 2017 General Election was to honour the result of the EU referendum and that they've not exactly followed through on that. They are fully entitled to have that view.

However, let's not forget who brought this chaos about in the first place. David Cameron never thought for one second that he would have to oversee the UK leaving the European Union. He promised a referendum in order to neuter UKIP and as the smart money seemed to be on Ed Miliband's Labour edging the election, he thought that the bases were covered and that the only scenario for him to continue as Prime Minister would be as part of another coalition with the Liberal Democrats – whom he would then blame for not being able to hold a referendum. *Cameron was as shocked as the rest of us when the Tories won with a majority and when the EU referendum returned a vote to leave, he scarpered.*

Since then, we've had Theresa May (a *remainer*) trying to flog a dead horse, losing the Tory majority and subsequently being dumped by her own party and now we have the pathological liar, Boris Johnson who has flip-flopped on the issue of leaving the EU, depending on what was best for his political career.

By all means challenge and criticise Labour for inadequacies in relation to honouring the EU referendum, but don't let the Tories off the hook – *this madness is all theirs.*

### There are other issues...

**Brexit can't be the only show in town when it comes to this General Election. Our focus needs to be on the issues that affect working-class people, especially those working in the food industry and the society in which we live as a whole.**

Since 2010, needless austerity has hit working-class people and their communities the hardest. We've seen public services cut to the bone, libraries closed, Sure Start Centres scrapped and NHS Walk-in-Centres binned. We've seen wages slashed, terms and conditions ripped up and health and safety at work attacked and eroded.

The rise of zero hours contracts has been a scourge on the food industry and the domination of supermarkets in the retail sector has had a detrimental effect on many of the people we represent – enjoying quality time with family and friends at weekends, Easter and Christmas slowly but surely becomes a thing of the past.

Just look at our towns and cities all over the country. The seemingly rampant gentrification, with posh houses and apartments being erected everywhere, leaving the streets littered with homeless people with no support and nowhere to go. While our class has been burdened with this devastation, the elite have seen their wealth *double and treble*. **These issues must be at the heart of our decision at the ballot box on December 12th.**

### Ummm... Who to choose?

The Conservatives will only ever protect themselves, the elites and their own interests; the Liberal Democrats are fixated with remaining in the EU and very little else; the Brexit Party are a one-trick pony whose domestic policies would make Thatcher blush and the Green Party has lost the plot completely.

It's time for us to start voting in our best interests for a change and with workers rights, Trade Union rights, a genuine living wage, the re-imburement of the 'WASPI women' pensions, extra Bank Holidays, the banning of zero hours exploitation, the re-introduction of Sure Start, affordable housing and the potential to re-nationalise energy, water and transport... ***surely a vote for Labour is the only option on the table worth consideration.***

Make no mistake – we will not hesitate to hold politicians' feet to the fire, regardless of what party they belong to *and it would be no different in the event of a Labour victory.*

**Our class simply cannot afford to kick itself in the face again. A vote for Labour is the only real chance to turn the tide and I would advise all our members to do so.**

### Changes at the head...

Congratulations Sarah Woolley who has been elected as our new General Secretary.



For too long, the labour movement has not really reflected the workplace – with middle-aged, white men being elected into senior positions of trade unions. It's pleasing to see our members elect the first ever woman (and, at the age of 32, the *youngest*) to achieve such a position in *any* trade union. I look forward to working with Sarah and to building our union over the coming years.

I would also like to congratulate **Lizzie Dinning** on her election as FTO in Region 5 which means she will be stepping down as our Vice President. I would like to thank Lizzie for her support and for the work and commitment during her time in office.

Whilst wishing Lizzie the best I would also like to welcome our *new* Vice President and congratulate **Mandy Ambrose** who works at Warburtons, Enfield. Mandy has long campaigned and supported campaigns around household debt and on issues such as mental ill health. I look forward to working with Mandy who will excel in her new role.

### Have your say

In line with our Conference decisions, we are now reviewing our structures – how they work across the union and how we operate. Over the next few months we will also be engaging our membership over how to improve communications and ensure our benefits meet the needs of our members. *We look forward to hearing your views.*

### Finally...

I would like to take the opportunity to express my gratitude for the work the commitment and to wish all our members our officials, clerical staff and learning team. ***A very merry Christmas and a prosperous New Year to you all!!***

**Ian Hodson  
National President**

We prepare to enter 2020 with high hopes for a Labour victory but realistic enough to understand that whilst we have every confidence in the current Labour Party, politics and politicians are not always our friends. As a union we must always consider how we prepare for the future – strengthening our workplaces and improving our terms and conditions. **As part of this process we have created a new mission statement setting out our aims and ambitions for all Foodworkers.**

### Mission Statement

*The Bakers Food and Allied workers Union will use its collective power to improve the working conditions and lives of food workers, their families, and their communities. It will harness the power of technology and build a broad movement across the food sectors to end the injustice, low pay and insecurity associated with an unequal society*

***It is our aim to bring lasting, transformational change towards a more just society for all.***

### Vision Statement

*The BFAWU is a diverse, ethical, and transparent 21st Century worker-led organisation leading with vision, understanding, clarity and agility, thereby thriving in an ever-changing world.*

*Through the work of our members, by building a rank and file organisation to create workplace power, to seek partnerships and embrace innovation and education, the BFAWU will achieve quality jobs that deliver liveable wages, safe working environments, retirement security, respect, and the right to a union for all.*

### Values and behaviours

- **Leadership** – Organising around vision to show our courage and build workplace power.
- **Compassion** – Working to find solutions to the suffering of others.
- **Empowerment** – Building confidence within our membership to take leading roles within the workplace.
- **Accountability** – Taking ownership of our actions and our deeds.
- **Transparency** – Having open dialogue and communication across all of our organisation.
- **Excellence** – Learning lessons from our everyday successes and failures with the desire and determination to improve.

## WHY SHOULD I...

### ...Vote Labour on December 12?

**It's time for REAL change for  
working people and their  
families**

**Working people are finding  
it harder to make ends meet,  
jobs aren't secure, and our  
schools and hospitals have  
been pushed to the brink**

***Britain simply cannot afford  
5 more years of the Tories***

## LABOUR WILL:

- **Protect our NHS** and improve patient care, with a £26bn rescue package and increase GP training places so everyone can get an appointment when they need one.
- Introduce a **real Living Wage** of at least £10 an hour immediately, for all workers aged 16 and over, and ban zero hours contracts.
- **Reverse school cuts**, making sure every class has a qualified teacher, and cap primary class sizes, give free school meals to all primary children and limit school uniform costs.
- **Kick-start a green industrial revolution**, creating a million good, skilled jobs in every region and nation of the UK.
- **Give power back to working people**, strengthening unions to win higher pay, more job security and a **better deal at work**.
- **Build 1,000,000 genuinely affordable homes** over 10 years, including at least 100,000 council homes a year by 2024.
- **Pay public service workers properly**, with a 5% payrise in April, and above inflation pay rises every year.
- **Support working families**, giving all 2–4 year olds 30 hours free childcare a week, strengthening flexible working rights and opening 1,000 Sure Start Children's Centres, so there's one in every community.
- **Make bus services work** in the interests of passengers, re-opening 3000 bus routes that have closed under the Tories.
- **Save people money** on fares and bills by bringing rail, mail, water and energy into public ownership and rolling out a publicly owned full fibre broadband network, free to every home.

## Labour's plan for REAL CHANGE for working people

### DECENT WORK, SECURE JOBS



Under the Tories, jobs are less secure, with almost a million people on zero hours contracts and many more on short hours.

They have made it easier to put people out of work, and their Trade Union Act has made it harder for unions to stand up for their members.

- Labour will invest to create decent, secure jobs
- Labour will **ban** zero hours contracts.
- Labour will scrap the **Trade Union Act** and restore full trade union rights to help unions grow and win a better deal at work.
- Labour will kick-start a **green industrial revolution**, safeguarding our climate
- Labour will create a million high-wage, high-skill *unionised* jobs across the country.



**BETTER PAY**

**Under the Tories, too many people are struggling to get by.**

Average wages are lower than before the financial crisis, and 8 million working people are in poverty.

*No one should have to worry about how to put food on the table.*



- Labour will put money in working people's pockets
- Labour will introduce a real living wage of at least £10 an hour as soon as they take office
- Labour will strengthen trade unions to help them win better pay for millions more people
- Labour will end in-work poverty and eliminate the need for food banks.

**BETTER QUALITY OF LIFE FOR ALL**

**Under the Tories, it's harder to make ends meet.**

Most people's incomes haven't kept up with prices. Rents are rocketing, and home ownership has fallen over the last nine years. Families are struggling with steep childcare bills and rail fares have soared three times faster than wages.



- Labour will give working people more of their time back, creating 4 new bank holidays, reducing the working week to 32 hours within a decade with no loss of pay, and working to increase minimum annual leave entitlements.
- Labour will build at least a million new, genuinely-affordable homes to buy and rent over ten years.

- By the end of the Parliament, Labour will be building 100,000 council homes a year.
- Labour will offer parents 30 free hours of childcare every week for all children, from ages 2 to 4.
- Labour will give everyone who uses public transport a better deal, by taking the railways back into public ownership, re-opening 3,000 bus routes and giving power to local authorities to plan and run bus services.

**FIXING OUR PUBLIC SERVICES**

**The Tories, have pushed our public services to the brink.**

Hospital waiting lists are up, A&Es are struggling, social care is in crisis and it's harder to see your GP. Class sizes are soaring, there are more unqualified teachers, and our schools face huge budget cuts.



- Labour will properly fund our public services, with a £26bn rescue package for our NHS.
- Labour will set minimum safe staffing levels **in law**.
- Labour will make more General Practitioner training places available, so everyone can get a GP appointment when they need one.



- Labour will introduce *free personal care* for older people, as part of a new **National Care Service**.
- Labour will make sure our public services are owned and run by the public for the public – with strategic and operational decisions being based on public need *not private greed*.

## LABOUR WILL:

- Labour will restore pay levels for the nurses, teachers and other public service workers who have suffered 9 years of pay cuts – including a 5% payrise in April, and real payrises every year.
- Labour will boost school budgets, reduce class sizes and introduce free school meals for all primary school children and cap school uniform prices.

### SAFER COMMUNITIES

**Under the Tories, violent crime has doubled.**

Since 2010, the Tories have slashed £3.6bn of Government funding from police budgets. Cuts to local communities have created the conditions for rising crime. The Tories have cut over 11,500 firefighter jobs and closed dozens of fire stations.

*They are putting people's lives at risk.*

- Labour will rebuild the whole police workforce, recruiting more police officers, police community support officers and police staff.
- Labour will prioritise neighbourhood policing and bear down on crime and its causes.
- Labour will recruit 5,000 new firefighters and consult on national minimum standards for the fire service.
- Labour will invest an additional £1bn in youth services and put more resources into supporting young people to give them a better start in life.



**This manifesto offers the chance of real change for every generation and every community.**

**When Labour wins, the nurse wins, the pensioner wins, the student wins, the office worker wins, the engineer wins...**

***We all win.***

**VOTE LABOUR  
DECEMBER 12**







# MENTAL HEALTH CRISIS SUMMIT

SATURDAY 28 SEPTEMBER  
ROYAL FREE HOSPITAL LONDON



**THE MENTAL HEALTH CRISIS SUMMIT**, co-hosted by *Keep Our NHS Public*, *Mental Health – Time for Action* and *Health Campaigns Together*, could not have been more timely, being held soon after the publication of a damning report revealing that suicides have risen to a 16 year high across UK. Perhaps most devastating of all is the figure that over 200 school age children each year are currently lost to suicide. This is a damning indictment of devastating NHS de-funding and privatisation – hitting mental health services particularly hard – and 9 years of austerity by this Conservative Government.

The line-up of speakers at the event, held on Saturday 28th September at the Royal Free Hospital, London, was diverse, powerful and focussed on how we can make a real difference. Mental health activists, trade unionists, campaign founders and patients addressed almost 300 attendees in two plenary sessions and six workshops.

**Ian Hodson**, President of the Bakers, Food and Allied Workers Union – a powerful voice against austerity and advocating solidarity and unity in fighting all manner of oppression – opened the event with a clear, passionate and compassionate speech,

clearly highlighting the links from austerity, the gig economy and precarious work to exploitation, stress and mental ill health and framing some of the key themes of the event.

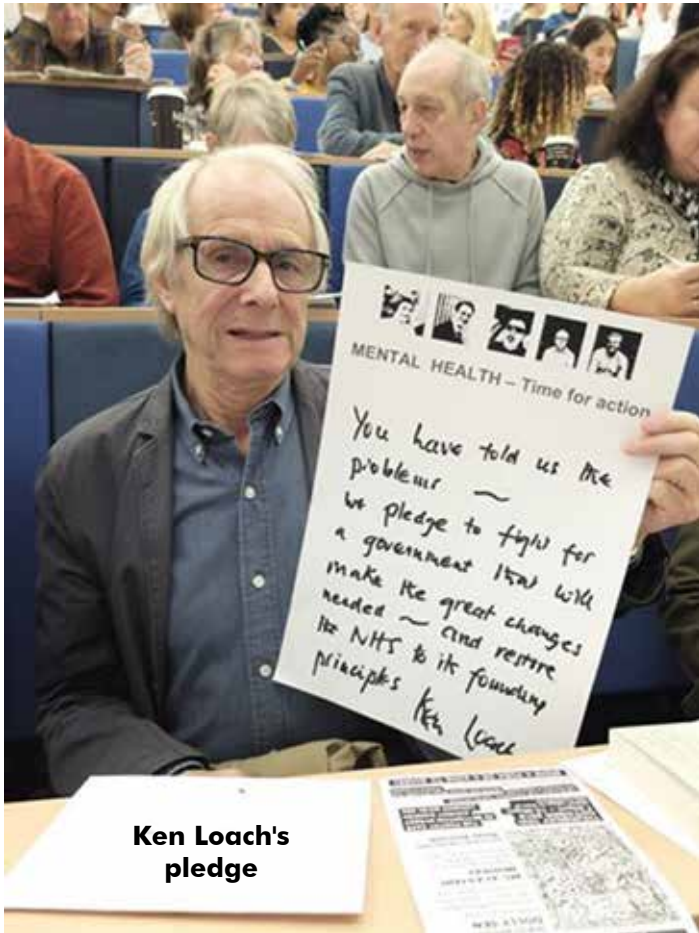
**Rachel Bannister**, co-founder of *Mental Health – Time for Action*, a co-host of the conference; courageous campaigner for better mental health services; parent of a young person put through experiences that she and her family should not have been put through. Rachel campaigns with bravery so that families in future have more appropriate care. “It is no measure of health to be well adjusted to a sick society”.

**Denise McKenna**, leading member of *Mental Health Resistance Network* who strongly support the social model for understanding and supporting mental health issues.

**Elizabeth Cotton** of *Surviving Work* – important insights into the neoliberal ideas that impact on services for mental health.

The morning plenary finished with the first Patron of *Keep Our NHS Public*, film maker, socialist and tireless campaigner for the vulnerable and oppressed – the wonderful **Ken Loach**, who reminded us that only a Jeremy Corbyn-led Labour government

will restore our NHS to be the publicly-run, publicly-funded, publicly-owned, free at the point of need and universally accessible service we demand.



**Ken Loach's  
pledge**

Afternoon workshops covered:

- The Social Model for Mental Health
- Children and Young People's Mental Health
- The *Hostile Environment* and Racism in Mental Health
- The Mental Health of Workers
- Untangling the Threads of Trauma and Mental Health Campaign Strategies.



**iphone photos**

The closing plenary began with **Kevin Courtney**, Joint General Secretary of the National Education Union and supporter of Junior Doctors, and our Nurses in the Bursary struggle.

As joint head of a union of teachers on the frontline, Kevin spoke about the increased stresses school age children undergo with the pressure of *continual testing*, the *inadequate support* that teachers receive in trying to help vulnerable students with mental health difficulties and *the need to review the entire structures of testing and support*.

*Michelle Joseph*, actor and campaigner shared her extremely moving story of how she has personally experienced the changes in mental health care and particularly admissions processes over a period of years.

**Jonathan Ashworth**, MP, Shadow Health Secretary – a staunch supporter of those fighting to highlight and correct the gaps in mental health services – repeated his commitment to reversing privatisation saying: “We don’t want the NHS to be the preferred provider, we want the NHS to be THE provider.”

**Dr Louise Irvine**, GP, Chair of the *Save Lewisham Hospital Campaign* which defeated Jeremy Hunt to keep Lewisham Hospital open and tireless campaigner with HCT and KONP closed the event. He summed up the key themes from the workshops as well as the positive and productive mood throughout the summit, closing with a determination to refine our demands and develop a strong campaigning manifesto for mental health.

Feedback from attendees says the Summit was *educational, insightful, action-focussed, inclusive and uplifting*.

Next steps will be to take comments and ideas from the six workshops and build those into **a Charter of Demands** – through a number of follow-up events.



**Ian Hodson and John Fox display their pledges**

## DID YOU KNOW?

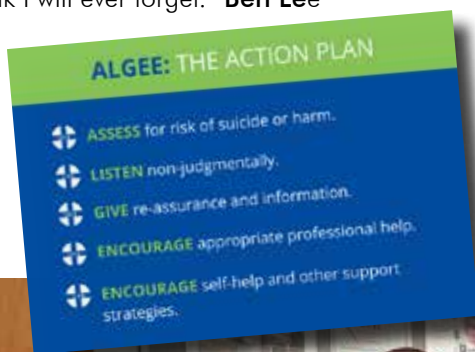
- 1 in 6 workers will experience depression, anxiety or problems relating to stress at any one time
- 1 in 5 people take a day off due to stress. Yet, 90% of these people cited a different reason for their absence
- Every year it costs business £1,300 per employee whose mental health needs are unsupported
- People with a long-term mental health condition lose their jobs every year at around double the rate of those without a mental health condition. This equates to 300,000 people – the equivalent of the population of Newcastle or Belfast
- 15% of employees who disclosing mental health issues to a line manager reported being disciplined, dismissed or demoted
- 84% of UK line managers believe they are responsible for employee wellbeing, but only 24% have received training. 49% of line managers reported a wish for basic training in common mental health conditions

### The English Project

THE ENGLISH PROJECT are actively promoting and supporting learning around Mental Health. We have access to *Let's talk about mental health* awareness course and Mental Health First Aid training.

**In October, the English Project Team were all trained as Mental Health First Aiders.**

"Doing the course has made me feel more at ease in dealing with a situation if it did arise either in the workplace or home life. With the way they drilled ALGEE into us it's something that I don't think I will ever forget." **Ben Lee**



*The Project Team proudly display their new Mental Health First Aider credentials*

"Whilst this was a tough two days it was so worth it and I would recommend this to anyone who will listen." **Carol Hillaby**

"When Lisa suggested we do this training I was intrigued to find out what it was all about. We can see an injury, it's evident, it's there in front of us, but we can't always see when someone's not coping or when they are in turmoil." **Karen Plasom**

"By doing the Mental health first aid training I am now better able to look after my own wellbeing as well as those that I come in contact with." **Kamran Ali**

"The course gave me a better understanding and knowledge of what I had to look for and how to get help quickly." **John Fox**

"Over the two days we learnt such a lot. The subjects were broken down into manageable sizes so we were not overwhelmed with such a delicate subject." **Lorraine Fox**

"The training covered a wide range of mental health issues and taught how to spot signs of people in distress. It also gave some really important messages about changing the language we use when referring to Mental Health issues in the hope that it prevents the stigma attached to mental health." **Julie Oakley**



*The grey/green badge and lanyard identify certified Mental Health First Aiders*

### Last words

I am extremely proud of the team for taking on this training. It's a really hard and sensitive subject but if we can help just one person, it will have been worth it! **Lisa Greenfield**

If you need anymore information on this training, please feel free to contact your project worker.

# hazards manifesto

IN OUR 'MANIFESTO for a Health and Safety System Fit for Workers', hazards campaign states that 'the British Health and Safety System is broken. Workers are harmed daily just for going to work to earn a living, and many now have no realistic prospect of enforcement of their basic human right: a safe and healthy workplace.'

## We demand this basic human right from a new government.

Many workers are simply surviving day-to-day in the workplace – their working conditions stripped to the basic minimum and their health being damaged by psychological and physical ill health which will certainly shorten their working lives and probably their actual lives as well.

Workers need a government that will change this. A government that will deliver legislation to protect and enhance workers safety and health, and that will invest in enforcement to ensure employers cannot continue to make ill, injure or kill their workers.

In recent years, hazards campaign has campaigned against policies of governments of *all* political parties, all who have sought to undermine the basic health, safety and welfare standards we have in the UK. We have argued against the shortcomings of the EU when the directives were not good enough, we have campaigned against trade deals which will undermine our safety and health and we *will continue to do so*.

**If you need another reason to vote for the Labour Party on 12th December, vote for the health, safety and survival of your work colleagues and your children.**

**The Manifesto:** [www.hazardscampaign.org.uk/wp-content/uploads/2019/02/hazardsmanifesto2019.pdf](http://www.hazardscampaign.org.uk/wp-content/uploads/2019/02/hazardsmanifesto2019.pdf)

## Dying to Work, HOVIS

THIS WEEK, HOVIS added its name to a charter which is part of the TUC's wider *Dying to Work* campaign which is seeking greater security for terminally ill workers where they cannot be dismissed as a result of their condition.



Paul Nowak holds up the signed Charter with Dave Suddards

However, we also recognise that this general election comes at a critical time.

- It is critical for the thousands of workers who are facing mental ill health because of spiralling stress in the workplace or those being subjected to life-shortening extreme temperatures at work.
- It is critical for thousands of workers on casual contracts, fighting to survive on unpredictable and low pay, with draconian sickness and absence policies.
- It is critical for young workers starting work in workplaces that put their health and their safety at risk and, when they are injured or killed, it is critical for *justice* for themselves and their families.
- It is critical to prevent the continuing deaths of the 50,000 people who die each year as a result of their work exposed to hazardous substances and toxic working conditions.
- It is critical to remove the asbestos from our homes, workplaces and schools, potentially exposing our children to this deadly substance, or the pollution in the air our children breathe or the fire hazards in the buildings they are taught in, sleep in or live in that are clad in flammable materials.

When you vote in this election, you don't just vote on the one or two narrow subjects spat out by our biased media. Hazards campaign is committed to fighting for the health, safety and welfare of workers whoever is elected but the Labour Party is the only party listening to us, talking to us about what will keep us safe and healthy at work and the only party with the political will to reverse the lack of resources in our health and safety enforcement bodies.

*Dying to Work* was taken forward following the case of **Jacci Woodcock**, an area sales manager from Derbyshire who was forced out of her job after being diagnosed with terminal breast cancer.

The TUC is asking employers to sign up to its *voluntary* charter to stop cases like Jacci's happening in the future.

TUC Deputy General Secretary, **Paul Nowak**, said, "*Your job should be the least of your worries when you get a terminal diagnosis. I'm delighted that Hovis have shown real leadership in this area, working with unions to guarantee fair treatment for terminally-ill workers. We now have a million workers being covered by the Dying to Work charter across the country, and we expect more employers to commit in the coming months.*"

**Pete Hill**, HR Director, Hovis, said, "*For those who are given a terminal diagnosis, it is important that they can focus on themselves and their families without the stress of needing to worry about their employment. This is a practice that we have naturally adopted, so I did not hesitate in agreeing to sign the Charter when asked to do so by our four unions, BFAWU, Unite the Union, USDAW and URTU.*"

**Ian Hodson**, BFAWU National President added, "*We welcome the work done between Hovis and the Trade Unions which guarantees peace of mind for any their colleagues that find themselves being diagnosed with a terminal illness. Hovis is the first employer in our industry to sign up for the charter and one of only a few private sector employed to do so, and I hope today's signing encourages other employers to provide the same support moving forward.*"

# WORKERS' RIGHTS MINI-MANIFESTO

WORK SHOULD PROVIDE A DECENT LIFE for all those who do it. As well as enjoying respect and dignity at work, it should provide people with the security, earnings and leisure time needed to enjoy a full life outside of work, to make plans for the future, to save up to go on holiday. It can also be a gateway to learning new skills, the creation of opportunities and the opening up of horizons.

Yet for growing numbers of people their experience is one of low pay, job insecurity and uncertain hours – whether long and arduous, or not enough to live on. Too many people find their work makes their life more difficult not less, causing anxiety, stress and fear for the future. It leaves people unable to save, afraid of being ill and finding it difficult to time to spend with family and friends.

Work no longer guarantees a way out of poverty. TUC analysis has found that in 2010, 1 in 5 children in working households were growing up in poverty; by 2018 this had increased to 1 in 4. Growing numbers receive in-work benefits because employers don't pay them enough. Wage growth has stalled for most people with average real wages still lower than ten years ago. Meanwhile, incomes for those at the very top have soared away, leaving our country increasingly unequal and unfair.

In the modern economy while some workers are required to work excessive hours others are unable to obtain enough hours each week and month to sustain a decent standard of living. Rising workloads mean many people are working harder and faster just to stand still leaving them overworked and exhausted. Others struggle with unpredictable hours and insecure earnings. Too many workers across Britain are on zero hours contracts and other precarious arrangements that deny them enough regular, secure hours to earn a decent living.

Too many people – not just those at the very bottom of pay-scales – feel that they are living on the edge, struggling to make ends meet. Discrimination causes harm and continues to limit opportunities for individuals and means that society is missing out from failing to harness everyone's potential.

*This isn't inevitable and things don't have to stay this way.*

As a country we can and should be better than this. We can create the conditions where work leaves people feeling confident about their future and their children's future. Where work gives people security, better pay, the ability to save up for and enjoy holidays. Where work offers people opportunities and ways to take advantage of them.

A Labour government will transform and rebuild our economy, creating high quality, skilled jobs in every region and nation in the UK through our Green Industrial Revolution and expansion of public services. As part of this we will bring about the biggest extension of workplace rights that our country has ever seen and remove unnecessary and unfair restrictions on our trade unions, so that workers can have their voice heard.

This won't just improve people's lives, it will make our economy much stronger.

It is widely known that too many big businesses take short-term decisions – putting immediate short term profits ahead of anything else, often at the expense of their workforces, productivity and long-term sustainability. Widespread exploitative practices allow good employers to be undercut by bad ones. Putting in place measures that will create better working lives will help turnaround our country's poor productivity, encourage employers' to think about the longer term and help end Britain's reckless corporate culture.

**What's needed is a statement of what we can expect from our Workplace in return for the labour and commitment we make... This is the Labour Party's Commitment**

## IMPROVING OUR WORKING LIVES

**MAKING WORKING PEOPLE'S LIVES BETTER will be at the heart of what we do in government.** Labour will start by creating a **Ministry of Employment Rights**. A Secretary of State of Employment Rights will give workers a strong voice at the centre of government and drive through our plans to transform industrial relations in Britain through individual *and* collective rights.

There should be a government department taking an overview of the workplace – in the same way there is for Health, Education, Business, Social Security and, as Labour is proposing, for Housing.

- We will create a minimum '*rate for the job*' and a floor of standards in each sector of the economy by rolling out *sectoral collective bargaining*.

This means that, in each industry, employers and trade unions will be *brought together* to negotiate minimum standards on a wide range of issues affecting people's working lives including *pay scales, hours, holidays, promotion, training, health and well-being and equality policies*. No longer will terms be dictated on a 'take it or leave it' basis.

Successful companies know they need to talk to their workforces about pay scales and the issues at work that affect their lives. Labour will support and improve these practices and ensure they exist across our economy.

- We will support (and *strengthen* where it already exists) **National collective bargaining**, such as *Local Government, Construction, Healthcare and Agriculture* in Wales, Scotland and Northern Ireland.

We will re-establish an **Agricultural Wages Board** in England so every part of the UK is covered and we will bring back the **School Support Staff Negotiating Body** and **national pay settlements for teachers** and it will be rolled out in sectors where it does not currently exist.

These new collective bargaining institutions will be the foundation of our agenda to transform the world of work. They will prevent good employers being undercut by bad ones and stop the race to the bottom in pay, end job insecurity, set a minimum '*rate for the job*' – not a *ceiling* – and make workplaces *safer, more equal and better places to work*.

- In starting to roll out national sectoral collective bargaining we will prioritise sectors where pay and work standards are particularly poor and urgently in need of improvement. *Care work*, for example, is increasingly outsourced, insecure and fragmented, eroding the rights and pay of the workforce (overwhelmingly *women*). Not only is this bad for the workers, *it is also pushing down the quality of services provided*.

# WORKERS' RIGHTS MINI-MANIFESTO

## RAISING WAGES

A LABOUR GOVERNMENT WILL TRANSFORM peoples' working lives by making pay higher and we will end in-work poverty in our first term by tackling the causes of poverty and inequality, such as low pay and high living costs, and raise the floor provided by our social safety net. As well as increasing wages through sectoral collective bargaining Labour will:

- Rapidly introduce a Real Living Wage of at least £10 for everyone aged 16 and over, ending discrimination against young workers. We will use savings to public finance to help small businesses to manage the extra cost. We will also consult with unions and industry on future uprating to improve living standards.
- Restore public sector pay to at least pre-financial crisis levels (in real terms), by delivering year-on-year above-inflation pay rises, starting with a 5% increase, to reward and retain the people who do so much for us all.
- Ban unpaid internships except when they are part of an education or training course – because requiring people to work for free is exploitative and wrong.
- Require breaks during shifts to be paid and in sectors such as social care, for example, will ensure travel time is paid and take action on 'sleep over' hours.

## We will take action to achieve equal pay by;

- Requiring employers to report on and act to close race, gender and disability pay gaps – or face fines. After 50 years of equal pay legislation, we will make the law work to ensure equal pay for work of equal value. This will include requiring all employers with over 250 employees to obtain government certification on gender equality or face further auditing and fines. Women will no longer be penalised by secretive pay and bonus setting.
- By the end of 2020, we will lower the threshold to workplaces with 50 employees and will make sure we provide the necessary additional support for small businesses. We will ensure class actions can be brought against employers where there is a clear pattern of unequal pay based on a protected characteristic.
- Introducing equality audits that cover more than just pay on each protected characteristic in the Equality Act and reinstate Equality questionnaires.
- Requiring large employers to report annually on the number and proportion of disabled people they employ.
- Enabling positive action for recruitment to roles where employers can justify the need for more diversity.

## A BETTER WORK/LIFE BALANCE

PEOPLE NEED A GREATER SAY over their working hours, so the hours they work suit their lives as well as their occupations. At the moment it is too much of a one-way street. Flexibility needs to work for employers and the people that work for them, not at their expense. People should be able to enjoy time with their families and loved ones. This means addressing two problems:

- Firstly, the *excessive hours* culture that has been allowed to take a hold in some parts of our economy. Public service cuts have meant smaller workforces with heavier workloads.
- For those on precarious arrangements it means having the security of *predictable, regular, hours and earnings* to enable them to plan for a decent standard of living – people's rent or mortgage, childcare and commuting costs don't vary from week to week, or month to month.

Having a work-life balance makes for a happier, healthier life and better relationships. Productivity in the UK has nosedived to the lowest in Europe – exhaustion or insecurity do not lead to people working productively. Labour will give workers more security in their working hours by:

- Banning *zero hours contracts* and strengthening the law so that those who work regular hours for more than 12 weeks will have a right to a regular contract.
- Requiring *cancelled shifts* to be paid and demanding proper notice for changes in hours. This still allows flexibility for employers where needed, but not at the expense of their workforce having unpredictable hours and earnings.
- Keeping the restrictions on Sunday trading in place.

## *Labour will support a better work life balance and stronger family-friendly rights by:*

- Introducing *four new bank holidays* celebrating our four patron saints' days.
- Extending *statutory maternity pay* from nine to twelve months and doubling *paternity leave* from two to four weeks and increasing statutory paternity pay.
- Reviewing *family-friendly employment rights*, including rights to respond to family emergencies during working hours.
- Introducing *statutory bereavement leave*, so that workers have time off to grieve their loss of close family members or after experiencing miscarriage or stillbirth.
- Ending the opt-out provision for the EU Working Time Directive of the maximum 48 hour working week.
- Setting up an independent Working Time Commission to advise on raising minimum holiday entitlements, rest periods between shifts and reducing maximum weekly working time.

## *Labour will give workers greater flexibility by:*

- Giving *all workers the right to flexible working*, not just the right to *ask*, by creating a presumption in favour of flexible working and a *duty* on employers to accommodate workers' requests so far as is reasonably practicable. We will work with small and medium sized businesses on the support they need to enable flexible working practices.
- We will also ensure there are additional steps taken to ensure effective flexibility for those with *caring responsibilities* for loved ones, particularly those who are disabled or terminally ill.

# WORKERS' RIGHTS MINI-MANIFESTO

## REBUILDING AND EXPANDING RIGHTS AT WORK

A LABOUR GOVERNMENT WILL bring about the biggest extension of rights for workers our country has ever seen to make our economy and society fairer and to help ensure the rewards of growth are shared. We will;

- Give *everyone* full and equal rights from day one at work, whether part-time or full-time, temporary or permanent. We will end the qualifying time for basic rights, such as unfair dismissal, sick pay and parental leave.
- End *bogus* self-employment and create a new, single '*Worker*' status covering all but the *genuinely* self-employed. This will make it easier for employers and people to understand. Labour will prevent the status of worker being evaded by artificial or discriminatory practices.
- *Migrant domestic workers* will likewise be 'workers' with full rights, able to change employer. We will restore the *Overseas Domestic Worker's Visa*.
- Restore and expand the *Union Learning Fund* and make life-long learning and skills development a reality, including giving people the right to accrue paid time off for education and training, so people can progress at work and take advantage of technological change.

We will require employers to create and maintain workplaces and working conditions free from harassment. We will reinstate and strengthen this provision in the **Equality Act**.

- Ensuring that public-facing workers are protected by toughening the law against abuse and violence.
- Introduce 10 days paid leave for survivors of domestic abuse.
- Require employers to make reasonable adjustments to assist those going through the menopause.
- Ensure that workers are not subject to undue and belittling snooping, surveillance and monitoring at work.
- Introduce a legal right to collective consultation on the implementation of new technology in workplaces.
- Bring back specialist employment advisors and introducing a government-backed *Reasonable Adjustments Passport* scheme to help disabled people move between jobs more easily, and review support for disabled people to find and stay in work, including how we can expand, strengthen and better promote *Access to Work* support.
- Bring UK law into line with the *International Labour Organisation standards* it has already ratified.

## TRADE UNION FREEDOM, WORKER VOICE

MANY OF THE THINGS that help make our working lives happier have all been won by people working through their trade unions – but, increasingly over the last 40 years, trade unions have been tied up by unfair legal restrictions and prevented from defending workers properly. The growth of insecure work, exploitative working practices, and 'take it or leave it' conditions of work has come about because the balance of power in the workplace has tipped too much towards bad employers. In response, Labour will:

- Repeal anti-trade union legislation (including the **Trade Union Act 2016**) and create new rights and freedoms for trade union unions to help them win a better deal for working people, negotiate better pay and quality of working life and enable people to organise in their workplace.
- Simplify the law around union recognition, ending the current complexity and barriers to workers being collectively represented by a recognised trade union.
- Strengthen and enforce trade unions' right of entry to organise, meet and represent their members and to recruit. People shouldn't have to face difficulties at work *alone* and workers should be able to freely organise with their colleagues to make their workplaces better for everyone.
- Make sure trade union reps are able to take enough time off to perform their union-related duties, undertake relevant training and take part in their union's democratic structures.
- Introduce statutory time off for trade union Equalities reps so they have the time to support colleagues facing discrimination and contribute to positive changes in workplaces to make discrimination less likely.

- Remove unnecessary restrictions on industrial action and allow people to take industrial action through their trade union when it's the only option left against bad and unreasonable employers.

We will remove the unnecessary and bureaucratic barriers placed on people and trade unions trying to make their working lives better and make sure their rights are respected. Employers should come to the negotiating table rather than resort to legal action based on technicalities to override legitimate, democratic decisions by the people who work for them.

- Allow workers and trade unions to use *secure electronic and workplace balloting*.
- Ban union-busting, strengthen protection of trade union representatives against unfair dismissal and union members from *intimidation, harassment, threats and blacklisting*.
- Hold a public inquiry into the injustice of **blacklisting** to ensure that it truly becomes and remains *a thing of the past*.
- Make sure the £200 billion of public money the government spends on contracts in the private sector is spent in a way that rewards good employers rather than bad. We will choose to do business with companies that treat their workers well, recognise trade unions and have provision for collective bargaining arrangements and fair wages clauses.
- In the public sector we will enforce a **pay ratio of 20:1**. We will tackle late payments that leave small businesses and the self-employed waiting months to be paid – including banning late payers from public procurement.

# WORKERS' RIGHTS MINI-MANIFESTO

## MAKING WORKPLACES HEALTHIER AND SAFER

LABOUR WILL SET UP A **Royal Commission** to review the law on health and safety at work to revise our dated legislation and make it fit for now and the future.

The Royal Commission will make provision for stress, mental health, the impact of new technology and new materials, and ensure that injury, illness and death from work is reduced to the minimum and that when it does occur the burden does not fall disproportionately on workers and their families.

Many workers – bus, lorry and train drivers, construction, warehousing, agriculture, and call centre workers - are regularly denied basics such as a rest, access to toilets and toilet breaks. Our Royal Commission will make sure everyone at work has access to basic facilities such as toilets and toilet breaks. We will review the law to prevent sick or injured workers being unreasonably disciplined or subject to capability procedures as a means to dismissal.

We will also,

- Introduce a maximum temperature for workplaces, closing loopholes to ensure all workplaces are covered by health and safety legislation, for example, drivers' cabs and looking at how we deliver this protection for outdoor workers.
- Put mental health on a par with physical health in our workplaces.
- Work with trade unions and employers to raise awareness of neurodiversity – a term covering but not limited to autism, ADHD, dyslexia, dyspraxia and dyscalculia – in the workplace, in public services and across wider society.
- Consider how we could introduce 'roving safety reps' for workplaces - the right for trade union health and safety reps to inspect workplaces and employers other than their own.
- Allow workers to bring civil cases for breaches of statutory health and safety regulation.
- Defend workers' ability to recover legal representation costs from negligent employers and will keep the right for workers to be represented and recover their costs in cases of employer negligence leading to injury at work.

## ENFORCING RIGHTS

WE WILL MAKE our rights at work meaningful by creating a new unified **Workers Protection Agency** with extensive powers to inspect workplaces and bring prosecutions and civil proceedings on workers' behalf. This failure to enforce the law doesn't just hurt workers who lose out on their rights, it is bad for good employers who have to compete with those prepared to break the law.

- We will keep **employment tribunals free**, We will extend their powers and introduce new **Labour Courts** with a stronger role for people with industrial experience on panels. We will extend their powers and extend the time period for bringing claims.
- Tougher penalties for those who break the law or fail to comply with tribunal orders. Workers will receive full compensation without statutory limits if they suffer loss because of employers' breaches of the law.

## BETTER JOB SECURITY

LOSING YOUR JOB can be a distressing and disruptive experience. It can turn your world upside down and throw the future into doubt and turmoil, especially when it happens unfairly. Ending someone's employment will sometimes be necessary, but we can limit the damage. We will:

- Protect people from unfair dismissal *from their first day at work*. We will make it easier to prove unfair dismissal and give full compensation without statutory limits to those unfairly dismissed and do not wish to be reinstated.
- Strengthen protections for **pregnant women**, making it unlawful to dismiss a pregnant woman and for 12 months after giving birth without certification from the **Worker Protection Agency**. Where the job is under threat of redundancy for this period, she will have the right of *first refusal* of any suitable alternative job.
- Strengthen the **protection for whistleblowers** because such actions protect others.
- We will increase the **statutory minimum period of notice** to be given by an employer to a worker before dismissal to 1½ weeks *for each year of service*.
- Increase **protection against redundancy** for people wherever they work. Workers must be properly consulted at the earliest stage with all workers covered. We will increase the obligation on employers to provide help with training and jobfinding for those who are made redundant.
- Let struggling companies go into *protective administration*.
- Improve **statutory minimum redundancy pay** by an extra half a week's pay for each year of service under the age of 40 and by an extra one week's pay for each year of service over the age of 41.
- Make sure workers do not suffer when moving from contractor to another by strengthening 'TUPE', making sure *all* terms and conditions and agreements are transferred to the new owner
- Seek to develop *collective income protection insurance schemes* for the self-employed.

## ENGAGING AND INCLUDING WORKERS

LABOUR WILL ENGAGE the knowledge and experience of the workforce to make our businesses better and tackle the reckless corporate culture that is damaging our economy. Large companies with 250 or more workers will reserve a third of the seats on company boards and remuneration committees for workforce representatives. **We will require one-third of boards to be reserved for elected worker-directors and give them more control over executive pay.**

We will also harness the expertise and insight people gain through their work to strengthen our industrial strategy, by ensuring trade union representation on sector councils, on learning, skills and apprenticeship bodies and on other statutory bodies such as the **Competition and Markets Authority** which have a direct effect on their working lives.





## MANOR STOKE LITERACY EXAMS



*Congratulations to learners at Manor Stoke for passing their Literacy Exams. Well done to everyone involved and we look forward to seeing new and old learners in the next classes.*

*Front (Left to Right): Wilma Peart, Michael Blundred, Amanda Bailey, Ronnie Draper, Tejeswana Nela, Ken Barratt (HR Manager)  
Back (Left to Right): Muhammed Islaam, Lorraine Fox, John Fox, Veronica Sahiby (Tutor) Mark Smith and Radwan Yalcub*



## FYFFES PRESENTATION DAY

ALL THE LEARNERS at Fyffes, Coventry had been successful in passing their exams, nine people achieved Entry Level 1 and 4 achieved Entry Level 2.

The learners City and Guilds certificates would be posted direct to them due to the new GDPR regulations, so BFAWU Learning Services attendance certificates were presented to them by **Kath Whiteman** as the factory manager, Mike Cartledge, was away. They also received a small goodie bag from us.

It was decided to do this on the last day of the course as **Sally Lowndes**, Chesterfield Workskills tutor, would not be coming back to site due to the funding allocation and devolution issues. Also attending were Lisa Greenfield, project manager and full time official Lukasz Bemka, meeting the learners and wishing them well.

Sally recalled, *"It was a lovely last lesson as we had bought in some chocolates, soft drinks and cakes and played word games and hangman. Since delivering the first class we have been subject to Devolution which covers the funding,*

*so we can no longer deliver in this area. Sadly have been unable to complete what we started. This has been passed over to another provider though, so fortunately the learning can still carry on."*

Sally also sent a report to site with the words, *"I am disappointed not to be coming back to do more training but wish you luck with the new provider. Thank you for being so supportive – it was a very successful course and a pleasure teaching at Fyffes."*

Factory manager, **Mike Cartledge** later commented, *"The results are very pleasing to see, and I hope the new-found skills go some way in making everyone's lives more pleasurable both at work and within the wider communities. I thank everyone for their efforts in making this happen as it took determination in organising the course namely Kath Whiteman, Sally Lowndes and Karen Plasom."*

**Karen Plasom**





## MORRISONS RATHBONES

MORRISONS RATHBONES IN WAKEFIELD have been utilising the BFAWU Learning Services to bring various different learning opportunities to their site and have been supportive in encouraging and releasing their staff to attend the courses and classes.

The range of courses helps the staff both in their personal and professional development. We have over 30 NCFE Level 2 distance learning courses from *Team Leading* and *Warehousing and Storage* to *Principles of Dementia* and *Children and Young People's Mental Health*. These courses are accredited and fully funded at level 2, which means they are free to the learner and give them the freedom to do the course when it suits them. Lots of workers in Morrisons Rathbones have enrolled onto the distance learning courses.



The onsite Union (BFAWU) have been instrumental in promoting the learning opportunities to their colleagues. Sean Malloy the Branch Secretary saw the potential benefits and asked **David Ratnik** (Union Learner Rep) to drive the project from the Union side. David had over 70 colleagues interested in benefiting from the Functional Skills English classes and after doing assessments to determine levels, we met the Company and learning providers, finally we have classes running.

Shop floor workers doing enrolment paperwork in one of the classes for the Functional Skills English course watched on and supported by David Ratnik.

There has also been a *Mental Health Awareness* course run on site, this was delivered by the wonderful **Jo Rowing** who has been delivering these courses up and down the country for us.

The Mental Health Awareness Course was attended by Union Members and Company Management. After attending this course the GM wants the rest of the workforce to benefit from the Mental Health Awareness Course and will be working with the Union to find the best way forward.

These are exciting times in regards to learning on site, we will continue to work with the onsite Union reps and management to help workers progress in their learning journey.

**Kamran Ali**



## PARK CAKES, BOLTON

Park Cakes in Bolton have signed a **Skills Pledge** to show they are committed to *The Learning Agenda*.

*John Fox oversees the signatures*

## AMAZING!



WE ARE EXTREMELY BLESSED within the BFAWU Learning Services to have the most amazing volunteer working alongside of us!

**Lorraine Fox** has been a member of the Bakers Food and Allied Workers Union for many years and trained as a ULR to help people within her local community. I don't think she ever thought she would be using her skills with a wider audience.

Many of you will know John, her husband. He has been a Project Worker for the Union for a number of years and unfortunately, due to illness, has had to surrender his driving licence. At first, he was travelling to the sites he covers in the North West via public transport. This was making his days longer so Lorraine suggested she drove him to make things a little easier.

Now, Lorraine is a familiar face at the sites and she is actively promoting learning and encouraging people to believe that they can achieve anything. She has the most infectious personality which makes people feel at ease.

She organised Community Learning within Wigan which helps people with their digital skills as well as offering other courses on an array of subjects.

I see Lorraine as part of the team and I know I can speak for the rest, we are extremely grateful for all she has done and continues to do for the project.

**THANK YOU LORRAINE!**

**Lisa Greenfield**

# DID YOU KNOW? (2)



*“Sing a song of sixpence, a pocketful of rye”*

OF COURSE, IT'S THE FIRST LINE of a nursery rhyme that almost everyone knows. *But how many people know that its origins lie in Leicester and that it is concerned with a problem in labour relations in 1612?*

Mr GI Geddes, a member of the council of the *Leicester Caledonian Society*, recounted the history of the rhyme when he proposed a toast to 'The City of Leicester' at a recent Burns Anniversary dinner.

He said that in 1612, bakers in Leicester formed themselves into a union and produced tu'ppeny (2d) loaves of bread which were considered rather too small for an entire family.

However, lurking within this community were also some 'blacklegs' who took it upon themselves to bake a larger sixpenny (6d) loaf of rye bread and the strife between the two factions reached such a state that King James himself was approached to intervene in the feud.

He passed the problem to the 'four and twenty' Alderman of the City for arbitration and they decided to allow the sixpenny loaf.

Bakers, huh?

**George Atwall**  
Regional Officer Region 3

*\* for those who are younger than both George and the Senior Management of the Union (and your Editor), 2d is actually worth just under a penny (1p). 6d is just shy of 2p. Fuss about nothing!*

Quote: Unions 2020 to take advantage of this offer.

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Mr G Atkinson – Organising Regional Secretary

Mobile: 07834 930002

email: [geoff.atkinson@bfawu.org](mailto:geoff.atkinson@bfawu.org)

## No 5 Region (email: [region5@bfawu.org](mailto:region5@bfawu.org))

10 Greenside  
Pudsey, West Yorkshire  
LS28 8PU

Tel: 01132 565925

Mr M McHugh – Regional Officer

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email: [mark.mchugh@bfawu.org](mailto:mark.mchugh@bfawu.org)

Ms S Woolley – Organising Regional Secretary

Mobile: 07739 326017

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Ms L Dinning – Organising Regional Secretary

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## No 7 Region (email: [region7@bfawu.org](mailto:region7@bfawu.org))

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City East Business Centre  
68–72 Newtownards Road  
Belfast BT4 1GW

Tel: 028 9094 1693

Ms L Graham – Regional Officer

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