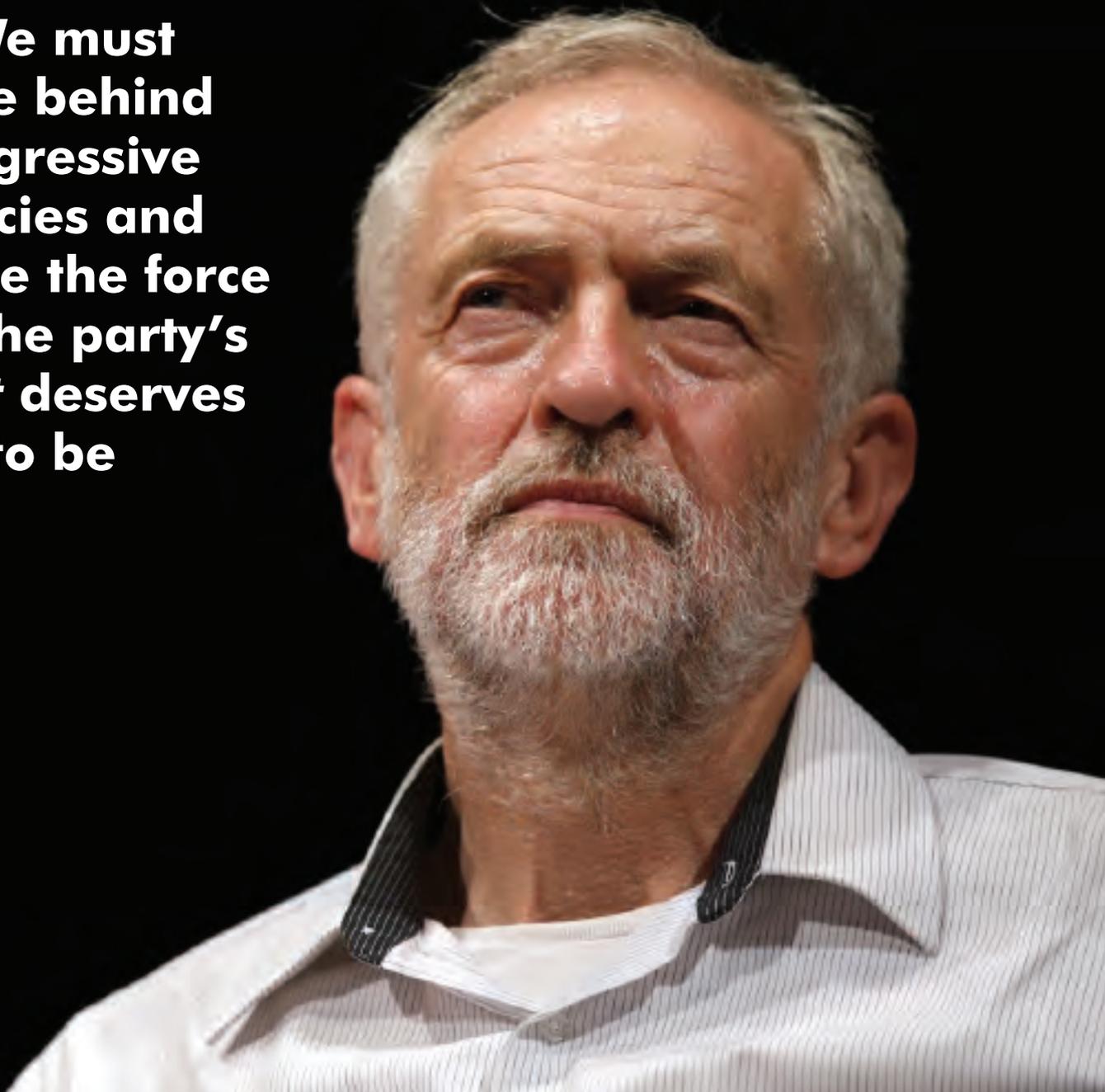


**We must
unite behind
progressive
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**THIS IS A DECISION FOR *ALL* MEMBERS –
NOT JUST THE *PLP*!**

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EDITOR'S NOTES

"Hammering terms and conditions is not the way to get a productive, proactive workforce"

Ronnie Draper @ronniebfawu

IF ANYONE WAS EVER IN DOUBT about the negative effect a Tory government would have on those at the bottom of the wage pile, you need look no further than the so called 'living wage', brought in by former Chancellor, George Osborne.

After years which have seen pay freezes, the bedroom tax, cuts to in-work benefits, hikes in VAT and the repeal of protective legislation, we now have a joke living wage that has been a green light for unscrupulous employers to cut overtime payments, tea breaks, bank holiday premiums and shift allowances with no parallel legislation to protect the workers from being plunged into poverty while profits soar. Some of the largest employers like B&Q, M&S, Tescos, Two Sisters and, of course, Samworth Brothers have all engaged in these devastating cuts to their workers' ability to survive in a decent manner.

If this [suspension from the party] happened in any workplace it would automatically be deemed to be unfair, but within the workings of my party it is becoming a normal practice.

Hammering terms and conditions is not the way to get a productive, proactive workforce, quite the opposite; we are seeing the demoralisation and alienation of hundreds of thousands of low-paid workers and the signs are that things aren't about to improve any time soon.

During the Brexit campaign I listened to many workers blame mass immigration

from Eastern Europe for the dramatic reduction in wage levels, housing shortages and lengthening waiting times within the NHS. Again this is massively wide of the mark. Migrant labour does not reduce wage rates but opportunist employers *do*, employers who exploit financial situations abroad to create a myth that is propagated by the right wing press.

We are the 5th richest economy in the world run by a government who create waiting lists in hospitals to promote their justification for galloping privatisation. They create problems within our education system by introducing savage cuts whilst driving their *academy* programme. A government that clearly doesn't build enough social housing, instead prices the poor out of buying property and drives them towards the grateful hands of private landlords.

David Cameron's resignation has done nothing to improve the lot of working people and appointing Theresa May will only see an extension of the gap between rich and poor and that is why we have to be single-minded in our quest for change.

We need a strong opposition

To enact change we need a strong opposition and at the moment the Labour Party seems hell bent on civil war instead of uniting against a common enemy, the Tories. A golden opportunity for us to exploit the turmoil within the Tory party was sadly lost as 172 Labour MPs decided that they couldn't work under the elected leader, Jeremy Corbyn, after only 9 months at the helm.

One has to question the democratic process when the few can undermine the will of so many and so we end up going through the process of electing our leader *again*.

Had one of the other candidates won in September 2015, I am sure that Jeremy Corbyn would have accepted the decision and got on with being an effective opposition. So what happens if Jeremy Corbyn wins again?

Can the party be held to ransom by the PLP once again or will we unite behind progressive policies and become the force that the party's talent has to offer? Whatever happens the decision has to come from the members, *all the members*.

Debarring new members because of length of service or the amount they paid will not be seen as fair or democratic, particularly in the light of how the party has grown under Corbyn's leadership.

Another worrying situation has arisen where thousands of members, myself included, have been suspended for criticising the actions of some MPs. I have not been given a reason for my suspension although the press seem to have been informed. I have not been given a date when any appeal will take place or whether I can be represented and worst of all I will not be able to vote for my preferred candidate, Jeremy Corbyn.

We know what you did last month

From what I am led to believe my offence is to do with a tweet that I put out in June where I criticised those MPs involved in the coup. The NEC of the party apparently came up with a list of words in July that would incur suspension for any offender and I was deemed to be an offender. The problem is that I had said it *a month before it became an offence*. Imagine your local pub introducing a swearing ban and then barring you because you swore in 1997.

I have been blessed to receive thousands of messages of support and with that support I am going to do all I can to return to the Labour party. I will rigorously challenge the decision taken, not just for me but for the thousands of marginalised members who are denied their right to vote. The battle to rid ourselves of the Tories is difficult enough without creating division within.

Finally, I would like to thank all those who contributed to making Annual Conference one to remember and in particular the pledge that we will fight with all our might to bring about the reinstatement of **Bro Kumaran Bose**, dismissed by Samworth Brothers for speaking out about the cuts to terms and conditions. As the campaign goes global we have to be at the forefront of bringing justice in his case. I am sure you are up for the challenge.

Solidarity!

Ronnie Draper
General Secretary

NATIONAL PRESIDENT IAN HODSON

Our job is to organise people in the workplace, so that they can achieve those aspirations and if necessary, fight for them as a collective and share in the wealth that they help to create

WHAT AN EXTRAORDINARY SUMMER. The country votes for Brexit, David Cameron resigns and the right-wing of the Labour Party launches an attack on their democratically-elected leader, whilst calling for 'unity' in order to 'take on the Tories'. **How do we even begin to make sense of all this?**

Cameron's failed gamble

With regard to Brexit, the country was *forced* to take part in a referendum on the UK's membership of the EU, as a result of Cameron gambling with the country's future in order to protect his political position in the lead up to the 2015 General Election.

He thought that he had all the bases covered; Ed Miliband had become the favourite to become Prime Minister and lead a minority government by way of a narrow election win, meaning that the only way Cameron would remain Prime Minister, would be via another coalition government with the Liberal Democrats, who he would then be able to blame for not holding a referendum.

The Conservatives winning a majority in the election was as much of a shock to him, as it was the rest of the country. Cameron now had to hold the referendum whether he liked it, or not. Of course, the outcome was that, rightly or wrongly, an angry, disillusioned, punch-drunk and ill-informed country voted for Brexit, and his position as Prime Minister then became untenable.

It sticks in the throat that the man who was ultimately responsible for the country pulling out of the EU with no coherent strategy to deal with it, got to walk away from the situation he created. However, given the fact that the majority of Conservative Party members and supporters went against him and voted to come out of Europe, there can't be any doubt that he had to go.



The Tories were in disarray, having to deal with the fallout of the Brexit vote, as well as electing a new leader. They were also facing serious accusations of 'cheating' during the 2015 General Election.

There for the taking

This should have presented Labour with a wonderful opportunity to bury the Conservatives, once and for all, whilst presenting themselves as a united, progressive, competent party that were prepared and ready to go, in the event of a snap General Election.

After all, Jeremy Corbyn's Labour had done reasonably well and exceeded expectations under the circumstances. In the space of nine months, despite still being shell-shocked and badly bruised after the General Election, they had defeated the Conservatives in the House of Commons on a number of occasions, forced a significant number of governmental U-turns on a variety of issues, along with winning mayoral and parliamentary by-elections with an increased vote share, whilst performing solidly in local council elections.

Labour Party membership was also soaring and opinion polls had Labour at least neck-and-neck with the Conservatives, with some even showing Labour as being slightly ahead. The Tories were there for the taking.

So what happened?

Rather than take advantage of this situation, the right-wing of the Labour Party decided to divert attention away from the Conservatives and engage in a coup against Jeremy Corbyn, who had won the Labour leadership by a landslide, only a mere nine months previously. It began with treacherous Hilary Benn MP, organising a series of co-ordinated shadow front-bench resignations.

These were designed specifically to give Corbyn a 'death of a thousand cuts' that would force him to step down, and open the way for the Blairite faction of the party to take hold of Labour once more.

They gave Labour's performance in the EU referendum as the reason for Corbyn's position to be untenable, despite the fact that nearly 70% of Labour members and supporters had voted to remain. The SNP leader, Nicola Sturgeon was being lauded for having achieved more or less the same turnout. The reality was that the EU referendum had *absolutely nothing to do with it*.

Corbyn stands for real change

Labour's right-wing had been hell-bent on undermining and removing Jeremy Corbyn from the moment he became the odds-on favourite to win the leadership in September 2015. They have simply never gotten over the fact that a significant number of Labour Party members, supporters and Trade Unions wanted real change and a return to traditional, socialist Labour values.

They also wanted to oust him before the Chilcot Report came out, as they knew that Corbyn, a fierce opponent of the Iraq war, would be proved right and would more than likely go *up* in the approval ratings, whilst many of the plotters who supported the war, would be forever tarnished.

However, what the plotters didn't count on, was Corbyn proving to be a cool customer under pressure, whilst having the hide of a rhino. What we have seen since, has been a farce. First Angela Eagle MP, then Owen Smith MP challenged Corbyn for the leadership. Then Eagle withdrew.

Then, the Labour Party NEC and sinister private donors tried everything they could to keep Corbyn off the ballot paper and limit his vote-base. When that failed, they even went as far as to spend party members' contributions on needless, pointless court cases in order to somehow hamstring Corbyn's campaign. The plotters have accused Corbyn of being a sexist, anti-Semite who's responsible for windows being smashed, whilst labelling anyone who supports him as being *jihadist-sympathising Trotskyists, rabble, dogs, entryists and terrorist sympathisers*.

It's the PRESS wot dun it

The news outlets have waded in with predictable relish, printing ridiculous stories ad-nauseum, often using fake socialists, such as the two-faced, self-publicist, Owen Jones to twist the knife even further. Amusingly, their 'strategy' has had the opposite effect.

People have signed up to Labour as members and supporters in their droves – the majority of whom are doing so, in order to back Corbyn. Constituency Labour Party, after Constituency Labour Party have also declared their support for Corbyn. People have turned up to his rallies in their thousands and in the leadership debates, he has won over many undecided voters and looks set to give Owen Smith a damned good hiding in the election.

The truth of the matter, is that this attempted coup has not only highlighted the stupidity, hubris and ineptitude of many Labour MPs. It has also shown how disconnected they are from vast numbers of people and just how undemocratic politics and the mechanisms within political parties actually are. In addition to this, the blatant bias of the mainstream media has been hugely exposed.

What doesn't kill me, makes me strong!

The irony, is that all this only serves to strengthen Corbyn's position as an honest man of integrity, facing down the Establishment. Growing numbers of people are seeing Jeremy Corbyn as an incorruptible, man of the people who cannot be bought.

The issue isn't that Corbyn is unelectable; the reality is that the Establishment and their agents in the media, are terrified that he might just win. In a further twist, those who have plotted against him will sooner or later have to explain themselves to their Constituency Labour Parties, many of which are already making noises in relation to their de-selection as Parliamentary Labour candidates. *What perfect karma!*

The most sobering aspect of this situation, is that the only winners in this sordid affair are the Conservatives. Whilst Labour took it's eye off the ball and wasted time and resources fighting itself, the Tories moved very quickly (as they always do) to install a new leader, the right-wing, Margaret Thatcher clone, Theresa May, knowing that it would lead to a honeymoon-style boost in the polls. They then used the turmoil within Labour to force through the renewal of Trident, via parliament. To see some Labour MPs using this serious debate as a forum with which to further attack their leader, was a *disgrace*.

The upshot

Meanwhile, billions of pounds of UK taxpayers' money are set to be spent on a useless nuclear deterrent that can't even be used without permission from the USA, with millions more being spent on bombing Syria, in order to further enable the *Project For The New American Century*.

People are still queueing up at foodbanks, the NHS is still in peril, public services are still being stripped to the bone and close to a million people are still being exploited at work, by way of zero hours contracts. It is to the eternal shame of the Labour plotters, that they prioritised an egotistical, attempted removal of their democratically-elected leader whilst demonising party members, rather than fight to protect people who elected them and the constituencies they live in.

BFAWU a 'political organisation'?

In other news, I recently read a statement by an employer who complained that the BFAWU was a political organisation and that my column in the Foodworker made several references to politics. This particular employer, which has been busying itself with Union-busting tactics and slashing the terms and conditions of its employees, suggested that the Union has a black hole in its pension scheme, whilst ignoring the deficit in its own. If that wasn't enough, they even implied that it was somehow outrageous for Trade Union members to have a voice and the ability to debate politics within an organisation that has been an affiliate of the Labour Party for generations. What's more outrageous, is the fact that this company are Conservative Party donors. *You really couldn't make it up.*

The BFAWU isn't some sort of militant, crew of hammer and sickle flag-waving communists. Our membership is made up of *ordinary people* from all backgrounds, cultures, faiths and nationalities, who work in bakeries, factories, catering supply companies and shops. They are hard-working people, trying to get on with their lives in dignity whilst facing the consequences of decisions that often have a detrimental effect on their lives.

The BFAWU is committed to working with employers and indeed, has a superb relationship with a good number of them. However, that doesn't mean that we are prepared to sit back and watch their rights being slowly eroded, nor does it mean that we'll stand idly by and watch wages stagnate. **All this Union ever asks, is that people working within the food industry receive fair pay and fair play within a safe working environment, and are treated with dignity and respect for the work they do.** Everyone in the world of work has a moral duty to sign up to that.

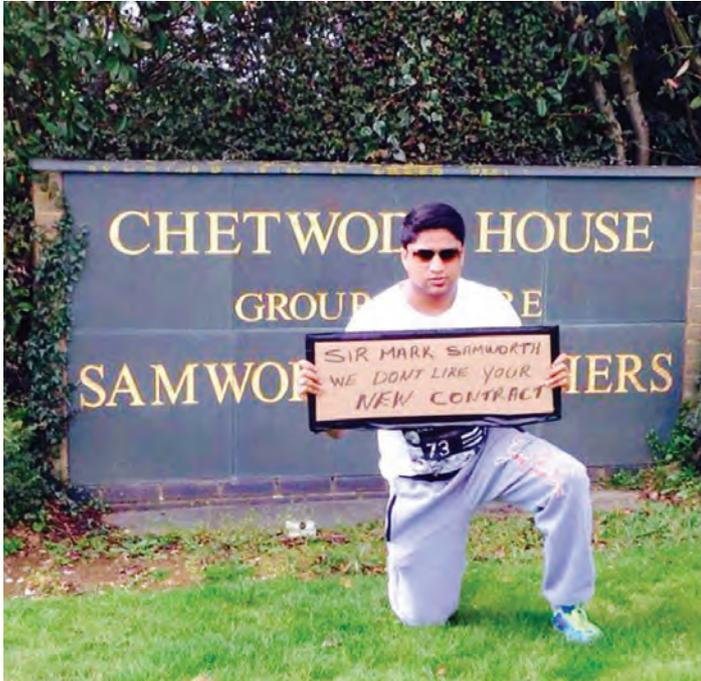
Many thanks to our members, activists clerks and officials for continued support and the work you do on behalf of our fantastic union.

In solidarity!

**Ian Hodson
National President**

COLLECTIVELY WE WILL STAND AND FIGHT!

KUMARAN BOSE IS AN INSPIRATION. He certainly is to me. Anyone who stands up to a bad employer is an inspiration and I think Kumaran is inspiring not only to a new cadre of trade unionists, but also to the old guard, in which I include myself.



Bad employers have existed as long as capitalism itself, and without doubt under previous societies where private property created different social relations between the rich and privileged and those who needed to work for them in order to survive. The term 'wage slave' describes the current status of a worker using a comparison with the world's oldest form of labour.

However, there is no doubt that in the mentality of the modern bad employer, workers really *do* appear to be viewed in their previous forms of *servant, peasant, serf* or *slave*. Samworth Brothers may consider me a bit harsh if I link them to my last comment, but we have to judge employers by their actions and not on how philanthropic they might want to appear by their 'generous' gifts to the community. The granting of alms to the lower classes was often the sign of the guilty conscience of the rich baron who did not want to meet his maker with his sins unrepented.

Scrooges

Kumaran took a stand against an employer who is in effect robbing its own workforce to pay them what is dishonestly called a Living Wage. The Samworth family is worth £455 million (according to the 2016 Sunday Times rich list), yet these latter-day Scrooges want to make low-paid workers cough up for this gimmick from the Tories, whom Samworth's support and finance. They are not prepared to put their profits and dividends at risk. They are true Tories, always looking after number one and damn the rest.

Kumaran has the full support of Leicester and District Trades Union Council. The stand he has made in taking on Samworths and trying to build the union in the company is one that every trade unionist should support, here and internationally.

We will work with him and BFAWU is doing whatever we can to help. We will support pickets, demonstrations, boycotts, whatever it takes. We will give as much publicity as we can to this fight to reinstate Kumaran and gain union recognition

For as every trade unionist, old and new, knows or learns quickly, ***an injury to one is an injury to all***. We will not let our brothers or sisters in his position stand alone. Unions are collective forces and collectively we will stand and fight until Samworths and other employers with their mentality are defeated.

Tony Church

Secretary, Leicester and District Trades Union Council

A rousing show of support for Kumaran from all at Conference



CONFERENCE REPORT 2016 SOUTHPORT

I DIDN'T THINK that last year's annual Bakers Union conference could be topped, but this years really took the biscuit... so to speak.

Serious discussions on a variety of important issues were taken on by the delegates and some important decisions were made. I want to place particular focus on the **young delegates** present because the role they played was central to this years conference.

They raised important issues in the union not just on the Fast Food Rights campaign (in which they all play an active role), but also on a whole range of other important issues. This was perhaps the starkest difference to Toni and I's experience from last year where we were part of a handful of young workers attending conference. This years, however, reflected a much wider base of serious young union members, a reflection of the success the BFAWU has had in the last year in terms of reaching out to young workers.

Not only did the younger delegation take part in the discussions and make contributions, they shaped entire debates and played a prominent role in the conference. On the first day, motions regarding the Fast Food Rights campaign compelled every young fast food and service industry delegate to approach the rostrum. A motion which called on the union leadership to spend more time outside workplaces like Pennine as opposed to fast food workplaces sparked a serious discussion with the young fast food workers at the heart of it.



Our youngest Conference delegate (**Phoebe Wheeler**) with the most senior (**Pat Rowley**) with **Tom Holliday** who falls somewhere in between

Some argued that the union had called for a **£10 minimum wage**, expecting people to give up terms and conditions to achieve it. However, it became clear there was a misunderstanding in the wording of the motion. The discussion that ensued concluded that actually the BFAWU was a member-led union and the elected leadership would stand alongside any workers who are fighting back, whether they are in Greggs, Pennine, Samworths or any fast food outlet.

The debate clarified that the thing that unites us all is the union itself and that no two struggles are separate from each other, rather they are all part of the same fight. All members of the union work together and there is no competition between sections.

The solidarity expressed by factory workers for the fast food workers and vice versa led the discussion to a positive conclusion in which we discussed how we would fight *together* to win better rights for everyone.

This discussion was also an excellent way to share the stories of success from the Fast Food Rights campaign which has grown significantly in size and might over the last year. *Tom* and *Phoebe* shared their stories about the leading role they have been playing in the FFR campaign and explained why they joined the union. Their stories consolidated the argument that young people are *not* apathetic and unorganisable, as they are often deemed to be so, but rather full of confidence, spirit and sheer determination to fight until we win.

Fast food worker *Steve* took this argument further by defining the fight for £10 an hour to mean £10 an hour not just for fast food workers but *any worker in any industry* where the pay is low and zero hours contracts are the norm. *Steve's* example of how he has been organising his own workplace and a KFC where he is from is an inspiring reminder that there is space for our union to fill in terms of organising in fast food. It is an industry that is largely unorganised where the workforce is mostly made up of young workers. It is also an industry that features some of the worst working conditions in society as a whole.

The very fact that this years conference featured more young workers reflects the fact that the BFAWU made the right decision in backing the campaign.



Keith Hutchinson receiving two trophies. The **Thompson trophy** presented by **Ranjit O'Maloney** from **Thompsons Solicitors** (2nd left) and the **Slater Gordon Health and Safety Award** presented by the **Shadow Chancellor, John McDonnell**. Extreme left is **Sadiq Vohra** (**Slater Gordon**) and **Ronnie Draper** is on the right hand side.

Toni and I made similar claims about our success in Glasgow. Last year, we started with only a handful of workers, now we have over a hundred and have quadrupled union membership among young workers in our branch. As conference reflected, and as the stories shared by the younger delegates showed, this inspiring campaign is an excellent tool to use to build our union, inspire confidence in young people to organise and fight back and to unite the broader struggle of workers everywhere who fighting back.

Some of the stories from Glasgow reflected the campaigns role in uniting the broader struggle: Toni and I spoke about the solidarity messages and videos, and recorded solidarity songs from Glasgow socialist choir that have been sent to the Pennine workers, Kumaran Bose and the striking Jannies in Glasgow among others. In our branch meetings in Glasgow, we think it is imperative to inform the workers of the other struggles that are happening across the country and to talk about ways that we can get involved. *We are all fighting for better working rights so we have to fight collectively.*

This perhaps highlights one of the leading components to this years conference. One of the Bakers Union's leading workplace organisers, **Kumaran Bose**, has been sacked on trumped up charges of bullying management. Kumaran stood up for himself and questioned why the workers on the factory floor had been forced a cut to their terms and conditions when the management had not received any cuts in pay.

He had managed to recruit around half of his workforce and was beginning to seek recognition in the Samworth Brothers factory. He had just lodged a formal grievance when the company started disciplinary action against him.

Every delegate present understood that it is vital to all of us that Kumaran wins this fight. An injury to one is an injury to all and if he is not reinstated employers on other sites will see this as a means to get rid of other activists in the trade union movement. All trade unionists and socialists need to stand beside Kumaran in solidarity. On Sunday the 26th of June there was a mass picket at the Samworths site in Leicester where we workers from across the country demanded the reinstatement of Kumaran Bose, a tremendous show of solidarity from a united and fighting union.

Our debate made reference to the situation faced by struggling workers in France whose working rights are being eroded by the French government – with the EU's backing. In addition, the debate referenced the over-riding of democracy in Spain and in Greece, where workers have tried to resist the austerity measures enforced by the EU. It was agreed that we need to organise a grass-roots level fightback against our rights being taken away and that we should not and cannot look to the upper echelons of the EU for protection.



Comedian Mark Thomas entertained and stimulated Conference with a wonderfully funny speech

Another prominent issue on the agenda of this years conference arose around the union's position on the EU, in the *Leave* camp. Delegates expressed concerns over workers rights and human rights being at risk, which is an argument also pursued by many TUC unions in defence of the EU.

Immigration was also central to the debate. Many delegates raised concerns about immigration being restricted. However, the Leave argument focussed on the thousands who have drowned in the Mediterranean as a result of a Fortress Europe policy. While it is true that at present there exists a freer movement of people from within the EU, there is *no* free movement of people from outside of the EU.

It was also pointed out that the UK economy would not function without the help of citizens of EU member states and the Schengen agreement member states. Equally, Europe could not function without the 2.1 million British people working in the EU and the Schengen zone. The bosses of the EU 'Bosses Club' know this and would not want their economy in the shambles it would otherwise be, if they were to close our borders. The vote went in support of the pre-existing Leave position of the union. The BFAWU was part of a minority of unions arguing for a Leave vote. We placed workers' rights and anti-racism at the heart of the argument.



Conference rose to Kumaran Bose after he gave an impassioned address to delegates describing his struggle and his determination to fight on



Sister Lorraine Fox receives the Watkins and Gunn Learner Representative Award from comedian Mark Thomas. On the left is Clive Thomas (no relation) Managing Partner at Watkins and Gunn.

It will be from this premise we build a united response to any rise we may see from the Right after the election. Whether you voted leave or remain, we must be united in our approach to defeating the racist right and winning a socialist alternative.

A motion which originated from our branch in Glasgow sparked an interesting discussion. Our newly established BFAWU young members branch in Glasgow has focussed most recently on pushing through an LGBT+ motion at this year's conference which called for an LGBT+ seat to be elected to the EC.

The motion was remitted but as a newly-elected EC member (holding the Youth Representative seat), I am committed to take the issue further. On our return, we organised a BFAWU post-conference branch meeting to discuss how we would campaign to build an LGBT+ network within the union. It is for this reason the members in the Glasgow branch have agreed to launch an LGBT+ campaign that involves all our members.

The campaign will reflect the diversity within our union and in itself act as a platform to unite across different groups in our union and our workplaces. The day after the discussion on the LGBT+ motion, Toni moved an emergency motion on the horrific massacre that took place in Orlando, where many LGBT+ members of the community were killed.

The National President called for a minute's silence and the entire conference held solidarity messages with the families, LGBT+ community and the people of Orlando. This powerful show of solidarity

made me proud to be a member of a union that argues that every marginalised group in society should be properly represented in their workplace and that the trade union movement as a whole should take an uncompromising position towards homophobia or any form of discrimination. There was, as usual, space to take a load off an relax after a long day of conferencing. In the (legendary) karaoke evening. There were some... notable performances. Certainly, National President Ian Hodson and General Secretary Ronnie Draper delivered a satisfactory rendition of The Beatles 'Maxwell's Silver Hammer'.



John Higgins and Sam Vickers both made emotional retirement speeches to Conference – Good luck in all you do!

They were, however, upstaged by a riotous performance by the young Fast Food squad. The young team of delegates crowded round the mic and attempted Tina Turner's 'Proud Mary', a real rabble rowser which had many of the delegate up on their feet.

This evening was just one many of examples where the delegates had the chance to connect and network with one another. In between conference, the sense of camaraderie and solidarity between workers was powerfully felt. I made sure to meet as many workers from as many different workplaces as possible.

Toni and I came back to Glasgow with a series of new contacts to talk to for advice, share ideas and stories about our own branch in Glasgow and build a tighter bond between members. Young fast food worker Pheobe remarked, "I really enjoyed my first conference, it was important to meet other Bakers and learn about their struggle but also to gain support for the campaign. It was also nice to be able to branch out and share my opinion on other things; getting up to speak got easier and easier with such a friendly and receptive audience. As for the younger crew, every time one of us got up to speak I was bursting with pride. Literally cannot wait until next year!"

Democracy is central to the running of our union conference and it provides the space which encourages first time delegates and first time speakers to approach the rostrum. There were plenty of examples of delegates who spoke for the first time and made serious, political arguments that played a leading role in the discussions.





Lorna speaks out with a group of International Living Wage supporters – taking the campaign global

The democratic manner in which our conference operates is something our union champions and this undoubtedly affected the younger members. Steve noted, “*I felt Conference went really well. I felt confident enough in my ideas and arguments to be able to intervene on almost everything that I felt was important.*”

As was the case with last year's conference, the Unite the Resistance meeting was well attended by BFAWU delegates. Speakers included Tom and myself and we focussed on the role of the Fast Food Rights campaign and the work we have been doing to build the BFAWU over the last year.

The meeting reflected the BFAWU's commitment to work in solidarity with other trade unionists, students, young people, unemployed people and anti-cuts campaigners in any workplace, or country for that matter, in order to broaden the fightback against austerity.

The global aspect of the meeting came from **Axel Persson**, a French rail worker, speaking to us via Skype. It was disconcerting at first to hear the police sirens rushing past him as he made his contribution through his phone, but Axel injected the global perspective into the meeting, solidifying the understanding that we have to act globally in order to fight austerity since it is affecting us on that scale.

Leading examples of BFAWU members fighting back included speakers like victimised Samworth Brothers worker **Kumaran Bose** and striking Pennine Foods worker **Debbie Loy** who were given great support and solidarity in the meeting.

Dawn Taylor from the NUT also made a brilliant contribution on the progress of the teachers' inspiring struggle. She spoke about the England-wide strike action teachers will be mounting on the 5th July over the impact of Tory policies and funding cuts. She also received the full support of the BFAWU delegates. *Unite the Resistance* is one of the vehicles through which we can unite these different struggles.

Delegates at the meeting expressed the union's overall commitment to collective struggle in order to build the widest possible support for national actions taking place in the broader fightback.

Already, Toni and I have started moving on the issues raised at Conference with our own branch. Most importantly, taking what we learned from the Unite the Resistance meeting, we are keen to spend time organising with other workers in different industries in order to unite the different struggles.

The political climate is shifting and the attacks we have seen affecting working class people are yet to be eradicated completely.

With regards to the BFAWU, however, this years Conference was a reminder of our union's unwavering commitment to fighting back until we win. It seems fitting then that at the end of the Conference days the young delegates led the chant, inspired by the American fast food workers in America:

‘I believe that we will win!’

Solidarity!

Lorna McKinnon
Branch 500



Finally – and too modest to mention it in her report, Lorna is presented with the Thompsons Youth Award from Comedian Mark Thomas.

Sarah Hartley of Thompsons is on the left (not a political statement more a position in the photo!)

BILL MORRIS' CONFERENCE DIARY

AFTER A HIATUS OF FOUR YEARS, I attended our annual conference at Southport. The first thing that I noticed is that I did not see many of the delegates I was used to seeing. What surprised me more was the number of young delegates. I also noticed the change in the composition of the EC and that quite a few FTOs I knew were gone or in the process of retiring.

The conference was officially opened on Sunday morning by the Mayor of Sefton, Councillor Iain Brodie Browne. After lunch conference was addressed by Mark Thomas, an English standup comedian who described himself as a 'libertarian anarchist'. I must confess I had never heard of him but his address was riveting, listing qualities and flaws in many current politicians, with many jokes and anecdotes I enjoyed his address so much that, when I got home, I googled him and was amazed how much he had accomplished through his lifetime.

Day Two commenced with an address by **Ian Mearns**, MP for Gateshead. He will take over the chair of our *Parliamentary Liaison Committee* because John McDonnell resigned from it (because of his new job as Shadow Chancellor). In the afternoon our third special guest was **Steve Gillan**, General Secretary of the Prison Officers Association. Later a warm message of support was read out from Jeremy Corbyn thanking the union for being the first to back his leadership campaign.

Day Three saw a very busy day – there were one hundred and twenty motions put to Conference and a tremendous amount of delegates wanting to speak on every item. During the busy afternoon session it was announced that John McDonnell (the Shadow Chancellor) who was to be our last speaker of the conference, was running late. Conference would have to be extended a little because of his busy schedule. It was well worth waiting for because his address was riveting – particularly the promises he made to our union if the Labour party were to get in at the next election.

Day Four and this is now the longest conference I have ever attended – the main reasons being the long agenda and the young delegates who spoke with conviction and fervour. It gives me great pride that these young delegates who got up to speak (many of them first time speakers) show that the future of our union is in good hands.



Gloria Martin receives her 50 Years Service Award from MP Richard Burgon, while Ronnie Draper looks on



John Harding (Branch 252) this time, receiving his 50 Years Service Award from John McDonnell, Shadow Chancellor watched by Ronnie Draper

The pinnacle of the conference for me was the presentation of two members of the Welsh Postal Branch with their fifty year badges. The first was **John Harding**, formerly a workmate of mine at Allied Bakeries Cardiff, and an ardent delegate to conference. The second was to the one and only **Gloria Martin**, retired Regional Officer No.2 Region who, as she pointed out, had actually been a member for 58 years!

I must thank **Clive Thomas** of Watkins & Gunn solicitors for putting on a buffet at lunchtimes in *The Victoria* and for sponsoring the disco in the *Prince of Wales* on Monday evening. Thompsons Solicitors

sponsored a Fancy Dress and Disco on the Sunday Evening. Thanks to them as well.

In conclusion I would like to give my thanks to my branch for enabling me to attend. This was the twelfth conference I have attended either as a delegate, EC Member or guest. It was the longest but by far the most riveting.

I would like to send my support to **Kumaran Bose** in his struggle against Samworth Brothers and I am sure that with our union behind him he will succeed in getting his reinstatement,

Remember: **Strength in Unity.**

Bill Morris



NATIONAL SAFETY COMMITTEE UPDATE

AT THE NATIONAL SAFETY COMMITTEE we discussed issues in relation to the need and use of **defibrillators**.

Our union launched a campaign to have them available throughout our industry and its pleasing to see so many of the employers we work with now purchasing them.

Guide to defibrillators

What is an automated external defibrillator (AED)?

An AED is a portable electronic device that automatically diagnoses and treats life threatening cardiac arrhythmias through the application of electrical therapy, allowing the heart to re-establish an effective rhythm.

AEDs are easy to use and could be the best investment you ever make.

Why should you have a defibrillator?

Immediate defibrillation can be the difference between a life lost and a life saved.

Around 30,000 people have a cardiac arrest each year outside the confines of a hospital. The chance of survival after the heart stops falls by around 10% for every *minute* that passes without defibrillation.

It can take the emergency services several minutes (and sometimes longer) to arrive.

More information, advice or guidance can be found at **St Johns Ambulance**.

Reporting incidents or accidents in the workplace.

It was raised that at some workplaces that workers were afraid to inform their employer of an incident or an accident for fear of being disciplined.

We would like to make it clear that any member disciplined for being involved in an accident will be fully represented and supported by your union, the BFAWU.

We will pursue any employer who uses disciplinary measures to control Health and Safety rather than ensuring they provide a safe working environment. If you have suffered from threats for reporting an incident or an accident *inform your safety/shop steward immediately*.

The best way for an employer to reduce Health and Safety accidents is to ensure they encourage an incident reporting culture – so *incidents* don't turn into major or even fatal accidents.

There is a legal duty placed on all employers under RIDDOR.

Types of reportable incidents

Deaths and injuries

- If someone has died or has been injured because of a work-related accident this may have to be reported. Not all accidents need to be reported, other than for certain gas incidents, a RIDDOR report is required only when:
 - the accident is *work-related*.
 - it results in an injury of a type which is *reportable*.



Types of reportable injury

The death of any person

- All deaths to workers and non-workers, with the exception of suicides, must be reported if they arise from a work-related accident, including an act of physical violence to a worker.

Specified injuries to workers

- The list of 'specified injuries' in RIDDOR 2013 replaces the previous list of 'major injuries' in RIDDOR 1995. Specified injuries are (regulation 4):
 - fractures, other than to fingers, thumbs and toes
 - amputations
 - any injury likely to lead to permanent loss of sight or reduction in sight
 - any crush injury to the head or torso causing damage to the brain or internal organs
 - serious burns (including scalding) which:
 - covers more than 10% of the body
 - causes significant damage to the eyes, respiratory system or other **vital organs**
 - any scalping requiring hospital treatment
 - any loss of consciousness caused by head injury or asphyxia
 - any other injury arising from working in an enclosed space which:
 - leads to hypothermia or heat-induced illness
 - requires resuscitation or admittance to hospital for more than 24 hours

Workplace inspections – your right to carry them out

We are currently preparing Safety Representatives' **Workplace Inspection Sheets** which you will be able to download or ask your Branch secretary for shortly.

One of the main functions of a safety representative is to carry out inspections. This is a simple process but can be very important. If you are a new safety representative, you may want to be accompanied by a more experienced representative on your first inspection.

Inspections do more than just help identify potential hazards, they also show your members that you are taking your responsibilities as a safety representative seriously. The **Safety Representatives Regulations** give you the right to formally inspect every 3 months (or more frequently if agreed with management). Arrangements for three-monthly and other, more frequent inspections will normally be agreed with employers. As well as making an inspection every three months, you also have the right to inspect after any notifiable accident, dangerous occurrence or notifiable disease, where there is a substantial change in working conditions or if new information becomes available.

Formal inspections are no substitute for *daily observation*, but they provide a useful opportunity to carry out a full-scale examination of all or part of the workplace. Remember that an inspection is not just looking around your workplace, it includes the inspection of documents required by health and safety legislation such as risk assessments and certificates concerning the testing of equipment. It is also another opportunity to talk to your members.

Some safety representatives like to do the inspection on their own or with other safety representatives and then meet management to report their findings. Others prefer to be accompanied by a manager or the employers' safety advisor. Both have their advantages.

Remember that management does have to right to be present (if they insist), but make sure you always have to opportunity to speak to workers on your own – without management present.

You do not have to do all the workplace at one time; you can break it up and do separate inspections. If there are several safety representatives then make sure that you have agreed who does what. Either divide the workplace up between you or inspect as a group. If there are shifts in your workplace then make sure that you inspect at different times, as some problems may only be apparent on shifts. Also remember to include groups like cleaners and security staff who may work outside standard hours.

Following an inspection, safety representatives should complete the inspection form, recording the date, time and details of the inspection.



Sheets are available from: info@bfawu.org

One copy of the completed form should be sent to the employer and one copy should be retained by the safety representative for their own records and for reference during safety committee discussions. However if a problem is identified that requires immediate action by the employer, *do not rely on just a form*, tell them at once verbally as well.

Personal Protective Equipment (PPE)



Why is PPE important?

Making the workplace safe includes providing instructions, procedures, training and supervision to encourage people to work safely and responsibly. Even where engineering controls and safe systems of work have been applied, some hazards might remain. These include injuries to:

- the lungs – eg. from breathing in contaminated air
- the head and feet – eg. from falling materials

- the eyes – eg. from flying particles or splashes of corrosive liquids
- the skin – eg. from contact with corrosive materials
- the body – eg. from extremes of heat or cold.

PPE is needed in these cases to reduce the risk.

What do I have to do?

Only use PPE as a last resort

If PPE is still needed after implementing other controls (and there will be circumstances when it is, eg. head protection on most construction sites), this must be provided by your employer free of charge

Employers must choose the equipment carefully and ensure that employees are trained to use it *properly*, and know how to detect and report any faults.

Selection and use

When selecting and using PPE, You should ask the following questions:

- Who is exposed and to what?
- How long are they exposed for?
- How much are they exposed to?

Choose products which are CE marked in accordance with the **Personal Protective Equipment Regulations 2002** – suppliers can advise you

- Choose equipment that suits the user – consider the size, fit and weight of the PPE. If the users help choose it, they will be more likely to use it.
- If more than one item of PPE is worn at the same time, make sure they can be used together – wearing safety glasses may disturb the seal of a respirator, for example, causing air leaks
- Instruct and train people how to use it, eg train people to remove gloves without contaminating their skin. Tell them why it is needed, when to use it and what its limitations are

Other advice on PPE

- Never allow exemptions from wearing PPE for those jobs that ‘only take a few minutes’
- Check with your supplier on what PPE is appropriate – explain the job to them
- If in doubt, seek further advice from a specialist advisor.

Maintenance

PPE must be properly looked after and stored when not in use (eg. in a dry, clean cupboard). If it is reusable, it must be cleaned and kept in good condition. Think about:

- using the right replacement parts which match the original, eg. respirator filters
- keeping replacement PPE available
- who is responsible for maintenance and how it is to be done
- having a supply of appropriate disposable suits which are useful for dirty jobs where laundry costs are high, eg for visitors who need protective clothing.

Remember, employees must make proper use of PPE and report its loss or destruction – or any fault in it.

Monitor and review

- Check regularly that PPE is used. If it isn't, find out why not
- Safety signs can be a useful reminder that PPE should be worn
- Take note of any changes in equipment, materials and methods – you may need to update what you provide

Types of PPE you can use

Eyes

- **Hazards** – Chemical or metal splash, dust, projectiles, gas and vapour, radiation
- **Options** – Safety spectacles, goggles, face screens, faceshields, visors
- Make sure the eye protection chosen has the right combination of impact/dust/splash/molten metal eye protection for the task and fits the user properly

Head and neck

- **Hazards** – Impact from falling or flying objects, risk of head bumping, hair getting tangled in machinery, chemical drips or splash, climate or temperature
- **Options** – Industrial safety helmets, bump caps, hairnets and firefighters' helmets
- Some safety helmets incorporate or can be fitted with specially-designed eye or hearing protection
- Don't forget neck protection, eg scarves for use during welding
- Replace head protection if it is damaged

Ears

- **Hazards** – Noise (a combination of sound level and duration of exposure, very high-level sounds are a hazard even with short duration)
- **Options** – Earplugs, earmuffs, semi-insert/canal caps
- Provide the right hearing protectors for the type of work, and make sure workers know how to fit them
- Choose protectors that reduce noise to an acceptable level, while allowing for safety and communication

Hands and arms

- **Hazards** – Abrasion, temperature extremes, cuts and punctures, impact, chemicals, electric shock, radiation, vibration, biological agents and prolonged immersion in water
- **Options** – Gloves, gloves with a cuff, gauntlets and sleeving that covers part or all of the arm
- Avoid gloves when operating machines such as bench drills where the gloves might get caught
- Some materials are quickly penetrated by chemicals – take care in selection, see HSE's skin at work website
- Barrier creams are unreliable and no substitute for proper PPE
- Wearing gloves for long periods can make the skin hot and sweaty, leading to skin problems. Using separate cotton inner gloves helps prevent this.

Feet and legs

- **Hazards** – Wet, hot and cold conditions, electrostatic build-up, slipping, cuts and punctures, falling objects, heavy loads, metal and chemical splash, vehicles
- **Options** – Safety boots and shoes with protective toecaps and penetration-resistant, mid-sole wellington boots and specific footwear, eg foundry boots and chainsaw boots
- Footwear can have a variety of sole patterns and materials to help prevent slips in different conditions, including oil- or chemical-resistant soles. It can also be anti-static, electrically conductive or thermally insulating
- Appropriate footwear should be selected for the risks identified

SAFETY COMMITTEE REPORT UPDATE CONTINUED

Lungs

- **Hazards** – Oxygen-deficient atmospheres, dusts, gases and vapours
- **Options** – Respiratory Protective Equipment (RPE)
- Some respirators rely on filtering contaminants from workplace air. These include simple filtering facepieces and respirators and power-assisted respirators
- Make sure it fits properly, eg for tight-fitting respirators (filtering facepieces, half and full masks)
- There are also types of breathing apparatus which give an independent supply of breathable air, eg fresh-air hose, compressed airline and self-contained breathing apparatus
- The right type of respirator filter must be used as each is effective for only a limited range of substances

- Filters have only a limited life. Where there is a shortage of oxygen or any danger of losing consciousness due to exposure to high levels of harmful fumes, only use breathing apparatus – never use a filtering cartridge
- You will need to use breathing apparatus in a confined space or if there is a chance of an oxygen deficiency in the work area
- If you are using respiratory protective equipment, look at HSE's publication Respiratory protective equipment at work: A practical guide

Whole body

- **Hazards** – Heat, chemical or metal splash, spray from pressure leaks or spray guns, contaminated dust, impact or penetration, excessive wear or entanglement of own clothing

- **Options** – Conventional or disposable overalls, boiler suits, aprons, chemical suits
- The choice of materials includes flame-retardant, anti-static, chain mail, chemically impermeable, and high-visibility
- Don't forget other protection, like safety harnesses or life jackets

Emergency equipment

Note that especially careful selection, maintenance and regular and realistic operator training is needed for equipment for use in emergencies.

This includes equipment such as compressed-air escape breathing apparatus, respirators and safety ropes or harnesses.

OUR JOBS AND WATER

OUR JOBS RELY ON CLEAN, FRESH WATER – without this we wouldn't be able to make our Bread, Cakes and Biscuits.

Water is the most powerful force on the planet, because a small drip can turn into a stream, a river even into a great torrent. If this then becomes polluted with chemicals from the fracking industry and gets into the aquifers we are in deep trouble. Shareholders in our businesses need to take action against fracking as this affects their dividends – if we can't produce the product, no profits can be made so *no dividends for them*.

For me water is the most valuable commodity that we have. If it was not for water we would not have life. Water is the base of the food chain. We need water to grow our crops, to sustain our own lives and the animals around us.

Water is the most patient thing on the planet. It does not matter how long it takes to seep through rock but it will find a way. It does not matter how long it takes to rust or decay a metal pipe it will get through. It does matter though if water is polluted or poisoned by the chemicals from the fracking industry. This water cannot now be used in any other way and how long would it be for it to clean itself by its own natural cleansing process.

Government on Fracking

Since David Cameron's resignation, Teresa May the new Prime Minister has tried to bribe communities into accept fracking, by offering them £10,000 per household. If they accept, they could find themselves worse off in the long run as a fall in house prices and hikes in insurance costs would outweigh the money that was offered. The insurance policies would become null and void if a claim was made. If the householder wanted or had to move through work or other commitments then the house would be virtually impossible to sell.

We need to persuade people that this money will only last a short while whereas fracking pollution will last decades *if not centuries*.

Campaign Against Climate Change Trade Union Group (CACCTU)

The BFAWU supports this group and I believe we should be taking an active part in it, as it affects our jobs and livelihood.

It was agreed at May's AGM that more meeting should be held outside of London and they have potential venues in Sheffield, Leeds and Bristol. It was also agreed to support the launch of the **Global Climate Jobs network**.

Peter John Fox.

LONG SERVICE AWARDS



Left: **Kenny Pritchard** (Br 450) and Right: **Patricia Vickers** (Br 459) receiving their **40 year memberships** from Ian Hodson at the last Regional Council meeting.

Members who achieved 40 year membership this quarter but who were unable to attend the RC meeting are as follows; **Carole Nolan** (Br 450), **Malcolm Jordan** (Br 472), **John Murphy** (Br 452), **Denise Borland** (Br 450), **Janet Scott** (Br 452) and **Peter Morris** (Br 459)
Pauline Worsnop



Myself and Lizzie Dinning took great pleasure in presenting **Paul Askew** (left) with his **40 year membership free card**. Paul has worked at Greggs of Gosforth all his working life, insisting on taking part in the last national bread strike whilst still an apprentice – he went on to be branch chairman and shop steward (Branch 529). Right: **Paul Skelton** also receives a **40 year membership free card**
Alan Milne, Regional Officer

18 years to go you lot... Look out for Dick Punshon!

At Blackpool, Dick received his **50 years award** from the national officers. Dick has actually been a member for **58 years** – serving our members from Shop Steward to National Vice President

Although he is retired, he still gets involved at local level. He is also pleased that another Vice President has been elected from our region and I do believe he will offer advice to Lizzie Dinning

Well done Dick, you deserve it!

Alan Milne



STAND UP BROTHER VICKERS



John (above) and Sam Vickers received their 40 year awards from Ian Mearns MP. Retirement speech and a 40 year award make it a double appearance in the Foodworker. Congratulations to both Sam and John on this achievement, *it's not every day that 2 brothers reach this milestone on the same day.*



No1 REGIONAL OFFICER, Steve Finn with Jeremy Corbyn at the launch of Labour's *Workplace 2020* strategy which took place at Greggs of Enfield in August. The strategy is part of a big conversation where working people have a say about what the workplace should look like following the 2020 general election. Jeremy laid down his vision for Education, the NHS, Housing, Welfare and Workers Rights should he come to power.

Our sincere thanks to everyone at Greggs who made the day a great success.

THE ICING ON THE CAKE



There was no stopping members of BFAWU joining in the fun at The Tolpuddle Martyrs Festival, held on the 15th to 17th July this year. No doubt you'll recognise the usual suspects.



Well done all at Park Cakes, Oldham. This magnificent cake was baked and iced and brought to Conference as a gift to the Royal British Legion, presented on behalf of the whole Union.

Congratulations to all at Branch 452 – Good Job!

CHAINMAKERS' FESTIVAL

ON THE SATURDAY 2ND JUNE, I had the great pleasure of representing the BFAWU at the **Chainmakers Festival**, held at Cradley Heath near Stourbridge in the Black Country. This was the first time the BFAWU had been represented at this festival and a great day was had by all, and I look forward to next year's festival.

History of the Chainmakers

In 1910 there were 3,500 chain makers working in small shops in the Cradley and Cradley Heath district. Two thirds of them were women. Tired of working day and night for starvation wages, the women chainmakers downed their hammers and stood up for their right to earn a living wage.

In March 1910 the **Chain Trade Board** agreed a minimum wage of **2½d an hour** (remember L.s.d? – this represents *less than a penny an hour in our money*) this to replace the old piecework system. Although this was low it actually meant a 100% rise for most of the women, giving them 10 to 11 shillings for a 55 hour week. Many companies did not keep to this and tricked women (many of whom could not read or write) to consent to a contracting out of this agreement.

The women, led by the founder of the *National Federation of Women Workers*, **Mary Macarthur**, began a 10 week strike and successfully established the right to a minimum wage.

The festival

The Chainmakers' Festival has now been running for over a decade. Originally based at the Black Country Museum, the festival has now relocated to Cradley Heath, the home of the famous 1910 struggle. The Chainmakers' Festival was the first trade union festival dedicated to solely to female trade unionists.

The **Chainmakers' Festival** is quite rightly an important date in the movement's calendar – as well as a great family fun day out with music, theatre, comedy, kids' activities as well as speeches and stalls

Jit Singh



Above and below: Jit gets busy helping out at the BFAWU stand at the Chainmakers' Festival



Recognition Agreement: GFTU Quorn Grange Hotel

I WOULD LIKE to take this opportunity to share our good news with you The Bakers Food and Allied Workers Union (BFAWU) signed a recognition agreement at Quorn Grange Hotel.

I would like to express my appreciation for all the hard work that everyone has put in to gain union recognition.

Jit Singh
Organising Secretary
Region 3

INSPIRED BY LEARNING SERVICES



THIS IS A BIT OF A DIFFERENT TYPE of article for me, but it was a great pleasure to talk to **Deborah Caren Langley**, BFAWU member and author of 'Love, Lust and Lies', her first novel.

Debs, the book is called 'Love, Lust and Lies', can you give a general account of what it is about?

Love, Lust and Lies is about a young woman who has the opportunity to work in America where she meets two young men trying to get a record deal. The story contains twist, turns and the unexpected. (I am trying not to give too much away here.)

What inspired you to start writing?

I always made up the characters in our games as a kid. When I was sixteen I wrote a story, it gave me such a buzz creating the characters and shaping their lives, watching their personalities grow.

What made you pick up writing again?

I hadn't written for such a long time. When everyone had gone to bed one night I picked up a pen and paper and started jotting things down. The next night I got my old typewriter out, it all started to come together as I typed.

How did you associate with the characters in the book?

I start by deciding the characters names, then deciding where they are from. Depending on the story I then decide which will be the leading characters, and then I set about building their lives into the story.

Being a BFAWU member did you use any of the benefits that come with the membership, like the Learning Services in any way?

Yes. My membership of the BFAWU enabled me to go on a course to learn how to use a computer. It's so much easier and cleaner than using a typewriter.

The learning centre had been set up through the BFAWU and offered courses to support both workers and their family members. I have also accessed the legal services.

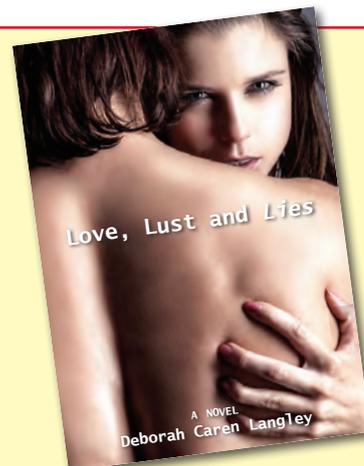


Did using Learning Services help in the development of your book?

Through the courses made available through the learning services, it gave me the confidence to explore the internet and online learning.

I actually developed a full portfolio of courses. I seemed to do a new course online everyday through Alison.com, it was quite addictive.

It helped enormously when researching places and making sure any references to a particular period were factual – I also enjoyed looking at future holiday destinations!



Love, Lust and Lies

by Deborah Caren Langley

ISBN: 978-0-9935930-0-0

EPUB 978-0-9935930-1-7

Available on Amazon, Kindle & Kobo

Would you recommend the BFAWU learning services to others from your experience?

Yes, I would recommend anyone to go on a course with the BFAWU. I believe lifelong learning opens doors, removes barrier and improves opportunities.

How did it feel when you saw the book in print for the first time with your name on?

When I saw my book in print for the first time I felt so proud of myself and thought how proud my parents would be.

Are you planning any more books in the near future?

Yes, I definitely have the writing bug, as I have always enjoyed writing. I currently have a number of projects on the go and my next book is currently at my editors for the final review before the printing stage. If people enjoy 'Love, Lust and Lies' I think they will love 'Stardom' too.

Where do you think this will lead you in the future?

My dream is that people pick up my books and enjoy reading them as much as I love writing them. I don't know what the future will bring but I have achieved a lifelong ambition to be a published author.

Thanks Deborah for giving me the chance to interview you.

Peter John Fox



iphone photo

2015 FINANCIAL STATEMENT TO MEMBERS

Under Section 8 of the **Trade Union Reform & Employment Rights Act 1993**, the Union is obliged to give the following Statement of Finances to members.

1 Salaries

Executive Council Members – In 2015 no payments were made to members of the Unions' Executive Council under Rule 21.1 (p).

National Officers – In 2015 the salary and other benefits paid to the General Secretary were £62,416, and to the National President were £64,195.

2 Income and Expenditure

Total Income 2015	£2,923,863
Total Expenditure 2015	£2,801,977

3 Contributions from Members

Contributions from members in 2015 totalled: £2,612,519

4 Political Fund

Total Income 2015	£78,016
Total Expenditure 2015	£74,062

5 Auditors Report to Members

We have audited the financial statements on pages 1 to 16 which have been prepared under the historical cost convention and the accounting policies set out on page 7. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (*United Kingdom Generally Accepted Accounting Practice*)

This report is made solely to the Union's members, as a body, in accordance with the **Trade Unions and Labour Relations (Consolidation) Act 1992 (Amended)**.

Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Executive Council and Auditors

As described on page 17, the Union's Executive Council is responsible for the preparation of the financial statements. It is our responsibility to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland) We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the **Trade Unions and Labour Relations (Consolidation) Act 1992 (Amended)**.

We also report to you if, in our opinion, the Treasurer's Report is not consistent with the financial statements, if the Union has not kept proper accounting records, if we have not received all of the information and explanations we require for our audit, or if

information specified by law regarding officials' remuneration and transactions with the Union is not disclosed.

Scope of the Audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error.

This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Executive Council; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Treasurer's Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2015 and of its surplus for the year then ended;
- have been properly prepared in accordance with *United Kingdom Generally Accepted Accounting Practice*; and
- have been prepared in accordance with the requirements of the **Trade Union and Labour Relations (Consolidation) Act 1992**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the **Trade Union and Labour Relations (Consolidation) Act 1992** requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The Union has not maintained a satisfactory system of control over its transactions; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

30th May 2015

Kreston Reeves & Co. LLP

Chartered Accountants/Statutory Auditors
Griffin House, 135 High Street
Crawley, West Sussex RH10 1DQ

6 Members Complaints

A member with any concern over, or complaint about these Accounts or the handling of the Union's finances, can avail themselves of the following procedures:

- Under Rule 25.1 members have the right to inspect the Union's books. This can be done by contacting Head Office.
- Members can raise any questions on the Union's Accounts or financial affairs by writing to the Executive Council via Head Office.
- A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.
- The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with the Officials of the Union; the Trustees of the property of the Union; the auditor or auditors of the Union; the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.
- Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the Rules of the Union, and contemplates bringing civil proceedings against the Union or responsible Officials or Trustees, s/he should consider obtaining independent legal advice.

Conclusion

As normal practice, each Conference delegate was supplied with a copy of the full, detailed Accounts of the Union for 2015.

Any member wishing to avail themselves of these Accounts should contact their Branch Secretary.

Alternatively, copies of the Union's Accounts for 2015 and the Treasurer's Report are available from Head Office, free of charge, to members.

Ronnie Draper
General Secretary

BFAWU OFFICERS AND REGIONAL ADDRESSES

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