

BAKERS
FOOD
AND ALLIED
WORKERS
UNION



FOODWORKER

AUTUMN 2014



**RE-ELECT THE CON-DEMS?
MY A*%\$E!**



RE-ELECT THE CON-DEMS?
MY A*%\$E!

INSIDE THIS ISSUE:

Editor's Notes	2
National President	3
Political Fund Ballot results	5
TUC March & Rally October	6
BFAWU Legal Services	7
Condition Critical March	7
Protected Conversations	8
Flexible Working Regulations	9
Conference Gallery	10
Apryl Walcott Introduction	12
Ricky Tomlinson photos	12

HEALTH & SAFETY

Bakers Asthma	13
EU GM Crops Ban	14
HASAWA 40th Anniversary	15
Marxism 2014	16
NVP's Update	17
20 Year Awards	17
Conference: Motions Passed	18
Conference: Motions Remitted	22
One Delegate's View	22
Financial Statement to Members	23
Contact Details	24

FOODWORKER is published for BFAWU by:
Ronnie Draper at Stanborough House
Great North Road
Stanborough, Welwyn Garden City
Hertfordshire AL8 7TA
Tel: 01707 260150/259450

FOODWORKER is designed and produced
for BFAWU by:
Inscape Solutions Limited
3 Long Hedge Lane
Worthington
Ashby de la Zouch
Leics LE65 1RL
Tel: 01530 222657



EDITOR'S NOTES

**"We need to
wake up and
fight back"**

Ronnie Draper @ronniebfawu

WITH ANOTHER ANNUAL CONFERENCE out of the way we now get down to the nitty gritty of implementing and actioning motions passed.

The conference itself was another success and considering it was a new venue, things went pretty smoothly. In the main, delegates were in the same hotel for the duration and the camaraderie that this bred was apparent for all to see.

The level of debate was probably the highest for a number of years...

The level of debate was probably the highest for a number of years and while there were moments of controversy, the standards set were incredible. With seven changes on the executive it was the biggest change for more than two decades but, judging by the new members' input to our first executive meetings, the union is in good hands.

As I stated at the beginning of this article, the time to action motions passed is upon us. Rule changes will be included in the Rule Book from September and those of a political nature will be fed through our parliamentary group for campaigning within parliament, the TUC and local councils. Those dealing with employment – such as terms and conditions, pension attacks and management attitude – have to be dealt with nearer to home.

We want real jobs

We continue to see profitable companies imposing pay freezes, benefit cuts, draconian pension changes, second generation contracts and, even worse, zero hour contracts. We see full-time positions replaced by *Workfare*, agency and casual,

short-term roles all of which swell the coffers of the employer whilst at the same time destabilising members' ability to live to a decent standard and the only ones who can stop this onward march to the poverty trap are the members themselves.

How has your company car done?

While those at the bottom of the earnings league continue to see their earnings eroded by these changes, look at what happens to those who impose such change. Are there any fewer company cars on the car park or has the standard gone down due to the need to cut back? Has there been a dramatic reduction in the number of senior managers or so-called, highly-paid experts?

The answer is probably not – and that is recognised across British industry, with those at the top enjoying the trappings of success while those at the bottom have seen earnings diminish by approximately 15%. Welcome to David Cameron's *Big Society*.

General Election or Direct Action?

We get the opportunity in May 2015 to change this rotten government with its rotten employment laws, but will we get a more sympathetic government in its place? A government that will restore access to justice for those injured at work, repeal the anti-union, anti-worker employment laws? One that will give assurances that slave labour Workfare schemes, exploitation of agency workers and zero hour contracts will all be outlawed? *I doubt it – and so the answers must lie in our own hands.*

When your company offers second generation contracts to new starters, emphasising that they do not affect current staff, we should be rejecting them. If we don't then they will become the norm. As permanent staff leave (only to be replaced by cheap labour) we are assisting the

company to undermine terms and conditions at a frightening pace and so when your children have the opportunity to work for one of these companies, you will have *already* taken the decision that they will earn less.

These contracts do nothing to secure labour, they are more to do with profiteering and fast buck turnover and what will be the longer term effects on the economy as the pound in the pocket is dramatically reduced. Less tax paid, fewer goods purchased, increased reliance on the welfare state (if we still have one) and the very real possibility of major health issues coming to the fore as seen through times of austerity and poverty in the past.

Wake up and fight back!

We need to wake up and fight back. It can be done but it needs the will. Remember that the ills of the company are very rarely, if ever, caused by the workers. They are generally the result of poor management decisions, excessive discounting and an over-protected supermarket system that shoulder the bulk of the responsibility.

So why is it always those at the bottom who take the hit? Why is it that exorbitant salaries have to be offered to attract the best senior managers but workers at the bottom end have to be 'competitive' to retain their jobs and the business? It's a *scam* and we are falling for it.

It doesn't need to be like this...

If you want a good example of how a business can run with good profits, excellent terms and conditions and everyone treated the same, have a look at **Suma Foods** in Halifax.

I had the pleasure of visiting along with TUC President, Mohammed Taj, and saw a template that could easily be replicated across business with a little will. Everyone is paid the same excellent wage, everyone is treated with the utmost respect and the business grows year on year with annual major capital investment. So what's the secret?

What is the difference between Suma as a company and some of the multi-nationals in our industry? Well, one is that it is a **workers co-operative** – operating with philosophy of *shared input* and *shared success*, high ethical morals and a passionate belief in ownership and responsibility. Oh, and there are *no* company cars parked in individually-designated parking bays.

Look at what can be achieved when we all pull in the same direction.

Together we are strong, divided we put everything at risk.

Ronnie Draper
General Secretary

NATIONAL PRESIDENT IAN HODSON



'THE ECONOMY IS MENDING' scream the media headlines.

So, Gidiot Osborne has performed an economic miracle – yet factory closures, pay freezes and redundancy are rife. There is a clear disconnect between the political spin of the media and the reality in our workplaces and our communities.

What we are witnessing is the Establishment desperate to maintain control. It fears the rise of anti-establishment parties across Europe, eating into the votes of the established political parties. In this country, the media puts a gloss on the worst government there has ever been. Statistics demonstrate the longest-ever recession created by Osborne's very first budget. Not since the 1870s have workers' wages been so low and not since Victorian times have we had so much poverty.

Cameron, the unelected Prime Minister believes he was born to be PM. The electorate, however, didn't actually agree (not that you'd notice) so this awful, Tory-led Coalition resembles something out of Orwell's *1984*. Doublespeak is the language Cameron talks well: he *says* the right things while *doing* something else. In recent statements on Russia, for example, he demands *sanctions* – whilst

taking hundreds of thousands of pounds off Russian oligarchs to fund his election campaign from *Dinner... and Tennis with Dave* at the same time.

Hypocrisy is rife in this Tory-led Government. They impose the *Bedroom Tax* on the most vulnerable whilst sorting out tax exemptions for themselves. *Cameron and his Chancellor were recently exposed for doing secret deals to reduce their tax burden – whilst living in state-owned homes.*

Tories really are living in a different universe. They support low pay for the electorate while Mark Simmonds, Tory MP and former foreign minister pleads poverty – claiming he can't afford to raise a family on £120,000 wages (plus £28000 housing expenses) all out of the taxpayer pockets. I wonder if he will return to Circle Health (now *there's* a company that's made huge profit from the changes he helped vote through to the NHS).

They talk about freedom and cutting red tape, they scream they're for you having choices and for living as you want, they tell you they believe in personal freedom and then introduce laws to read your texts and emails, using a terrorism act to spy on their own people. **We have a Government that doesn't trust its own citizens.**

They say they want more people involved in politics (apart from unions, of course) but if you have a problem with government policy they have introduced another nasty piece of legislation known as the *Gagging Bill* to stop people complaining, to stop campaigners from mentioning *Foodbanks* or *NHS waiting lists*.

The constant spin means we are being blindsided – never allowed to hear alternatives (let alone the *Truth*) with all political parties accepting that Austerity is the answer. If you speak against Austerity, it means you are in denial, a heretic. However, look back to 1945 – our economy in tatters, our country in bits – to see what *can* be achieved when we demand better and try to create a different type of economy: one for *all*, not just those rich enough to live in it.

The Tories' weapon of choice is Insecurity – making you vulnerable, removing your rights to workplace protection.

Zero hours contracts keep unemployment figures down, sanctions on benefit claimants reduce the claimant count and redefining poverty reduces the number of people living in it – proof that the medicine is working. Our friends, family and neighbours are forced to find Foodbanks in order to eat, using loan sharks and credit cards to pay the bills. We see our children priced out of going to university but offered 'jobs' working for free (and being denied benefits if they refuse to be exploited). **That's not what we expect when we work and pay taxes and do the right things by our families and communities.**

Our newly-redundant members are refused benefits despite having paid into the system for years. They are offered no help finding work (if you haven't been in a job centre recently, let me tell you they no longer have the facilities: telephones and computers have been removed and they don't allow you inside without an appointment). They tell you to go online and if you don't have a computer they tell you to use the Library – difficult when most have been shut down. *Why not ask a friend or someone that lives near you?* Recent announcements confirm that the Tories are plotting to close *all* job centres if they win in 2015 – no doubt to claim there are no more unemployed, only as 'the worthless that need to be ignored' who will not be discussed (unless we need a *scapegoat*).

Our streets are riddled with fear as division and scare stories are used to keep us divided. They know that while we divide ourselves and look to blame others they can take our NHS, exploit our children, reduce our pay, steal our pensions, take away our

aspirations and make us feel that to do anything is futile and a waste of time.

So we don't fight redundancy – we accept pay freezes and the introduction of contracts that means new workers get less, we tolerate young people not going to university, we even accept enforced slave labour schemes that 'persuade' the unemployed to work – but, surely, if there is work, should it not be paid?

Why should employers making workers redundant be rewarded by providing them workers for free? Of course, it helps paint a picture of the government doing things to stop scroungers stealing our taxes (with the biggest scroungers passing the bills). However, we pay benefits to workers to enable companies to pay poverty wages and make huge profits. Why do we never ask why workers have to fill in forms to demonstrate the poverty they are living in yet corporations don't have to prove they are unable to pay their workers a living wage? Why is it that after our country has been brought to its knees by greedy bankers the great debt we live with is exactly the same size as the bank bailout? Why have there been no action to prosecute those responsible – those who deliberately crashed our economy? We bailed out the rich (who would have lost the money in those banks if taxpayer cash hadn't been used) but they demand that **we** all pay the price: through cuts and wage decline and increased taxes.

Why do we accept supermarkets who bring in police to persecute the hungry for stealing food out of bins? Why is it we tolerate people living hand-to-mouth in the 6th richest country in the world, when the people at the top have seen their incomes boom by up to 25% (everyone else has seen at least a 9% decline)? But it's all OK – because the Tory-owned-and-run TV media and the Establishment's newspapers tells us the economy is *fixed*. Hang on, further big cuts are due to begin in June 2015 – why is this if the economy is fixed, I wonder?

Our Conference held in Southport had a fresh feel. There was a packed agenda and great speakers, including **Michael Bradley** from *Unite the Resistance* and **Claire Laker** from *Youth Fight 4 Jobs* and the inspirational **Ricky Tomlinson**, arrested and blacklisted and part of the *Shrewsbury 24* campaign. Ricky gave a rousing speech and took time to have his photograph with all those who wanted (see page 12).

Delegates debated the issues that are truly affecting our members and discussed ways to make improvements – such as the campaigns over demands for a **£10 minimum wage**.

Research shows that this would lift **five million people** out of a life in poverty and reduce the huge burden placed on the welfare bill.

Employers would have to properly reward their workers, not just the directors and top managers, and end the race to lower living standards. In recent years we have witnessed the shifting of the wage bill from employers (thereby increasing their company profits) onto the taxpayer through the use of *in-work benefits* – after pensions, the largest cost in the welfare bill.

If politicians agreed to this demand, it would mean our taxes would be used to fund the NHS, to end tuition fees and set up a social care system allowing the elderly to stay in their homes when they reach an age where they need support and as a result can live with security and *dignity*.

This campaign is about saying, *"It's not fair and it's unacceptable!"* **We want our taxes used for the benefit of our society, not to improve the profits of business.** We want to bring about the end of needing to fill in forms to claim means-tested benefits and that businesses be asked to provide proof of their inability to pay instead.

Let's allow workers to concentrate on living their lives not shackled with endless paperwork to justify their need for benefits while picking up their wages and living with dignity.

Before I close I must mention an international issue. What is happening in **Gaza** is truly horrific and should be condemned by all right-thinking people. Large scale violence and bloodshed will never be the answer to political or religious problems. Questions must be asked why we are not seeking sanctions to end this appalling slaughter of innocent people.

What is becoming more and more obvious is that there is an apartheid system on display in Gaza, not unlike the one that operated in South Africa for so many years, where people were segregated on a racial basis. **This cannot be allowed to continue.**

One thing that Trade Unions do more effectively than any other organisation is to bring people together, irrespective of social background, gender, race or religious and sexual orientation. Trade Union membership is a common ground shared by of people all over the world and that unity that makes us unique. **The time has come for us to join together and say that we cannot accept or tolerate what is happening to the Palestinian people any longer.**

Solidarity

**Ian Hodson
National President**

In the previous FOODWORKER, we asked for your support....

EDITOR'S NOTES

"You must vote YES for the Political Fund"

Ronnie Draper @ronniebfawu

We CANNOT OVER-EMPHASISE the significance of two major happenings during June 2014 to our union. Firstly, we have our Annual Conference in Southport where delegates will set the policies for the coming year and, secondly, we will be running a ballot to determine our ability to campaign on and carry out those ... without a political fund the union would not be able to campaign on any of these vital issues

BAKERS, FOOD & ALLIED WORKERS UNION

BALLOT ON RETENTION OF A POLITICAL FUND

Our Independent Scrutineer's report of voting in the above ballot, which closed at noon today, is as follows.

Number of voting papers distributed for the purposes of the ballot:	20,233
Number of voting papers returned to the scrutineer:	3,420
Turnout:	16.9%
Number of votes found to be spoiled or otherwise invalid:	23
Total number of valid votes to be counted:	3,397

THE RESOLUTION is that the political objects set out in section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 be approved as an object of the Union.

Do you vote in favour of the Resolution?

Result

Number of valid votes cast for the resolution.....	3,124 (92.0%)
Number of valid votes cast against the resolution.....	273 (8.0%)

The ballot papers will be stored in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by the Trade Union Reform and Employment Rights Act 1993).

As Scrutineers appointed in accordance with Section 75 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by Schedule 1 of the Trade Union Reform and Employment Rights Act 1993), we are satisfied as to each of the matters specified in subsection 78(2) with regard to the ballot. The following points should also be noted:

- 1) The person appointed under section 77A to carry out the storage and counting of voting papers was Electoral Reform Services Limited.
- 2) The person appointed under section 77A to carry out the distribution of the voting papers was Electoral Reform Services Limited.

THANK YOU!

It was the right thing to do.





THE TUC IS CALLING A NATIONAL DEMONSTRATION on 18th October in Central London and we want to send a message loud and clear to employers and politicians across the board that *Britain needs a pay rise*. That's what a real recovery looks like.

We want you to be there but we don't want just you to come, we want you to bring your friends, your families, your neighbours and your workmates. Let's make this a big and brilliant demonstration. And here's 3 reasons why:

1 Poverty Pay

- One in five people earn less than the living wage. For the first time more people in work are below the poverty line than those out of work.
- The spread of zero-hours contracts, agency working and bogus self-employment is trapping many below the poverty line.

2 The Cost of Living Crisis

- We are told that the economy is now recovering and that Britain's costs of living crisis is over. But whose recovery is this? Ordinary people are **£40 a week** worse off in real terms than they were five years ago.
- And if bankers hadn't crashed the economy and wages growth had stayed on track then workers on average would have **£100** more in their pay packets every week.

3 Rising Inequality

- Of course it's not tough for everybody. In 1998 top chief executives earned **45 times** the average wage – enough for anyone I'd say – but now they earn **185 times** as much.
- That means they have earned what most people earn over 12 months in just *a day and a half*.
- One key driver of the economic crash was growing pay inequality. Long before our banks went bust people's wages had stopped growing.

This is why Britain needs a pay rise

...and it's why we want you all to join us on the demonstration on October 18th, so we can build a real recovery to last in which *everybody* shares.

Pledge to join us now!

CHEERS!

Hungry man, sanctioned and so had no money, stole a sandwich in desperation and was jailed.

House of Commons and House of Lords combined alcohol and food subsidies cost **£7,000,000** a year



Announcing the TUC's plans for a march and rally in London on 18 October, TUC Gen Sec **Frances O'Grady** said:

“Hard-pressed families across the UK must be beginning to wonder when the tough times they are experiencing will ever end. They keep hearing that the economy is growing and learning of yet another bonus extravaganza in the city, yet their own wages never seem to go far enough.

Worries about money are a big deal for ordinary people. While their household budgets can just about stretch to cover everyday essentials, they are likely to have to load up their credit cards to meet the cost of any unexpected items.

During the dark days of recession, workers accepted that their pay might have to be frozen or even cut to save jobs, but now the economy is picking up – and many employers can afford to pay their staff more – the time has come for Britain to get a pay rise.”

Keep up to date with all information as it is released (and download printable copies of the poster, above) by visiting:

www.britainneedsapayrise.org



DEFENDING THE BFAWU LEGAL SERVICE

SINCE WE WERE FOUNDED in 1921, Thompsons has taken a central role in protecting the interests of trade union members. We never act for employers or insurance companies. So, unlike most firms, we are therefore entirely independent from the vested interests of big business. Not being in their pockets means we have the freedom to fight harder for union members and will never under-settle. This means Thompsons provides fair and impartial advice to BFAWU members – all as part of your existing membership.

Maintaining a free legal service to members in the face of government attacks

Under this government, the provision of legal services to working people is being squeezed.

The BFAWU has continued to provide a free legal service to its members but savage government cuts to legal aid and a new regime of fixed costs has widened the already significant gulf in power between the worker and the employer.

Those who are not members of the BFAWU are now expected to pay costs upfront, simply in order to bring a case. Medical reports can cost upwards of £1,000 so it's easy to see how this can put people off at the first hurdle.

What's more, high-street law firms and TV 'No Win No Fee' claims companies can – and will – now take up to 25% of any compensation awarded. So even when they win a case against a negligent employer, many injured people will still have to pay a fee out of their compensation, despite what the flashy TV ads say.



JULIE BLACKBURN
OF THOMPSONS SOLICITORS
[THE MOST EXPERIENCED TRADE UNION
LAW FIRM IN THE UK]
ON THE VALUE OF YOUR
UNION'S LEGAL SERVICE

With the BFAWU's legal scheme and Thompsons, you are guaranteed 100% of your compensation, with no hidden fees or surprise charges.

Another major change brought in by this government is the end of 'strict liability' in Health and Safety. A central feature of our legal system since the 1880s, *strict liability* meant that the injured party did not have to

prove a higher legal test of 'fault' where it was obvious that the employer had broken Health and Safety laws.

The removal of this principal has meant poor employers have less incentive to keep their house in order, making workplaces less safe and making it even more difficult for the injured to pursue claims.

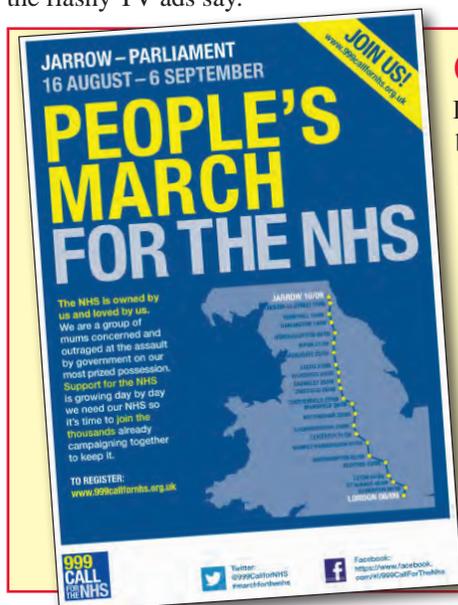
Leading legal specialists

Despite all this, your union is proud to continue to offer access to a free legal service. Thompsons provides expert advice and representation for members – and their families – throughout the country.

Thompsons has specialist solicitors in all areas of personal injury law, such as industrial illnesses and disease – including occupational asthma and asbestos-related diseases – accidents at work and on the road, and in related areas such as clinical negligence. You can be confident that your personal injury case will be dealt with by a leading expert and be reassured that your solicitor will always work to secure the maximum compensation in the minimum time, and with as little disruption to you and your family as possible.

To access your union legal service, please call:

0800 587 7518



CONDITION CRITICAL – save our NHS

DAVID CAMERON IS SELLING OFF our NHS, piece by piece and we're all paying the price. It's getting harder to see a GP, staff have been cut and waiting lists are going up.

The NHS is OUR health service – together we can fight to save it.

On the weekend of 11th August, a group of Mums from Darlington began a March from Jarrow to Parliament, to send a message of outrage at the attacks this Government are making to our National Health Service. Over 3 weeks, they'll march more than 300 miles – because they, believe our NHS is precious and that we must fight for it.

This Tory-led Government wasted £3 billion on a top-down reorganisation of the NHS that was opposed by patients and health professionals alike. And now we're seeing the consequences.

One supporting the March is Labour MP **Clive Efford** who, is putting forward a Bill in Parliament to stop the sell off. Sign up to support the bill to put Public Health – not *private profit* – back at the heart of our NHS!: www.unionstogether.org.uk/backthebill

...**There's still time to join in** – visit the unionstogether website to see where you can join the March (1 mile or 50 – it all counts!)

PROTECTED CONVERSATIONS

BEING ABLE TO TALK to your employer about sensitive issues, like retirement and maternity leave, is a basic entitlement for any worker.

However the Tory-led government has chosen to erode workers' rights and give bosses extra powers by bringing in new rules which allow employers to talk to their staff 'off the record' to arrange things like settlement agreements – which are intended to ease them out of their job.

Employers are now 'protected' from having what they say during those 'off the record' conversations raised at employment tribunals, so it's important for workers to understand their rights.

As ever, your union plays a big part in making sure your interests are protected.

How has the law changed?

Before 'Protected Conversations' were brought in last July, employers could speak to employees 'without prejudice'. This meant that anything discussed could **not** be used as evidence in an employment tribunal.

However, in order to get the confidential protection, the conversation also had to be held as part a negotiation process that made genuine attempts to settle an existing dispute. If there was no existing dispute, then the conversation could be not be held 'without prejudice' and the worker would be free to raise it at an employment tribunal in the future.

Now, that the government has introduced Protected Conversations, there doesn't need to be an existing dispute – an employer can talk 'off the record' to workers almost whenever they like. Employers can hold conversations about important employment issues, which might even lead to a member of staff being dismissed, safe in the knowledge that the details of that conversation *cannot be used* by the worker in any tribunal.

In these situations, unless what the employer says is **improper** (in *tone* or *content*), nothing that's discussed can be used against them during future legal proceedings. If they do cross a line, then the protection for the employer is broken.

For workers who have a case against their employer for constructive dismissal, these provisions are particularly harmful. Now, an employer can have a conversation which destroys its working relationship and lead to the worker being forced into resigning – yet what was said cannot be used to support a worker's case in an employment tribunal.

Again, big business is using a powerful lobby to shape government policy at the cost of workers' rights. We can only hope that employers are not abusing these powerful protections. But we know that the most unscrupulous will.

What powers do workers have left?

Thankfully not all of the protections have been stripped away from workers and your union can play a key role in making sure you receive the support you need. If BFAWU members know when conversations can and cannot be protected this will help to make sure that members enter into discussions with bosses armed with the facts and on the lookout for the warning signs.

Some key facts to remember

- Conversations cannot be 'protected' when they relate to *discrimination* and some forms of *unfair dismissal*.
- Employers attempting to make a settlement agreement still have to follow the correct procedures to make sure they enjoy the benefits of Protected Conversations.
- Employers who put pressure on workers to sign settlement agreements are behaving improperly under the regime.
- All forms of harassment, discrimination and victimisation are listed as

inappropriate behaviour in the process of confirming a settlement agreement. ACAS, the dispute resolution service, has a helpful guide on settlement agreements which sets out examples of what constitutes improper behaviour by employers.

What can you do?

If you are approached by your employer regarding a settlement agreement, you are advised to contact your union representative immediately for support and advice on the process – especially if you believe that your employer might have acted inappropriately.

If there is a case to be pursued at a tribunal, the BFAWU's legal service, working with the union's solicitors, will make sure you receive the expert support you need.

For more information contact the BFAWU Legal Service on **0800 587 7518**.



Iain Birrell is the National Case Management Coordinator for Thompsons Solicitors' Trade Union Law Group

FLEXIBLE WORKING REGULATIONS 2014

PRIOR TO THE 30 JUNE 2014, only employees who were parents or carers had a legal right to request flexible working.

After this date, any employee has a legal right to make the request, as long as they have worked for the same employer for at least 26 weeks.

Procedure

You have to write to your employer or use a standard form if they have one.

- The application has to give the date, state that it is a *statutory request for flexible working*, give the details of *how* you want to work flexibly and *when* you want this to start.
- You have to explain how you think flexible working might impact the business and how that impact can be dealt with.
- You have to say whether or not you have made a previous application. If you have done so, you have to say when it was made.

The Employer's Consideration of your Application

They have to make a decision within three months of the request (unless you agree a longer period).

If the application is **agreed**:

- The employer has to provide you with a statement, in writing, of the agreed changes and when they will start.
- Your contract of employment should also be amended to include the changes.
- This should be done within 28 days after the request is approved.

If the employer **rejects** the application, it has to be for one of the following reasons:

- Extra cost, damaging the business.
- Work cannot be reorganised amongst other employees.



- They cannot recruit people to do the work.
- It will affect quality and performance.
- Customer demand will not be met.
- Lack of work during the proposed times.
- Proposed changes to the workforce.

Appeal

There is no longer a legal right to appeal – unless your employer's procedure allows for this.

Employment Tribunal

If you are not satisfied with the outcome, you can complain to a Tribunal if your employer:

- Wrongly treated your application as withdrawn.
- Rejected your application based on incorrect facts.
- Did not handle the request in a reasonable manner.



SADIQ VOHRA OF WALKERS UNION

EXAMINES THE IMPLICATIONS OF THE AMENDED REGULATIONS

- Treated you less favourably or dismissed you because of your request.

Timescales

As with all Employment Tribunal matters you have to go through the ACAS early conciliation procedure *first*, with a view to trying to get the matter resolved.

If this is not possible, a claim has to be made to the Employment Tribunal *within three months* of your employer's decision/notification that the request was withdrawn or the date your employer *should* have responded to your request but did not do so. This time limit may be extended under the ACAS early conciliation procedure.

If you want more information or advice, please contact:

svohra@walkersunion.com

or visit: www.walkersunion.com



CONFERENCE

A superb new venue...



...and the usual suspects



We had impassioned debate:



We had lots of presentations



2014, SOUTHPORT

We had old friends and distinguished guests



...and one very passionate guest speaker



...and two very passionate 'home' speakers



Finally, it was time for the farewells... until next year.



Please allow me to introduce myself...

FIRST AND FOREMOST, I would like to introduce myself as your new Youth Representative – and to thank those who put their confidence in me at Conference this year. I would also like to thank Rachel [Mullen] who has made such great progress for young people in our union.

I have recently graduated from studying Politics in Sheffield, where I was on the committee and involved in the creation of both the *Politics Society* and the *Labour Students Society*. I was also actively involved with the South Yorkshire People's Assembly, which I now I hope to continue with the Manchester People's Assembly.

To those that know me, you know I have been involved and loved the BFAWU since being a child and I am excited to continue supporting this wonderful trade union.

I am very excited about the Fast Food Rights campaign, I worked in McDonalds when I was 16 and I remember the weeks I got no hours because I'd had to go home poorly the week before or the hours had been given to a friend of the manager. My shifts at McDonalds were much harder work than my days at university and we as a working class movement need to fight for these workers to get a living wage. Corporations like McDonalds and Burger King need to be on the right side of history and give their workers a living wage. The recent victory in Seattle shows what can be achieved.

We have recently set up a twitter account for BFAWU young members which you can find at [@bfawuyouth](https://twitter.com/bfawuyouth) to go with our Facebook page. Our aim is to keep you

updated on all important campaigns not only with our trade union but our comrades in other trade unions. The past four years have shown us that we are only stronger when we fight together and we can be incredibly proud of the uplift our victory at Wigan gave to the whole trade union movement.

In the next twelve months we have to try and recruit more members into our union as this will enable us to push for better terms and conditions, especially in workplaces that don't recognise our union. However, not only do we need to recruit, we need to be a better union for the members that we have now – whether it is someone who works one day a week or somebody who works five days a week.

I recognise that weekly subs to any trade union represents a significant amount of money to somebody working only a small number of hours or someone who is supporting a family, especially in these tough economic conditions. It falls on us all, then, to motivate shop workers and give them a voice.

There are so many things that we as young people have to offer to this trade union and I want every young person to have a voice. I want there to be more young representatives at Conference and I hope that more people will become involved in our campaigns. My aims for the next two years are to create closer relationships with youth branches of other trade unions and have frequent forums so that the young people of this trade union are heard.

My job is to represent you.

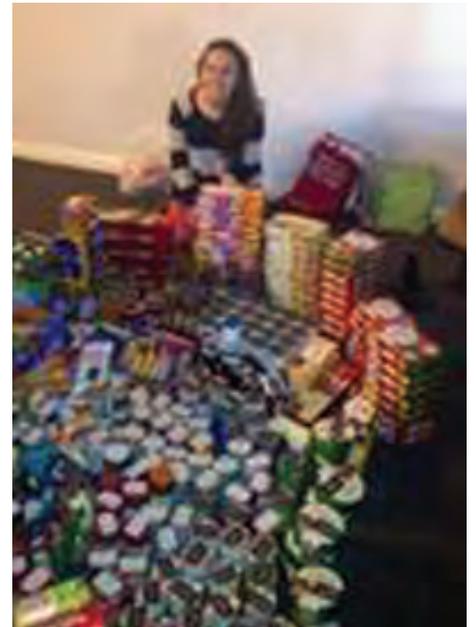
Please email me if you have any questions or ideas regarding the BFAWU Youth branch on apryl.walcott@bfawu.org

I am currently involved with development work in a small village named *Guayape* in Honduras. As part of a team of 20 young people (10 national volunteers from Honduras), we are trying to start a sustainable waste management programme in three local communities. The communities get very little funding from the government as they are 'left leaning'. I will keep you up to date with my progress.

On a final note, I would like to offer my continued and unwavering solidarity to all workers that are taking action.

Apryl Walcott

Young Members Representative



Ricky

Guest of Honour

AT ONE POINT, it seemed that Ricky was going to have a picture with every individual delegate to Conference (actually, counting them up, he *did* have a picture with every individual delegate!)

Rather than show each one, we've picked the one with the largest group!

We are hoping to upload all the pictures from Conference onto the website. If you want your picture with Ricky, or any of the others, as a reminder of a great Conference, check out the website:

www.bfawu.org



BAKERS ASTHMA

IN EARLY JULY a significant victory was obtained by one of our BFAWU members in Region 6 (Rep of Ireland), when a court awarded substantial damages plus costs to a baker who was deemed to have contracted occupational asthma in his workplace.

This judgement was important on a number of levels and from a union perspective we feel it has established certain precedents going forward for BFAWU members employed by this company (incidentally, a large supermarket chain with instore bakeries).

The background to this particular case is interesting as it highlights how an individual can develop a sensitisation to flour dust over a period of time, often referred to as the *latency period*. This can be as short as several weeks or as long as *thirty years*.

This employee was undergoing his annual **Lung Function Test**, which all bakery staff are required to take as part of the company's *health surveillance programme*. As it happened, an anomaly showed up in the readings. This gave rise for concern as for the previous seven years all his test results were completely normal.

Following directly on from this concern, the company removed our member from the bakery with immediate effect and gave him duties to perform elsewhere on the shopfloor. Crucially (and this aspect was important from the union's standpoint as we feel it has established one of the precedents mentioned above), he maintained his rate of pay, guaranteed overtime and all other contractual terms and conditions.

This more than satisfactory arrangement was achieved through inter-union co-operation.

'COURT RULING A BREATH OF FRESH AIR'

A referral to the company doctor followed where he wrongly diagnosed the problem as a wheat allergy. Subsequently our member visited his own GP who referred him on to a specialist who confirmed that he had indeed contracted occupational asthma from exposure to flour dust in the workplace over a number of years.

As the situation developed, legal proceedings were initiated by the union's solicitor on our member's behalf, this led to the involvement of more specialists from both sides, but after conducting a battery of tests over more than four years all parties concerned agreed that this employee did in fact suffer from *Bakers Asthma*.

Members, your health is more important than the profits they make

It was expected that a settlement could be reached on the morning of the court date by both parties concerned, however this did not happen and the case proceeded before the judge who was scathing in his criticism of the company for not settling, considering that the medical diagnosis of bakers asthma was not being contested.

Eventually a derisory offer was made and swiftly rebuffed by the unions legal team, who then insisted that a team of engineers

be sent in to the workplace in question to carry out a series of tests on the efficacy of the extraction system, this suggestion was endorsed by the judge, which led to the company doubling their offer, and after more negotiations a substantial amount of compensation was won for our BFAWU member, approximately €75,000 plus costs (£59,350 sterling).

It should be acknowledged at this point what a vital role the unions legal team played, and the success of this case is a testament to their endeavours in securing the best possible outcome for one of our members who had the misfortune to contract occupational asthma.

Ultimately this case highlights the importance of having an ongoing health surveillance programme operating in the workplace, particularly for those employees who are exposed to flour dust and other airborne particles in the course of their daily labours, because as has been proven, developing a sensitisation to a specific chemical agent, (in this case flour dust) can occur at any time, so we must remain vigilant in this respect.

Adequate control measures on site, information to employees, risk assessments, and an up-to-date safety statement are all essential in ensuring the health and safety of our members, and it is incumbent upon the employer to provide these, otherwise he is failing in his duty of care, which in itself is a legal requirement.

Members, your health is more important than the profit employers make, those profits are a direct result of your hard work and application so we should all strive for a working environment that is safe and conducive to good health.

David King
Health & Safety Representative
Region 6

HOW CAN WE STAY GM-FREE IF OUR EU NEIGHBOURS ARE PLANTING GM CROPS?

ENVIRONMENT MINISTERS FROM ACROSS EUROPE gave the thumbs up in June to a proposal designed to allow individual countries to ban genetically modified (GM) crops. Sounds like good news, doesn't it? But unfortunately the so-called 'national opt-outs' proposal is deeply flawed for three key reasons.

Firstly, it's important to understand that the whole thing has been dreamt up as a way to get more GM crops into the ground. Then there's the weakness of the opt-outs on offer. Thirdly, and perhaps most fundamentally, there's just no way that a European country that wants to stay GM-free will be able to do so once their neighbours start planting the stuff.

GM has been a hot issue in the EU ever since manipulated plants first emerged from the lab. Various crops have been judged safe by the **European Food Safety Authority (EFSA)** but still been approved for planting because too many countries just don't want them. Safety gets debated, but there are also big worries around the environmental and socio-economic impacts of GM agriculture and the authorisation system wasn't set up to handle those so protracted disagreements ensue and only one GM crop is currently approved for planting in the EU (a Maize plant that produces its own insecticide).

There are others waiting in the wings, though. And, despite the popular PR about GM crops designed to feed the starving or save fish stocks, those in the pipeline for UK cultivation have only one selling point: they allow farmers to spray entire fields with powerful pesticides. They tried it before, with the UK Farm Scale Evaluations in the 1990s, and found that herbicide tolerant crop regimes cause *significant environmental harm*. **Now they want to do it again.**



Every technology has its supporters, of course, and what has happened here is that those who are opposed to GM are being offered a get-out clause in the hope that they will back off and let others grow GM if they want to. But it's not straightforward.

Under the current proposal, countries must first ask the company promoting the GM crop not to sell it on their territory. If they refuse, the country can *ban* it – but only if they have a specific justification that has nothing to do with safety. EFSA is tasked with deciding whether or not any individual crop is 'safe' and you're not allowed to disagree with their judgement. Even then, countries could still find themselves being sued by the agro-chemical companies under international trade agreements.

Putting all that to one side, would national bans even work? Pollen and seed don't respect national boundaries any more than they give way at roundabouts and if those with GM traits have a competitive advantage they're going to settle into their new home pretty quickly, whatever the rules might say. In Switzerland, where GM isn't even allowed to be imported as animal feed, never mind *cultivated*, GM plants are growing wild along rail and road transport links because a small amount of seed simply spills out of lorries and trains as they travel across the country en-route elsewhere. Contamination incidents all over the world show that once the GM genie is out, there's no way to put it back in the bottle. That's why the EU concept of a common market is so important. Even in the UK we have disagreement, with the Scottish and Welsh Governments being *anti* and Westminster strongly *pro*. GM is one issue where collective decision making really makes sense and if you can't all agree to do it then, surely, the answer has to be NO?

So what can we do? Despite the tone of some of the media coverage this is far from a done deal. As ever with the EU law-making process, it's fiendishly complicated and it's not clear when MEPs will get their say. However, we are expecting a European Parliament vote before Christmas. MEPs are elected on regional lists so you are represented by between three and ten MEPs from different parties, depending on where you live. Many were elected for the first time this May so won't know how their constituents feel about GM. Those who have been around for longer have also heard more of the spin so need reminding that concern about GM isn't motivated by fear of progress or ignorance. There are strong, scientific reasons for taking great care around a technological solution that is designed to allow blanket spraying with powerful pesticides, that hands control of food production over to a few huge multinational chemical companies and that has devastated populations of the iconic Monarch butterfly in North America. We need MEPs to understand that the UK's votes in favour of this proposal do not represent ordinary people.

If you'd like to get involved, sign up for email updates at: www.gmfreeze.org ...and we'll let you know how and when to contact your MEPs.

Liz O'Neill
Director
GM Freeze



HAPPY 40TH BIRTHDAY HASAWA – BUT HOW MANY HAPPY RETURNS?

Health and Safety At work Act

THE 40TH ANNIVERSARY of the enactment of Health and Safety at Work Act (HASAWA) on 31st July, was marked by an orgy of celebratory backslapping and complacent self-congratulation, often by the very people who work to destroy and bury health and safety regulation rather than praise it.

Undoubtedly, the HASAWA is one of the most successful and important pieces of workplace law and there were many complacent claims that the HASAWA had made the UK's health and safety system 'one of the best in the world' but very little to explain why then it must be destroyed. There is almost no mention of the four years of sustained attack by this government's neoliberal deregulation and slashing of enforcement policies to favour business interests over workers lives and health. Many cabinet ministers including Chris Grayling, now Min of Justice, and the Prime Minister have spoken openly and often about 'killing off health and safety culture'.

While the HASAWA is one of the most successful and important pieces of workplace law, trade union safety reps and occupational health campaigners criticise it for not going far enough. Tripartism can lead to lowest the common denominator: only standards, regulations and actions that **employers, government and workers** can all agree on are implemented, rather than what is necessary to prevent needless worker deaths, injuries and ill-health. This is clear in, for example, the lack of a *maximum workplace temperature* and of serious action to remove carcinogens and other harmful chemicals from work, and to tackle work-related stress.

HASAWA's success lay in its simplicity

The success of HASAWA was in its simplicity, universality and a consensus of support. It covered all workers in all workplaces and simply put the responsibility on employers for securing the safety, health and welfare of employees and the public. Regulations, together with Approved Codes of Practice and Guidance helped employers to meet the duties of HASAWA. It has been credited with an 85% drop in fatalities and a 77% fall in injuries but the decline in the most-immediately dangerous work such as *mining, heavy engineering, steel making and ship building* accounts for at least half the fall. HASAWA covered *all workers in all workplaces* and was based on a risk assessment approach – which meant it was always *proportionate*, not excessive as falsely claimed by government now. The need to regulate employers and enforce workplace Health and Safety was accepted across political parties in 1974.

Why does it sometimes fail?

The failures of the HASAWA are due to lack of enforcement, especially to support workers involvement, penalise employers' crimes, and the undermining of the political consensus. The lack of sufficient enforcement and inspection by the HSE and Local Authorities to ensure employers compliance, plus entirely inadequate penalties for putting workers lives and health at risk, failed to create a credible deterrent to stop employers flouting the law or to force them to make significant improvements. The **Safety Representatives and Safety Committee Regulations (SRSC)** enacted under HASAWA put duties on employers and

gave safety representatives facilities and rights to be consulted, to be informed, and to be involved in risk assessments and inspections, but were never properly enforced, despite repeated studies showing union organisation and elected safety reps make work up to twice as safe and healthy.

The aim of the HASAWA was to enable self-regulation in the workplace between employers and workers, with the enforcement agencies there to step in and sort out shortcomings. Failure to strictly enforce the SRSC Regulations, significantly undermined the ability of union safety reps to effectively negotiate improvements in safety and health of their members, left employers with too much power and left safety reps open to victimisation and blacklisting.

The Deregulation Bill

Praise for HASAWA while its foundations are being destroyed is complacent and criminal. Over the past 4 years the government has undermined the universality of HASAWA by banning proactive inspection in falsely classified 'low risk' workplaces where occupational ill-health is rife. The Deregulation Bill now aims to exempt all self-employed workers from HASAWA unless they are do work on a short, confusing prescribed list. Civil liability has already been removed from HASAWA, making it harder for workers to claim compensation to which they are entitled. And most significantly the government has waged a war on the previously accepted consensus that workers need protection from their employers, and has interfered in the composition of the HSE Board, reducing worker representation to two not three, restricted the actions of the HSE by slashing its budget by 44% and imposing a need to prioritise the economic effects of regulation on *businesses*, not **workers' health**.

We need to fight for a better system that puts workers lives and health at its centre and is good for all. We love red tape because its far better than more bloody bandages, and we want the *Hazards Magazine RedTape manifesto* implemented:

www.hazards.org/votetodie/citizensane



Marxism 2014

1914-2014: A century of war, crisis and revolution

What are the alternatives for today?



The opening rally

MARXISM IS A POLITICAL FESTIVAL that spans over five days, bringing together thousands of activists, trade unionists, students, writers and academics. There are about 200 meetings on everything from *Climate Change* to the *Egyptian Revolution*.

It starts on Thursday evening at the opening rally. This year was great, everyone came out with a buzz ready to go forward into the rest of Marxism.

The rally started with speakers from **Lambeth College** who told us about their five and a half week strike over the changes that were being proposed to their contracts. They explained how they had received over £35,000 in donations and were joined by their Unison colleagues for five days. When they return for the autumn term they will be balloting again if the proposed changes aren't improved.

They told us they haven't had a pay rise in five years – the top earning lecturer being paid £40,000 a year while the head teacher had given himself a pay rise and is now earning £149,000 per year!

This same head teacher has threatened to shut the two departments in the college serving the most vulnerable there. English for Speakers of Other Languages and the department designed for those who have difficulty learning are threatened – meaning the college would lose 40% of its funding. Though the lecturers are determined that they will not be blackmailed into returning to work for poor terms and conditions. They will keep fighting.

Sheila Holman from the *Hillsborough Justice campaign* spoke next. She was restricted on what she could say due to the ongoing inquest, however she used her time to encourage us to stand up for what we believe and not to be affected by standing alone if you are telling the truth. People may think you are crazy initially but eventually others will fall in line and *the truth will prevail*. She also spoke about fighting not only for large campaigns but also how important it is to fight for smaller, lesser-known campaigns too as the more people that stand together and fight, the more effective the campaign will be.

We then had an asylum seeker from Manchester who originally came from Afghanistan.

She told us about her issues – how she and other asylum seekers receive little help and are kept in detention centres with only basic functions such as a bed. She explained how the Conservative government frequently test the waters with asylum seekers – for example, by threatening her in a wheel chair with eviction so they could then realistically evict everyone else without any issues!

They also block asylum seekers from approaching lawyers. They have to help themselves which I think is shocking: these people aren't here for a holiday, they are here to escape the horrific daily events that occur in their homeland and we need to get rid of the myth they are living the easy life when they arrive!

Mohammed Saleem's daughter was up next. She talked to us about how her father was killed on the way home from prayers at his Mosque and why this right wing attack happened to an 80 year old man. Which she said it was quite simple – it was because *the government is letting it*.

Our own **Ian Hodson** then took the stage, speaking passionately about the strike at Hovis Wigan, the Fast Food Rights campaign and our call for £10 per hour minimum wage for every worker.

He received a standing ovation and really got the opening rally shouting and cheering after he announced that public sector workers should get a national holiday day if they want a day off as they are the ones that teach our children, clean our streets and empty our bins etc. They should not have to go out on strike to demand a pay rise – they should be given one!

We had a gentleman from the platinum mines in South Africa who have been on strike for five months due to the poor working conditions and how they made it through the five months on the strength of the support they received from all around the world.

Jess Edwards the joint secretary of Lambeth NUT spoke about why they went on strike on the 10th July.

Judith Orr finished off. She is the editor of the *Socialist Worker* newspaper and she had some shocking statistics about what is going on around us.

For example, one and a half million children live in households that can't afford heating. 80% of the global population live on just a little over five pounds a day and the most shocking 22,000 children die every day due to poverty in 2014 ...*which is a disgrace!*

Sarah Woolley
Female Members Representative

NVP's Update

IT HAS BEEN AN HONOUR for me to speak at many different events this quarter: from a Unite fringe meeting in Liverpool to the Marxism festival in London. These were on the subjects of Fracking and Zero Hour Contracts. The Unite fringe meeting, a full house of many activists, was particularly interested in this topic, as they had four motions in their Union policy conference.

Unite the Union reaffirmed its policy to oppose fracking and to encourage its members at all levels of their union to support the local campaigners in trying to stop the expansion of this industry. It also asks that its members do not to work on fracking sites, or deliver materials to them.

This is great news for the anti-fracking activists and communities that have these sites nearby.

In the papers this week: in an interview with the energy minister, Matthew Hancock, he was asked if any of the communities or villages affected supported the government's

stance on fracking. He abstained from speaking about it, and changed the subject. In the same article it was said that it would require *a thousand wells a year* to meet the daily demand for gas.

There are more and more protest groups being formed throughout the country as each community learn the dangers of this industry. No one wants it near them – and this includes a *director* of one of the fracking firms.

I also spoke at the Marxism festival on the Hovis strike at Wigan and how they overcame the use of Zero Hour Contracts and the misuse of agency labour, leading on to our Fast Food Rights campaign, now in 43 towns and cities throughout the country.

From Alan Milne and Mark McHugh and the activists that help them in Glasgow to Frank Loveday and Dave Dash in London and the south, with the activists from Youthfight4jobs, Unite the Resistance and others who participate.

This is a growing campaign to stop the companies abusing the labour market, to help people to get real jobs, with regular hours of work and with fair pay so they can

have security for their lifestyles. This would help the economy, put taxes into the treasury and give people the security they need.

The next day of action is the 28th August so if you want to lend a hand in supporting this campaign contact your regional officers for the details in your area.



Peter John Fox
National Vice President



20 Year Awards

IN MAY I HAD THE HONOUR of presenting two of my members with their 20 year service badges here at **Allied Bakeries Cardiff Drivers, Branch 273**.

They were presented to **William 'Bill' Hardacre** and **Martin 'Totters' Totterdale** (the one with the cool shades on), with myself (on the left side of each recipient).

We somehow managed to take these photos with a dash of sunlight here in Wales and I apologise for any blatant advertising – the boys felt it was the right thing to do.

Huw Forisz
Branch Secretary 273



20 Year Award at Fox's, Batley

CONGRATULATIONS TO **Tracy O'Neal** and **Paul Roberts** on completing 20 years of our Union at 568 Fox's Biscuits, Batley Branch, shown receiving their Silver Badges from Sam Vickers.

On behalf of the Batley Branch, and the Union on a national level I would like to thank you for your support and loyalty over those years, it is very much appreciated, and long may it continue. A trade union's best assets are its members without them there is no Union. So once again *congratulations* and *thank you*.

Helena England
Branch Secretary

ANNUAL CONFERENCE MOTIONS PASSED 2014

RULE CHANGES AND NEW RULES

2 **Hovis Avonmouth 201**

This Conference agrees that when motions, particularly rule changes, are submitted to conference, and where a composite motion cannot be agreed upon, or is inappropriate, a hierarchy should be established, as to which order they are placed on the agenda. Motions submitted at Branch level to be heard first, then Regional Councils and finally motions submitted on behalf of the Executive Council.

Composite 1 Rule 5.1

The weekly contribution of all waged members (other than free card members) 18 years of age and over, shall be set by the EC but shall not exceed one half of the basic hourly rate in the National Working Agreement. With the NA Agreement, members under 18 shall pay £1 per week to be increased each year at the same percentage rise as the as the full members contribution increase, also, where a member is employed on a zero hours contract in the Fast Food Industry or any industry organised by the BFAWU and is an unrecognised site, they are entitled to pay the same rate as members under the age of 18 until such time as the site becomes recognised and/or the member is placed on a full contract. They shall then pay the full rate of membership contribution.

6 **Rule 5.2** **No 7 Regional Council**

'Unemployed Members' to read '*Unwaged Members*' going forward.

7 **Rule 5.4 Contributions** **No 4 Regional Council**

That this conference agrees rule change Rule 5.4. Upon reaching state retirement age the rate of contribution may be reduced to £0.35p per quarter if the member has retired from full-time employment.

9 **Rule 5.6** **Executive Council**

That this conference agrees to increase the fatal accident benefit to £2500.

10 **Rule 11.3 Conduct of FTOs** **Executive Council**

At the end of the first paragraph, remove the words 'to Conference by notice in writing to the EC within 21 days of its decision' and add '*Appeals will be in line with the agreement between the Full-Time Officials and the EC*'.

12 **Rule 22.12** **No 5 Regional Council**

That this conference agrees to change the last day that branches can submit motions for conference from the end of December to the end of January as December is normally the busiest month in the baking industry and difficult to administrate during this period.

13 **Rule 22.4** **No 2 Regional Council**

That this Conference agrees to amend Rule 22.4 b). Paragraph 4 to read '*Members of the Standing Orders Committee shall be paid in accordance with Rule 22.5 and shall be subject to Rule 9 and, in the event of loss of earnings from their employer, shall be compensated for any loss by the union*'.

17 **New Rule** **Greggs 580 Yorkshire**

This conference agrees that unacceptable behaviour at conference will not be tolerated and will result in a ban from conference and disciplinary action taken.

GENERAL MOTIONS

UNION POLICIES

24 **No 5 Regional Council**

That this conference agrees to support shop-based stewards to become branch officers.

25 **No 4 Regional Council**

That this conference agrees to set up a working party to look at reduced union subscriptions for people earning below £100 per week.

26 **No 2 Regional Council**

That this Conference agrees that this union should step into the 21st Century and offer the option of expenses, Delegates fees and anything normally paid by cheque, to be paid at request, by BACS transfer instead.

28 **Branch 405**

That this conference agree that the Executive Council should allow conference delegates, members on training courses and meetings to use cheaper methods of transport other than the present rail warrant system eg. low-cost airlines or hire cars.

30 **No 3 Regional Council**

That this Conference agrees that the Executive Council opens a National debate on the subject of Organising, also to play a more active part on this subject of Organising, to arrest the union's falling membership.

RIGHTS AT WORK

33 **No 5 Regional Council**

That this conference through the trade union movement put pressure on the labour party to give workers back their rights and change back the detrimental changes that this Tory Lib Dem, government have made when they next get in government.

34 **Hovis Avonmouth 201**

This Conference agrees that no education or accommodation provider shall speak with a company or give a statement, regarding the company's intention to discipline any BFAWU representative, for any incident or occurrence that happens, whilst the Rep is away from the workplace, without seeking prior permission, in writing, from the National President or General Secretary.

35 **No 5 Regional Council**

We ask conference to support a motion on guarding against the growing use of focus groups to undermine the union on site.

36 **Greggs 580**

This conference agrees we should lobby the government to introduce legislation for collective bargaining between unions and employers to become statutory as they do in countries such as France and Germany.

37 **Hovis Wigan 417**

That this conference agrees to demand that the TUC and Labour Party work to outlaw the monitoring of and use of handheld scanners as a tool for disciplinary action.

ANNUAL CONFERENCE MOTIONS PASSED 2014

RIGHTS AT WORK (cont'd)

38 **Branch 405**
That this conference agrees to recognise the great importance of support and solidarity given by other socialists and trade unions during times of strike and dispute.

39 **Hovis Wigan 417**
That this conference agrees to work with the TUC and the Labour Party to regain the right to have lightning strikes.

40 **Greggs 580 Yorkshire**
This conference agrees to lobby the government to reduce the restrictions on the **Trade Union Act 1984**, so we can properly represent our members.

41 **Hovis Wigan 417**
That this conference agrees to work to change Industrial Relations law so that when management are found to be using falsehoods and mis-representations, lying, action can be taken against them, either disciplinary action against the individual or civil action against the firm.

42 **No 5 Regional Council**
That this conference agrees that we ask delegates for their support in demanding that the stress caused by employees undertaking the same work yet receiving different rates of pay be stopped. Equality should be prioritised in every workplace.

HEALTH, SAFETY & WELFARE AT WORK

43 **Hovis Avonmouth 201**
This Conference agrees that the ability of a company-appointed Occupational Health Advisor to overrule a sick note written by a General Practitioner is abhorrent, and should be fought against at every level, by this Union.

44 **Hovis Wigan 417**
That this conference agrees to consult with the next Labour government for the full restitution of powers to the HSE.

HEALTH

47 **No 3 Regional Council**
That this Conference agrees that the union lobbies our Parliamentary contacts to urge the government for more funding for teenagers with mental health issues. Cuts in Mental Health care is causing problems with these teenagers and others suffering from mental health.

48 **No 5 Regional Council**
That this conference agrees to lobby government to ensure all people can get a free eye test.

49 **No 5 Regional Council**
That this conference agrees to lobby this government to stop attacks on our emergency services.

50 **No 5 Regional Council**
That this conference agrees to put pressure on this Tory government to stop their attack on our NHS and its employees

BANKING, FINANCE & TAXATION

51 **Branch 405**
That this conference agrees to deplore the tax breaks offered to the fracking companies by this coalition government.

52 **Postal Branch 215**
That this conference agrees to lobby the Labour Party so, when they are in power, they should stop all tax loopholes and tax havens.

53 **Branch 450**
That this conference agrees that following a recent referendum in Switzerland regarding executive pay, the BFAWU should campaign for UK executive pay to be restricted to *ten times that of the lowest paid worker*, at respective companies. This would also be inclusive of bonuses. This is not a cap on executive pay it is merely a means of addressing an ever-increasing gulf in pay between top and bottom.

54 **No 7 Regional Council**
That this conference agrees that where banks are found guilty of mis-selling or other improprieties and are heavily fined, we should lobby the government of the day that all bonuses in that company are frozen for three years. Maybe this would teach them to be more respectful when dealing with the general public and a little less *gung ho*.

TRANSPORT

55 **No 5 Regional Council**
This conference calls upon the next labour government to work closely with both rail and bus companies to ensure a fair and decent service is provided to those most in need.

56 **No 4 Regional Council**
That this conference agrees that drivers should be given on-the-spot fines when using disabled parking bays at supermarkets. These are put there for a reason and are not there for everyone. Please support.

57 **Greggs 580 Yorkshire**
That this conference agrees to lobby this government to reduce car insurance prices for all people and cap insurance company profits so people can afford to drive.

58 **No 5 Regional Council**
That this conference agrees to lobby government to use Road Tax to fix our roads.

59 **No 4 Regional Council**
That this conference agrees that new legislation should be brought in to make it compulsory for lights to be fitted to all bicycles being used on roads as too many people are being killed each year.

GOVERNMENT AND POLITICAL

60 **No 2 Regional Council**
That this Conference calls on all its members to vote Labour and campaign for a Labour victory at the election in 2015. We have a duty to do so, to save our Health Service, education and social service from privatisation.

ANNUAL CONFERENCE MOTIONS PASSED 2014

GOVERNMENT AND POLITICAL (cont'd)

62 Greggs 253 Treforest

That this conference agrees that through our Parliamentary Group we lobby the government to do more in helping people find affordable renting ie. tackling robbing private landlords.

63 No 2 Regional Council

That this Conference agrees that Privatisation isn't everything. It's time to stop running down the state and idolising free markets.

64 Branch 405

That this conference agrees that a cut to the UK science budget by the Conservative government is both detrimental and counterproductive to the future wellbeing of the British people.

65 Greggs 580 Yorkshire

This conference agrees to lobby the government to create a legal definition of *bullying* in the UK.

66 Postal Branch 215

That this conference agrees that the bedroom tax is a clear breach of your human rights, and should be scrapped immediately.

67 Postal Branch 215

That this conference agrees the BFAWU campaign and do away with *Workfare*. Working for nothing doesn't boost your self-esteem. Working in Poundland where everything is worth a pound, except you. This is 21st-century slavery.

Composite 2

That this conference agrees to lobby the government and the Labour Party to ensure all employers abolish Zero Hours Contracts and, furthermore, close the loophole on the agency labour regulations and stop the use of the Swedish Derogation.

72 Greggs 580 Yorkshire

This conference agree to lobby this government to make the minimum wage a *living wage* in line with inflation.

73 Branch 529

That this conference agrees that there should be no age discrimination within national minimum wage and Jobseeker's Allowance. We should lobby the government to get fair pay for all, regardless of age.

74 Branch 505

This conference calls upon the TUC to hold talks with the Labour Party now to introduce a living wage when it returns to government.

75 No 5 Regional Council

That this conference agrees for every door that closes another door opens – is this good? For example, doors close on old folks homes, children's parks and play areas, public libraries, swimming baths (to name a few) while a food bank door opens. Surely, being one of the WEALTHIEST countries in the world this government cannot be on this planet when working out the balance of fairness to the general British public or is it the case of saying "*let them eat cake*".

Motion 76 Postal Branch 215

That this conference agrees that selecting MPs on gender only is not equality. Select on merit, not gender – the best *person* for the job.

GOVERNMENT AND POLITICAL (cont'd)

77 Branch 505

This conference questions the role of Progress within the Labour Party.

78 No 4 Regional Council

That this conference agrees to lobby the government of the day to ensure that any proposals to withdraw from the EU will not take place before a referendum.

82 Hovis Wigan 417

That this conference agrees to request that the Labour Party fully organises in Northern Ireland.

ENERGY

Composite 3

That this conference opposes fracking and agrees to support the anti-fracking campaigners.

85 No 5 Regional Council

That this conference puts pressure on this government or any government that enters into deals with oil and gas companies to allow fracking in any town or cities in the United Kingdom. This will be the biggest environmental disaster of the 20th and 21st century.

EDUCATION

86 Greggs 580 Yorkshire

This conference agrees that we should lobby government to ensure school Academies are not just profit-making organisations, but establishments that give our children the decent education that they deserve.

87 No 5 Regional Council

This conference agrees that the school curriculum is not fit for purpose. We ask delegates for their support in demanding a new educational program that will benefit *all* and prepare our children for a demanding future.

88 Postal Branch 215

Education, Education, Education. That this conference agrees, that the Academies are not working, and Free Schools have failed – lessons not learned from the past.

90 Greggs 580 Yorkshire

This conference agrees to lobby government to abolish UCAS fees.

91 Greggs 253 Treforest

That this conference agrees that through our Parliamentary Group we lobby Government to stop the sale of the Student Loan company.

92 Branch 505

This conference supports our teachers in the vital role of education for our children.

WELFARE AND BENEFITS

95 No 4 Regional Council

That this conference agrees that measures need to be put in place to stop attacks on people's benefits, when people are too ill to attend benefits meeting.

ANNUAL CONFERENCE MOTIONS PASSED 2014

WELFARE AND BENEFITS (cont'd)

96 No 7 Regional Council

The BFAWU supports old age pensioners in their right to have a yearly heating allowance, free transport, free TV licence and free prescriptions. We should also make our voice heard in defending them against cuts.

LOCAL GOVERNMENT/SOCIAL SERVICES

98 No 5 Regional Council

That this conference put pressure on this Lib/Tory government to stop the cuts in council care both in council-run homes and Care at Home and give back some dignity to our pensioners

CRIME AND JUSTICE

Composite 4

This conference agrees to lobby parliament to introduce not only a more consistent approach when handing down prison sentencing, but also sentences should be seen as adequate in relation to the crimes committed.

101 Hovis Wigan 417

That this conference agrees to request the Labour Party and government to change the law to prevent the abuse of the court process in relation to the changing of pleas from 'not guilty' to 'guilty' as the case starts. This is to get a reduced sentence, as highlighted in the case of Stuart Hall. Experience has shown that this playing of the system is widespread and also very costly.

102 No 5 Regional Council

That this conference agrees to lobby government to update and amend as a result the grounds upon which people can plead insanity in the British legal system.

103 Greggs 580 Yorkshire

That this conference agree to lobby government to make prisons a punishment not a reward.

104 No 2 Regional Council

That this conference agrees that legal aid cuts are a real threat to justice for all. It is crucial that the defendant whose liberty is at stake has access to legal advice and representation.

FAMILY

105 Greggs 580 Yorkshire

This conference agrees that products that are specifically designed for the health and wellbeing of children should be made cheaper so all children can access them.

106 Greggs 580 Yorkshire

This conference agrees there should be a cap on the hourly rate of childcare as it is wrong that parents are having to spend as much, if not more, than they earn going out to work to pay for it.

107 No 7 Regional Council

Conference agrees that the government of the day should look after working married families and couples in a stable relationship much better than they do now, given that single mothers who repeatedly have children are given priority in all social matters e.g. housing, nursery provision, school placement etc.

MISCELLANEOUS

108 No 5 Regional Council

That this conference agrees to lobby companies which support our union to come in line with our union rule book.

109 No 3 Regional Council

That this Conference deplores the practice of tour operators, who increase their prices during school holidays, which is putting a burden on parents, as valuable holiday time is lost.

110 No 4 Regional Council

That this conference agrees to put pressure on Football's governing bodies to give us our national sport back to the working class people of this country. The working class people are being priced out with high ticket prices and ignored by new club owners and belittling club fans while protesting against these high prices and changing club names and shirt colours and by supporting football club unions like *the Spirit of Shankly*.

111 Branch 450

That this conference agrees that we lobby our MPs to re-open the Remploy factories at a time when this government is telling disabled people that after 182 days they no longer qualify for Jobseekers payments.

112 Greggs 580 Yorkshire

This conference agrees that youth clubs should be as common as they were 10–15 years ago. We should be lobbying the government to encourage councils to be setting them up.

113 Branch 405

That this conference agrees to continue to support the annual **Wigan Diggers Festival of Music and Poetry** held in celebration of the life of Gerald Winstanley, one of the first socialist thinkers.

114 Branch 450

That this conference agrees to buy aluminium or another similar weight of metal frames to hold our banners for the mighty Bakers Union when we are on a march.

115 Greggs 580 Yorkshire

That this conference agrees to lobby government to reduce prices for theme parks for all people.

116 Branch 450

That this conference agrees that we will not tolerate racism in this trade union. If you are a racist, there is no place for you in this union.

117 Hovis Wigan 417

That this conference agrees that parliament bring in licences for the ownership and breeding of certain breeds and types of dog.

118 No 4 Regional Council

That this conference agrees to push the government to publicly apologise to Arthur Scargill that his message was right. His message was simple (Thatcher and her cronies intend to close the coal industry). It is now self-evident Arthur was right.

ANNUAL CONFERENCE MOTIONS REMITTED 2014

Conference remitted the following motions:

16 Rule 29 No 5 Regional Council

That this conference agrees to a £0.05p per week increase in union subscriptions to be put into Union Strike Fund for the use of any BFAWU Branch that is left with no other choice than to enter into industrial action/strike with their employer. These monies are to be used to support the branch and help relieve the hardship of our members during industrial action.

19 New Rule Greggs 580 Yorkshire

This conference agrees that to fully support the Youth Executive Council members, a national committee should be made up comprising of one young member from each region, so together they can move the young members section of this union forward.

22 New Rule Hovis Avonmouth 201

This Conference agrees that if any member should force a ballot, by standing against either the General Secretary or National President, they should not receive the support of the Union.

27 Greggs 580 Yorkshire

This conference agree to bring union travel expenses in line with fuel prices for Shop Stewards who are not employed by the union.

93 Branch 405

That this conference asks the Executive Council to create a further training course for representatives who have completed Stage 3 Health and Safety or Stage 3 Shop Stewards courses. This course to be run solely with the unions solicitors to cover old and new legislation and include a question and answer session each day.

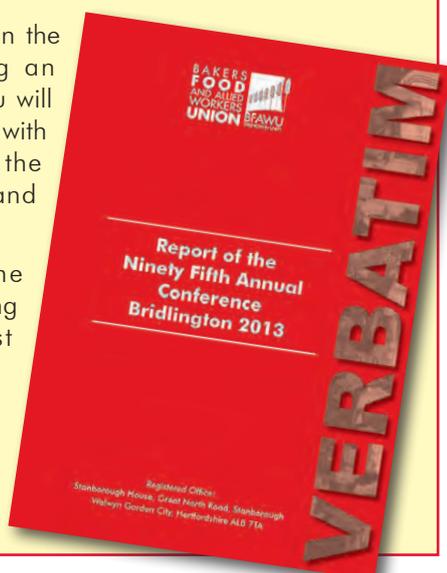
Don't forget...

A word for word account of the proceedings of the Annual Conference is published each year as the **VERBATIM** booklet.

If you are interested in the debate surrounding an individual motion, you will find it here – together with the addresses from the General Secretary and National President.

It also contains the transcript of all visiting speakers and guest contributions.

A copy of **VERBATIM** is available in your regional office.



Conference: One Delegate's View



AS I WAS WAITING for my lift to our branch meeting it came over the radio that the Tories were going to cut the Science budget, all I could do was rant at the radio!

We were sat in the office on a cold rainy Manchester morning in December, and we were asked to write motions for conference. So I wrote one about science budget cuts and a few more... *and I can rant.*

Rant over, I went on my way. At the next meeting I was informed all my motions had been accepted and that I was to go and put them before my fellow delegates. I was in a panic and in denial as well! I did nothing until I had to go to a pre-conference meeting where I was given a large plastic wallet with, among other things, an agenda of 118 motions. Dotted about this list in black and white were 5 of mine! After the realization that it was real and going to happen, I jotted down a few things around each subject, packed my case and off I went to Southport.

Someone from my branch was there before me. "You've been called in front of the Standing Orders committee" he said as he shoved me in a room and shut the door. Someone else had put in similar motions to me so we were asked if one of us would withdraw and join with the other – sounds easy enough but when you are representing your branch it's got to be thought through and right.

In the conference centre there were rows of tables and chairs. My branch sat together on the back row. On the platform sat the executive committee with the National President in an enormous chair at the front. Everyone gets counted and if you're in late you get sent to the Standing Orders Committee and told off and fined.

To propose your motion you have to walk up to the front podium and state your name and the branch you represent. You read out your motion and explain a little (or a lot) about why you brought it to Conference. I was scared stiff, writing and rewriting my words and so nervous walking to the front to say my piece, but I gained confidence each time I went up. The motion was then *seconded*.

Sometimes a delegate would march up to the front all guns blazing, setting the committee straight on a point of order. The debates got quite heated and passionate at times – but for me that was what it is all about, democracy in action. It is ordinary delegates from the branches telling Conference what they believe and fighting for. If people agreed or disagreed they could come to the podium and have their say. It was then put to the vote and was passed or rejected by the delegates themselves. My science motion [**motion 64**] was passed!

I had come a long way from a rant at the radio.

Janet Phillips

**Canteen Worker: Hovis, Wigan [Branch 405]
First time delegate, First time speaker, First time author**

2013 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 2013 payments of £880 were made to members of the Unions' Executive Council under Rule 21.1 (p).

National Officers – In 2013 the salary and other benefits paid to the General Secretary were £59,216, and to the National President were £57,210.

2 Income and Expenditure

Total Income 2013 = £3,046,363
Total Expenditure 2013 = £2,969,436

3 Contributions from Members

Contributions from members in 2013 totalled: £2,633,331

4 Political Fund

Total Income 2013 = £78,739
Total Expenditure 2013 = £79,923

5 Auditors Report to Members

We have audited the financial statements on pages 1 to 15 which have been prepared under the historical cost convention and the accounting policies set out on page 7

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 16, 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.

We read the Treasurer's Report and consider the implications for our report if we become aware of any apparent misstatements within it or inconsistencies with the financial statements.

Our responsibilities do not extend to any other information.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination on a test basis, of evidence relevant to the amounts and disclosures in the financial statements.

It also includes an assessment of the significant estimates and judgments made by the Executive Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material mis-statement, whether caused by fraud or other irregularity or error.

In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the Union's affairs as at 31st December 2013 and of its income and expenditure for the period then ended and have been properly prepared in accordance with the **Trade Unions and Labour Relations (Consolidation) Act 1992 (Amended)**.

Reeves & Co. LLP
Chartered Accountants
Statutory Auditors
Consort House,
Consort Way,
Horley, RH6 7AF

30th May 2014

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 2013.

Any member wishing to avail themselves of these Accounts should contact their Branch Secretary. Alternatively, copies of the Union's Accounts for 2013 and the Treasurer's Report are available from Head Office, free of charge, to members.

Ronnie Draper
General Secretary

BFAWU OFFICERS AND REGIONAL ADDRESSES

Head Office (email: info@bfawu.org)

Stanborough House, Great North Road,
Stanborough, Welwyn Garden City,
Hertfordshire AL8 7TA

Tel: 01707 260150/259450

Mr R Draper – General Secretary

email: ronnie.draper@bfawu.org

Mr I Hodson – National President

email: ian.hodson@bfawu.org

Also Credit Union

Tel: 01707 259455

email: admin@bfawucreditunion.co.uk

No 1 Region (email: region1@bfawu.org)

Sinclair House
Unit 9, 66 Willoughby Lane
Tottenham
London N17 0SQ

Tel: 0208 801 0980

Mr S Finn – Regional Officer

Mobile: 07739 326001

email: steve.finn@bfawu.org

Mr F Loveday – Organising Regional Secretary

Mobile: 07739 326002

email: frank.loveday@bfawu.org

Mr D Hunt – Organising Regional Secretary

Mobile: 07793 911326

email: dave.hunt@bfawu.org

No 2 Region (email: region2@bfawu.org)

19a West Bute Street
(Rear) The Courtyard,
The Docks
Cardiff, CF10 5EP

Tel: 02920 481518

Mr D Dash – Regional Officer

Mobile: 07739 326003

email: dave.dash@bfawu.org

Mr G Johnston – Organising Regional Secretary

Mobile: 07739 326005

email: gary.johnston@bfawu.org

Mr J James – Organising Regional Secretary

Mobile: 07739 326004

email: john.james@bfawu.org

No 3 Region (email: region3@bfawu.org)

c/o Thompson's Solicitors
McLaren Building
35 Dale End, Birmingham B4 7LF

Tel: 0121 237 3720

Mr A D Lewis – Regional Officer

Mobile: 07739 326006

email: tony.lewis@bfawu.org

Mr G Atwall – Organising Regional Secretary

Mobile: 07739 326009

email: george.atwall@bfawu.org

Mr J Higgins – Organising Regional Secretary

Mobile: 07739 326012

email: john.higgins@bfawu.org

Mr H Rashid – Organising Regional Secretary

Mobile: 07726 902807

email: haroon.rashid@bfawu.org

No 4 Region (email: region4@bfawu.org)

348 Chester Road
Cornbrook,
Manchester
M16 9EZ

Tel: 0161 872 6621

Mr R Streeter – Regional Officer

Mobile: 07739 326011

email: roy.streeter@bfawu.org

Mrs P Nazir – Organising Regional Secretary

Mobile: 07739 326013

email: pauline.nazir@bfawu.org

Mr G Atkinson – Organising Regional Secretary

Mobile: 07834 930002

email: geoff.atkinson@bfawu.org

No 5 Region (email: region5@bfawu.org)

10 Greenside
Pudsey, West Yorkshire
LS28 8PU

Tel: 01132 565925

Mr A Milne – Regional Officer

Mobile: 07739 326014

email: alan.milne@bfawu.org

Mr I Wood – Organising Regional Secretary

Mobile: 07739 326016

email: ian.wood@bfawu.org

Mr S Vickers – Organising Regional Secretary

Mobile: 07739 326017

email: sam.vickers@bfawu.org

No 6 Region (email: region6@bfawu.org)

2 Tower Road
Clondalkin Village
Clondalkin
Dublin 22

Mr J Martin – Organising Regional Secretary

email: john.martin@bfawu.org

No 7 Region (email: region7@bfawu.org)

1st and 2nd Floor
157 Bloomfield Avenue
Belfast
BT5 5AB

Tel: 02890 454242

Ms L Graham – Auxiliary Organising Regional Secretary

Mobile: 07739 326020

email: laura.graham@bfawu.org

JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION

Application forms from any Shop Steward or, to find out more, complete the form below

WANT TO KNOW MORE?

BAKERS, FOOD & ALLIED WORKERS UNION FREEPOST BBT 202
WELWYN GARDEN CITY
HERTS
AL8 7BR

I would like to know more about the benefits of belonging to the Union:

Name (Block letters)

Address

..... Postcode

Contact Phone Email address

Where employed at present

Occupation

Signature Date

Please complete details above and hand to your local representative, Branch Official, Regional Office (for addresses see above) or send to Head Office at the FREEPOST address shown.