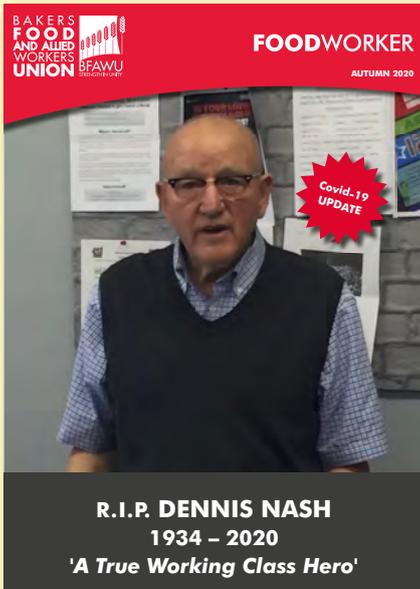




R.I.P. DENNIS NASH

1934 – 2020

'A True Working Class Hero'



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FOODWORKER is published for BFAWU by: Sarah Woolley 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 The Old Bank Kilwardby Street Ashby de la Zouch LE65 2FR
Tel: 01332 865111

MEMORIES OF A WORKING CLASS HERO



DENNIS NASH 1934-2020

MANY OF US will remember how we felt when we heard of the death of Bob Crow, Tony Benn, Jack Jones and many other leaders within the trade union and Labour movement. At 8.45am on Monday 3rd August, when Elsie phoned me to tell me of the passing of her husband Dennis Nash, I had those same feelings of immense loss that I felt when other trade union and political giants left us. We all have pleasant memories of Dennis during his time as BFAWU National President, indeed I could probably write a book of my time spent with Dennis, but that would still not do justice to Dennis the man.

Dennis was a great trade unionist, a man with a real social consciousness but, above all, a fantastic family man. Married to Elsie for 64 years, they had 2 sons, Dennis Jnr and Michael, lots of grandchildren and great grandchildren, Dennis was the epitome of old fashioned father figure. He would talk about how proud he was of every single one of his family and would always see the best in everyone, always there to talk to and offer advice where it was needed. That was an ethos that he carried into his trade union, political and community life.

I believe Dennis became an activist whilst working at Smithfield Market in London, but it is as a BFAWU representative at *Henry Telfer's* in Northampton that I first got to know him and where his reputation as a fierce shop steward was honed.

From our involvement with the union's broad left committee, our election to the unions Executive in 1981, our trips abroad together and throughout our careers within the BFAWU, Dennis and I remained close.



Even after his retirement, although we didn't meet up too often, I always knew that I could pick the phone up or drop into the house without feeling like a stranger. Indeed, one of my proudest moments as General Secretary was when I was asked to attend a function at the Bellinge Community Centre, opposite his house, where he was awarded for his amazing services to the community. I was sneaked in a back door and hid at the back of the crowded room whilst the dignitaries were making the award to him in front of a packed house.

Suddenly Dennis saw me at the back of the room, said, "*There's my General Secretary!*" left the councillors, walked to the back and hugged me so hard I thought my ribs were going to crack.

Besides being remembered for his dedication to the socialist cause and fighting for justice and equality, Dennis will also be remembered for his wicked sense of humour and devilish smile, and I would like to share just a few of those moments with you all.

One of the first pranks I ever saw him pull was his so-called magic trick with a pack of cigarettes, performed in a packed pub at Annual Conference. He would bet he anyone 50p that he could lay all the cigarettes from a packet at all strange angles, with one movement of his hand and they would all be back in the cigarette pack in the order they came out. There was always someone ready to take his 50p off him and so in this pub a total stranger gave him his cigarettes and put his 50p done.

Dennis arranged the cigarettes so they all balanced above the open end of the cigarette packet and, after the big build up, he brought his hand crashing down, smashing every cigarette and, in a puzzled voice, proclaimed that it had worked last time he did it.

Dennis Nash 1934-2020 continued...

The stranger left with the ruins of a £4 full pack of cigarettes and Dennis' 50p, still wondering if it was possible.

I can remember Dennis being asked by a delegation of Egyptian trade unionist on a journey from head office to Manchester, if he could show them where the Great Train Robbery had taken place. Without blinking Dennis, obliging as ever, said "Yes". He drove the minibus for 10 minutes until he got to the railway bridge running over the Luton to Welwyn Garden City road. Here, he pulled over and said, "*There we go, boys, here's where it happened*". Half a dozen excited delegates got out, took many photos and talked about this exciting visit until they got to Manchester – all this despite the fact that the robbery had taken place 25 miles away in Ledburn. Again, when he was asked by the President of the Albanian Foodworker's Union, why there were candles on the table in a restaurant in Stevenage where Dennis had taken him for a meal, Dennis told him without flinching that it was in case there was a power cut.

If anything demonstrates that Dennis had no airs or graces it was the night at the Labour Party conference in Bournemouth where Dennis officially retired as National President and I was taking over. To cut a long story short, we had 2 VIP invitations to go to a really posh hotel to meet with the government of Bermuda.

Our delegates told us to go and they would entertain themselves until our return. I mentioned to Dennis that maybe we should go and put our suits back on, but Dennis said, "*We are trade unionists son, they will have to accept us how we are*".



Dennis pictured with his *Heart of the Community Award*, presented in recognition of his work as Chairperson of the Board of Trustees at Bellinge Community House

Both clad in T-shirts and trousers, me in shoes and Dennis in sandals, off we head to the place to be that night. After going through tight security we arrived in an amazing ballroom, hundreds of celebrities, steel band playing and tables of Caribbean food and cocktails.

Everyone was wearing eveningwear and Dennis and I looked like we were going to the pub. A very tall man came over, looked at our invites and informed us that he was the Chancellor of the Exchequer for Bermuda. He then took us over to a young woman in evening wear and introduced us to Jennifer Smith, the Prime Minister of Bermuda.

While I was thinking of how to address such a dignitary, Dennis pushed past me, shook her hand, kissed her full on and said, "*Jennifer darling, I'm Dennis Nash and this is Ronnie Draper*". OK, it may not have been the height of decorum, but we definitely became the centre of attraction. During the interval, when Dennis had the steel band learning *The Fields of Athenry* during the interval, he set me up with several Pina Colodas and a dance with Jennifer. We left with tears in our eyes and a head full of memories to last a lifetime.

At nearly 86 years of age, Dennis was taken by a debilitating illness on Sunday 2nd August. He will be sorely missed, but his legacy will last for long into the future.

The **BFAWU Credit Union** which was the first national credit union in the UK, was the brainchild of Dennis. Having been involved in his community credit union he believed passionately that the low paid workers that he represented should have access to low interest loans and the ability to save small amounts.

His drive to realise his dream within the union has been a financial saviour for thousands of members over the years and kept them safe from loan sharks and usurious money lending organisations.

I'm sure you will all join me in sending condolences to Elsie, Dennis, Michael, John and family.

Dennis, I'm sorry we could not give you the send off that you deserved, but we will never forget you or all you did to enrich working peoples' lives and to champion the cause of socialism.

R.I.P. A true working class hero

Ronnie Draper

EDITOR'S NOTES



"This is truly an example of an employer [Greencore] putting their profit before the health and safety of the people who work for them"

sarah.woolley@bfawu.org

THE TIME BETWEEN the last Foodworker and this one seems to have flown by in a whirlwind of regional lockdowns, government U-turns, chaotic exam results and COVID breakouts.

The consistent thing throughout all of it though is your commitment as members to feed the nation and our commitment through our reps and full time officials to keeping you safe and we continue to thank you for all of your hard work.

Greencovidiot's?

You will have no doubt seen the large outbreak at our Greencore branch in Northampton, *a definitive how not to deal with a COVID outbreak situation.*

Waiting until nearly 300 people have tested positive, then being forced to close the site down by the Government is no way to treat employees. Yet that's exactly what they did and even went one step further – suggesting to the media that the reason for the outbreak was not down to their unwillingness to act quickly to prevent the spread of the virus to others; no, instead they suggested that people *car sharing* and *living together* was to blame.

No mention was made of the managers who flaunted the rules to have a BBQ resulting in a number of them testing positive and staying home on full pay, or the fact that 2 of our members were *dismissed* for car sharing, even though they had no other way of getting to work.

They focused on how they have paid a bonus of around £260 to each person who has worked through the pandemic and that the £400 Christmas attendance bonus has been pulled forward and paid to everyone.

But don't be fooled, ***this hasn't been done out of the goodness of their hearts.***

The Christmas bonus was due to be paid to the majority of staff anyway – they are paid so close to the Government's National Living Wage. Many have second jobs and rely on the Christmas bonus to pay for Christmas. They now won't receive when they need it and have planned for it.

The COVID bonus payments themselves had only a minimal impact on the £35 million pure profit the company has made so far this year. They were purely designed to prop up the initial SSP payments that isolating staff were being paid, they did move to 80% pay on the day of the shut down, but we know that was more about saving face than doing the right thing.

They haven't even left the site closed for the required 2 weeks – leaving the despatch department open throughout and phasing the lines back into operation after *only 5 days* – disgraceful actions by a company that proclaims that *'keeping our people safe, feeding the UK and protecting our business'* are their top three priorities. Somehow I think they have their list in the wrong order.

How should it be done?

On the other hand, more recently we have seen the smaller outbreak at the Greggs Bakery in Bramley, Leeds. Four people alerted the company they had tested positive and straight away they brought in an external service to test all employees.

The numbers had risen to 19 at my last conversation, at which point the company closed the site down, even though this meant a large number of shops had to cease operation too. Those having to isolate were paid either company sick pay (if they had credits) or 80% in line with furlough amounts or SSP, whichever was highest.

The staff in the shops that had to close as a result of no deliveries were paid for their missed shifts and put back onto furlough whilst other options around delivery were worked out.

Conclusions?

The action by Greggs shows that a quick response, especially one that puts the welfare of employees above profit of the company, can nip the spreading of the virus in the bud, not only protecting employees but the community too. **It is important as we move into autumn that all outbreaks are dealt with promptly and that your officials are kept in the loop when they do occur so we can keep track of them.**

Recruitment still goes up!

We have been working hard behind the scenes throughout the pandemic, our clerks are still at the time of writing this working from home whilst we risk assess and put measures in place to open offices safely. We have seen an influx of membership forms

over the last quarter which has made a big dent in the hit we had losing our branches at *Pennines* and *Speedibake*, Wakefield.

Officials are slowly being allowed back on to sites (some quicker than others) and are beginning to catch up with cases that have been postponed due to the pandemic and negotiations that have been put on hold.

The Learning Services have continued to excel themselves across the board, signing hundreds of people up to distance learning courses. We have also been working on a new Website packed full of information that we will be looking at launching before the end of the year and have sourced a new member benefit, developing a partnership with *Blue Orchid Hotels*.

On a sad note...

Finally, I can't finish without mentioning the passing of **Dennis Nash**, who I was not lucky enough to work with, but have been privileged over the last few weeks to listen to many stories about. It is thanks to Dennis that we have our fantastic Credit Union and it was a great shame that due to the pandemic we couldn't attend his funeral and pay our respects, though we have attempted to make up for that in our own way by dedicating this issue to his memory, which will live on through the credit union and the many people who have fond memories of him. I'm sure you will be moved by Ronnie Draper's tribute to Dennis.

Our collective thoughts are with his wife Elsie and their two sons, Dennis Jnr and Michael.

In solidarity always

Sarah Woolley
General Secretary



NATIONAL PRESIDENT IAN HODSON

"Let's be clear – in good times or bad – because so many in our workplaces are either earning the minimum wage or just pennies above, it shows that if they could pay us less, they probably would."

MANY OF YOU will have seen the recent concerning and unfortunate headlines concerning *Greggs* and *Greencore* (amongst others we have a recognition agreement with) due to the recent outbreaks of COVID-19 across the food sector.

Our members at Greencore have had to fight for protection from the very beginning, so it comes as no surprise to see the outbreak here is the biggest anywhere in the UK. They have the distinction of being the only company to have legislation laid down in Parliament regarding their poor management of the situation.

The company management team has had to be dragged, kicking and screaming, to facing up to their responsibilities – at the very least to do the right thing and protect those whose labour is responsible for the high wages they enjoy (amongst other perks such as *full company sick pay*). In contrast, their workers are having to exist solely on Statutory Sick Pay (£98.85 per week). They are suffering and are now reliant on charitable handouts and the goodwill of those in the community.

I want to applaud the branch reps and our regional officer, **George Atwall**, for holding the company to account during this crisis. I must also point out if it hadn't been for their actions, the situation at Greencore would have been *far worse*.

This crisis shows time and again, the total lack of loyalty on offer from too many employers. I recently read employers are, in some cases, using this crisis to review how to reduce terms and conditions. For clarity, many companies across our industry are reporting not just increases in productivity but an *increase in profits* during this crisis.

As pay talks start to appear on the horizon, it is worth reminding ourselves that it's the job of negotiators to explore every avenue to obtain the best possible increases for our membership. ***And it's by supporting them and taking the advice they give that we will be able to achieve the improvements our members deserve.***

I expect when discussions on pay start, the references to the current economic situation the country faces will be continuously referred to as a way of justification for any insufficient offers. Let's be clear, in good times or bad, so many in our workplaces are either earning the minimum wage or just pennies above shows that, if they could pay us less, they probably would. Which draws me to the conclusion their decisions are based on *what they can get away with* – not what our real value to their profits is worth.

This crisis has shown it is only by recognising our strength is our ability to ***act collectively***. There are no knights in shining armour coming to our rescue; there is no political voice we can count on to deliver the changes we need.

For us to win, we have only each other, but together we can be an unstoppable force for change.

Our history has always shown us that when we stand together, we win together.

Collectivity is our best way to improve terms and conditions, which in turn leads to improving our lives. This means we need to grow our membership. Now I know sometimes it's not easy to have a conversation with people not in the union but still we need to tell people why they should join us. We have to work to live and the price we are paid for our labour is our wages – we want the highest price for our labour that we can get.

But there is much more than just wages – we want a shorter working week rather than spending too many hours of our lives in the workplace to earn a decent wage. We want to see an end to insecure contracts (such as zero-hours or minimum hours). This crisis has highlighted the need for good workplace Health & Safety, and that includes compensation if we suffer an injury due to our work. And it's right that we demand full company sick pay if we have to isolate or are absent from work due to illness.

“We have to be prepared to respond to any attacks on our hard-won and earned terms and conditions”

As wage earners, you need the union to secure better wages for all, to protect you and look after your welfare. As workers, you deserve to be treated with dignity and given a fair chance. For all of these reasons, it's why we all need to join a union today. To make sure our voices and our demands are both listened to and addressed.

Is there a migrant crisis?

Our industry and our membership are people born in the UK and from many different parts of the world. It would be wrong not to discuss the issues that have been on the news and which is creating so much harm and fear in our communities.

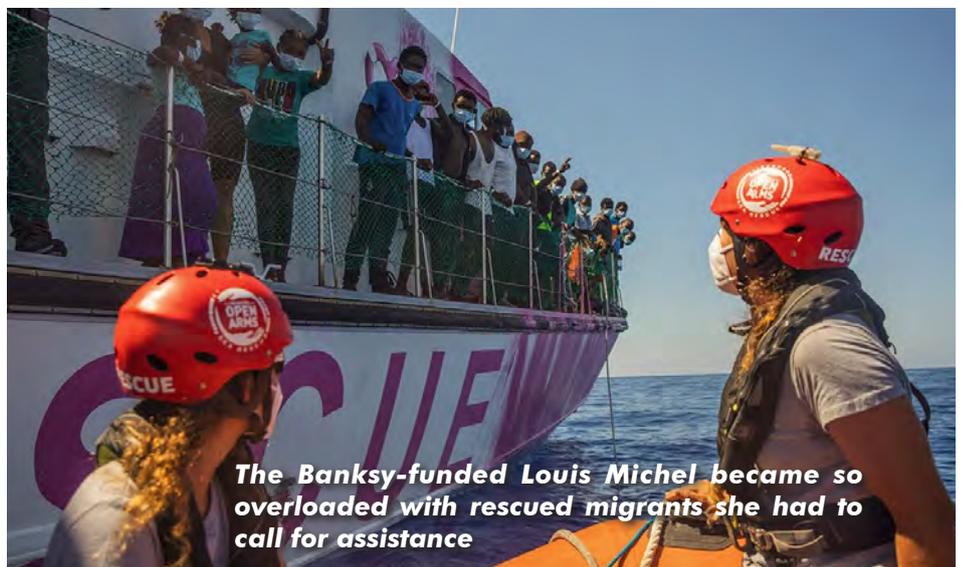
The alleged invasion of migrants that's happening that's played out daily to distract us from the utter mess the Government has made. There is no invasion happening what we are witnessing are some very desperate human beings attempting to reach safety in the UK. The reasons they choose the UK is that they have family members here and that is the only reason they want to come to the UK in most cases. Where would you want to go if you lived in a war-torn country to be with family or in Isolation on your own?

These people are fleeing some of the most dangerous war zones in the world.

Let us also be exact – statistics show that more settle or relocate *across the EU* rather than the UK, despite what the media tells us.

The recent celebrations of a dead child by some show how politicians and our media attempt to de-humanise fellow beings. They turn them into something of less value, somehow less human. Get behind some of the headlines and look at the facts the media and its political mouthpieces deliberately try to hide from us. For example, they put all the different groups under one heading, '*Migrant*'. The reason they do it is to convince you of many things such as they're stealing your jobs, your homes and or your benefits. ***But none of this is true.***

Many are going to find out Britain's benefits system is not generous and it's certainly not the place for living a life of luxury. Most jobs are low paid and insecure, and the recent need to fly Europeans in to pick our fruit suggests 'patriotic Brits' don't fancy doing that type of work.



The Banksy-funded Louis Michel became so overloaded with rescued migrants she had to call for assistance

As for the *housing problem*, they are arriving in a country where it appears most landlords are politicians. It's no surprise they vote against legislation to force the Government to provide decent homes for its people. It suggests that it's not migrants but the very politicians who spout the hate and division who are responsible for the housing shortage in the country.

Let's also break down the headline-grabbing far-right media use of the term 'Migrants':

- A **refugee** is someone fleeing from a war zone. One way to end that is to stop bombing and providing arms that fuel the conflict.
- An **asylum seeker** is someone who for varied reasons (from political, sexual and religious), has had to leave their country of birth for fear of being killed by the state.
- A **migrant** is someone who enters this country to work, support and make a considerable contribution to our country.



I prefer to refer to the above as **people**, fellow human beings who live in a world that belongs to us all.

Consequences

The reality is the establishment knows that by keeping us divided, they keep us in our place and subservient. *Isn't it time we stopped falling for their lies and tactics of divide and conquer.* A divided workplace, a divided community and a divided society leads to an 80 seat Tory majority, the privatisation of our NHS, the raising of retirement age, low wages, insecure contracts and surviving on SSP.

Being patriotic should not mean hating others or the celebration of people who have oppressed us or anyone else, in my opinion. It should be about pride of living in a society that doesn't have homelessness or children living in poverty or our heroes relying on foodbanks and charity to survive. Our future of prosperity lies in building a country based on **solidarity**.

I wish to express my thanks to all in our food industry that have kept the nation fed during this crisis.

Ian Hodson
National President

COVID-19: FAILURE AT ALL LEVELS OF GOVERNMENT

COVID-19 IN THE UK and Occupational Health and Safety is a tale of predictable but not inevitable failures by Government when labour and non-governmental organisations offered better solutions

Global failures to protect the public from the corona virus first wave are visible for all to see. Failure to protect the health and safety of doctors, nurses and other health professionals dealing with COVID-19 patients have been highly visible too on our TV screens and in newspapers.

Workplace risks run by other workers also caught in the first wave often not been recognised so quickly. *Cleaners, porters, maintenance workers, public transport workers, taxi drivers, food industry and food shop staff, security guards, and public utility workers* were all affected. Many vulnerable and precarious workers in gig economies across the world have lacked adequate health and safety measures and economic support during the pandemic.

Not all countries responded to the pandemic in the same way. Some controlled the virus early and greatly reduced deaths and illnesses in the general population – and, therefore, the number of deaths of health care workers and ‘frontline’ and other workers. South Korea, Hong Kong, Taiwan, Vietnam, Germany, Denmark and Norway are particularly good (albeit not perfect) examples of this approach.

What about the UK?

The UK has not been a COVID-19 success story. UK workers have been put at significant risk because of government failures in public health and occupational Health & Safety. Failure to plan for the pandemic, inspect workplaces, provide sufficient PPE for workers in health and social care settings, ensure rapid and extensive testing, tracking and isolating program were excused as *'not foreseeable'*. All of the UK initially relied on flawed advice from Boris Johnson's government that pandemic threat was not severe and **did not merit urgent action**.

We were told the threats (including the risks to workers) could only have been identified in hindsight. **This is not so.**

Generic planning for pandemics has been required for decades. From the early 2000s, the UK should have had plans and procedures in place, including *effective risk assessment and risk management strategies* to protect workers, along with stockpiles of masks, gowns, visors and gloves.

It did not test its readiness in a series of national and global pandemic exercises. Planning should have covered health care workers, social care workers, frontline and essential workers and other workers – *it did not*. The World Health Organisation and International Labour Organisation produced pandemic health and safety guides and manuals to protect all workers during any pandemic *several years and months prior to the COVID pandemic spread*.

The basic message that workers' health was a public health matter was forgotten

The UK simply failed to adopt such measures and act on early pandemic warning. Critically UK occupational health and safety agency resources had been run down for decades along with National Health Service, key public health and environmental health capacity through cuts in public spending, deregulation and privatisation. **Failure to protect health care workers jeopardised public health too.**

Simultaneously the UK Government was preoccupied with leaving Europe (Brexit). The combined results proved catastrophic for worker health and safety and public health. Over 40,000 UK Covid-related deaths are estimated to have occurred by June 2020 including health, social care, transport and other workers. BAME groups of workers have been particularly vulnerable to COVID-19 – despite numerous warnings from UK labour organisations and non-governmental organisations about the flawed policies in place prior to March 2020.

Protecting occupational health and public health services, planning properly and locking down earlier in the UK would not only have saved the lives of many workers and citizens but it would additionally have greatly reduced the economic damage of the pandemic.

If labour and non-governmental organisations' health and safety proposals had been taken up on PPE, testing and tracking, early lockdown, ending deregulation and ensuring proper inspections and workplace audits on pandemic planning and risk management, then the death and illness toll of COVID-19 could have been significantly reduced.

Andrew Watterson
Prof. Health Sciences
University of Stirling

STUDY REVEALS EXTENT OF CORONAVIRUS SPREAD IN HOSPITALS DURING PANDEMIC PEAK

RESEARCHERS STUDYING THE SPREAD of SARS-CoV-2 among healthcare workers have found high levels of asymptomatic infections during the peak of the pandemic in London. These results, published as part of correspondence in *The Lancet* today, highlight the importance of routinely screening healthcare staff for the virus to protect frontline workers and their patients.

"In order to protect patients and NHS staff in the event of another spike in coronavirus infections, and crucially, to be able to resume normal treatments for diseases like cancer safely, we need to test staff on a regular basis to provide COVID-protected hospital sites".

Charles Swanton

"Nearly half of hospital staff were infected at the peak of the UK pandemic, research suggests. Testing was abandoned because health service bosses were concerned staff would stop coming into work if the extent of the problem was revealed"

As part of the SAFER study, researchers at *University College London Hospitals (UCLH) NHS Foundation Trust*, collected twice-weekly self-administered nose and throat swabs and monthly blood samples from 200 frontline healthcare staff. These staff are caring for patients in a variety of roles within A&E, intensive care and the acute medical unit at UCLH.

In partnership with the *Francis Crick Institute*, swabs were tested to assess whether staff were currently infected, and blood serum was tested for antibodies to the virus spike protein, which would indicate exposure to the virus.

Initial analysis of samples taken between 26 March and 8 April 2020, the peak of the pandemic in London, revealed that 25% of healthcare staff tested had already had the infection, and a further 20% acquired infection within the first month of follow up.

Overall, 45% of healthcare staff had evidence of infection with SARS CoV-2 by the end of the first month of follow up.

Importantly, 38% of infections were not associated with symptoms within 7 days of the positive swab. For those who did develop symptoms, the average time for this happening was *four days from a positive swab test*.

These results indicate a significant proportion of healthcare workers were able to carry the infection in a healthcare environment without feeling unwell. This demonstrates the importance of regularly testing staff, including those who do not have symptoms, to prevent the spread of coronavirus within healthcare settings.

Eleni Nastouli, SAFER Chief Investigator and Head of virology at UCLH, said: *"The aim of our study is to improve the evidence base around healthcare worker infection, to inform our response to a possible second wave of infection, and protect patients and staff. The dedication of UCLH staff to complete the study at such extraordinary times shows how much NHS staff value evidence and support healthcare related research.*

The study is also a valuable foundation to help answer pertinent questions around how long immunity might last and the risk of reinfection."

Charles Swanton, senior group leader at the Crick and UCL, Cancer Research UK's chief clinician and consultant oncologist at UCLH, said: *"The coronavirus testing partnership between the Crick COVID Consortium and UCLH continues to provide valuable insight into the spread of infection, especially within healthcare settings.*

In order to protect patients and NHS staff in the event of another spike in coronavirus infections, and crucially, to be able to resume normal treatments for diseases like cancer safely, we need to test staff on a regular basis to provide COVID-protected hospital sites.

The invaluable work of all our staff working tirelessly in the Crick COVID Consortium is helping us achieve this in North London."

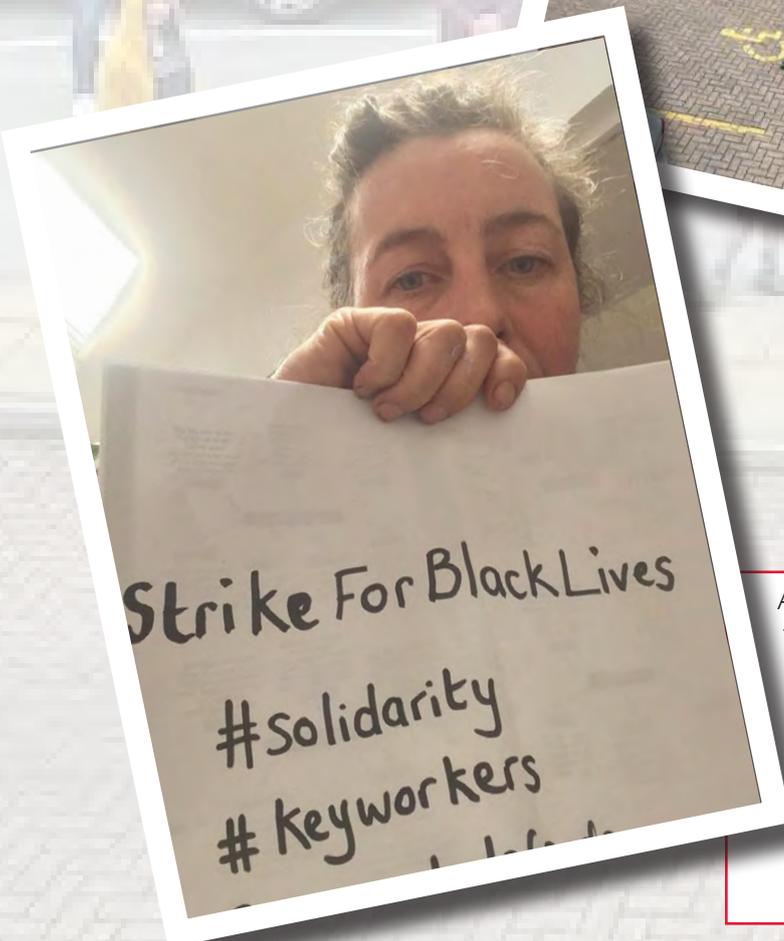
As well as providing testing for this study, The Crick rapidly set up a testing service with UCLH for healthcare workers across North Central London. As part of this service 50,000 tests have been processed for staff from many London hospitals, care homes, the London Ambulance Service, mental health trusts and community providers.

The results from the SAFER study and others have already helped make hospitals and other healthcare settings much safer for staff and patients during the continuing pandemic. Patients should continue to attend appointments, unless told not to.

www.crick.ac.uk/news/2020-07-10_study-reveals-extent-of-coronavirus-spread-in-hospitals-during-pandemic-peak

STRIKE FOR BLACK LIVES SOLIDARITY ZOOM RALLY AND 8 MINS SOLIDARITY STOP

THE SUMA BRANCH OF BFAWU is pleased to announce that our workers gave their full support to **The Rally** and the **Strike for Black Lives** on Sunday 19th and Monday 20th July 2020.



As a Union and a Workers Co-operative, we are committed to actively support the anti-racist cause and to challenge racism *in all its forms*.

Both the Union and Suma as a company are committed to champion equality and we both acknowledge that we should stand together in solidarity to demand racial and economic justice in our society and in the workplace as demanded by the BLM movement.



We also acknowledge that there is a lot to do in the food industry until the rights of BAME are fully recognized in the UK. We stand together in the fight against structural inequality and we support the struggle to dismantle all systems of racism both in society and the workplace.



So, on the following Monday, we stopped all activities for **8 minutes** across two shifts in solidarity with our sisters and brothers in support of BLM.

SOLIDARITY,
BFAWU – Suma Branch



OVER THE LAST FEW WEEKS hundreds of trade unionists have come together from across the world to take part in the Global Trade Union Assembly's programme of discussions which have covered;

- Unions standing together: *a world to win*
- Towards a public future
- Defending and restoring vital public services; health, education, post and transport
- Beyond insecurity; a new approach to work, wages and wealth distribution
- Extending public ownership and democratic control of energy to address the climate crisis and create socially necessary jobs
- Making austerity history; reclaiming finance to pay for a future we want
- Beyond the pandemic; trade unionism, internationalism and movement building.

Origin of the Assembly

In April, 2020, a group of unions working with *Trade Unions for Energy Democracy (TUED)* met online to review plans for the 2020 UN climate summit. Coronavirus was in full swing and COP26 had just been postponed. Unions on the call raised a number of concerns linked to the pandemic, public services, climate, finance and labour rights. It was proposed to raise these urgent issues together, soon, in order to develop ideas and proposals for joint action for a 'post-COVID' world. TUED agreed to play a coordinating role for the Assembly.

A Global Trade Union Assembly

Before the pandemic, the Scottish Trades Union Congress (STUC) was working with TUED and key international bodies to host a **Global Trade Union Assembly** in November 2020 to coincide with the UN climate talks. Although the COVID-19 crisis has disrupted those plans it also means there is now greater urgency for unions to find fresh opportunities to come together to consider what more we can do in order to respond effectively.

After a meeting convened by TUED in mid-April, unions agreed to convene an Assembly to discuss key issues related to the pandemic. All unions are invited to participate in developing the content of the Assembly.

We have met in the midst of an unprecedented health, social and economic crisis. The COVID-19 pandemic and lockdown policies have disrupted global supply chains, producing a severe contraction of supply, demand, trade and investment. The ILO has estimated that 81% of workers have been affected, and global working hours reduced by the equivalent of 195 million jobs, and has labelled COVID-19 the most severe global crisis since World War II.

The massive economic contractions in country after country have led to massive capital flight from many developing countries, undermining their currencies and their governments' abilities to make debt payments and carry out the public expenditure so urgently needed to meet the challenges they face. Calls to '*re-open economies*' appear out of touch with what is happening, and what is yet to come.

The crisis has highlighted not only the vital need for robust public health systems and other public services, backed by competent planning, but also the indispensable contribution of so many low-wage, informal, and precarious workers, often women, immigrants or people of colour.

Prior to COVID-19, many of these workers faced unsafe working conditions, job insecurity and financial hardship. At the same time the pandemic turned them into heroes, it dramatically increased the health and safety risks they face. **Many have died.**

A threat to millions

In the global South, the pandemic is poised to unleash a humanitarian crisis on a massive scale. The legacy of colonialism, followed by years of neoliberal 'structural adjustment' have left vast numbers of people vulnerable to the coming wave of disease, hunger and social upheaval. Millions of informal workers have seen even the precarious work on which they depended disappear in the wake of national lock-downs.

Slum dwellers are particularly vulnerable, as are migrant workers, far from home and living in cramped, make-shift quarantine camps where there is no such thing as social distancing. Food shortages are forcing thousands to violate lock-down rules, only to be met with state violence and repression.

The financial crisis of 2008/9 and the Austerity following it created a rise in inequality and precarity that have fuelled a rise of right-wing nationalism in many countries. The global nature of the COVID-19 pandemic has added more fuel to the burning fires of xenophobia, racism and economic nationalism, with many nations restricting exports of food and medical supplies rather than searching for shared solutions.

At the same time, right-wing regimes have taken advantage of the crisis to push through anti-union measures, and many companies have pursued massive layoffs in violation of labour rights. We must do better in countering the rise of the populists and the far-right in the wake of COVID-19.

On the other hand, the crisis has also made evident the need for alternatives to the current profit-based economic system. It provides an opportunity to push back against the assault on public services, to expand social protections and essential services, to deepen popular control over economic life, and to reorganise our economies to meet human needs. **We must seize this opportunity.** We must build a global, worker-led political movement based on solidarity and equality, animated by the conviction that a return to the pre-pandemic status quo is **not an option.**

The goals of the Assembly

- To help deepen our analysis of the overlapping health, economic, social and political crises we are currently experiencing.
- To build international solidarity among unions and social movements as they deal with the unfolding public health emergency and economic crisis.
- To amplify calls to defend, reclaim and expand high-quality, universal public services, including water, healthcare, education, research, public mobility, energy, land, and more, and for a planned, coordinated decarbonisation of our systems of production and consumption to sustainable forms.
- To strengthen our ability to resist rising securitisation, militarisation and authoritarianism.
- To develop our shared demands and strategies in order to help unions and workers emerge from the current crisis stronger, more unified, and more resolute in our determination to shape a radically different future.



WHY DOMESTIC ABUSE AND ITS IMPACT IN THE WORKPLACE MATTERS TO US ALL AS TRADE UNIONISTS

IT WAS RECENTLY REPORTED that **26% of women** and **15% of men** in England and Wales suffer from domestic abuse during their lifetime. Shockingly, Refuge (an abuse helpline) report that two women are killed each week by a current or former partner in England and Wales.

This comes at a time when, due to Government cuts, councils are reducing their funding to those refuges which could shelter these victims and give them the support they so desperately need.



Despite the current progress of a **Domestic Abuse Bill** through Parliament, and the news headlines of its increase in the UK during the pandemic, for many of us the effects on its victims are still not fully appreciated.

A definition is, therefore, useful for our discussion:

"Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. It can encompass but is not limited to psychological, physical, sexual, financial, or emotional abuse".

In the context of the work of the BFAWU and the protection of its members, what is equally less understood, specifically by employers, is the impact of domestic violence on their employees and in the workplace.

Crucially, victims of domestic abuse are suffering in silence at work and typically only tell their employers if they face sanctions for absence or poor performance. Abuse can reduce their effectiveness, attendance and career development – perpetrators can also continue the abuse at the workplace.

As a recent TUC survey revealed, 13% of victims were experiencing domestic violence whilst actually in the workplace.

However, our unions can and do play a key role in helping members who are experiencing abuse, enabling the workplace to become a haven from domestic abuse. Nonetheless, it can be extremely challenging to get support to victims.

More information and resources are required, therefore, for representatives, organisations and victims to help them become survivors of abuse.

Trade unions and Domestic Abuse continued

We have been working with the TUC and our affiliated unions in the North of England to find out more about the implications of domestic abuse on members in the workplace, and the key role that our unions have in supporting members.

Through interviews with a cross section of 57 union officers and reps, our research has sought to capture their experiences of working with members and the solutions they have found in partnership with employers to support those members.

Our key findings include:

- The hesitancy of victims to disclose at work until performance issues arise
- Union representatives are *highly effective* in supporting members at this or at earlier points of disclosure
- Union representatives working with line managers are effectively finding ways to support victims and alleviate the consequences of the abuse
- Organisations need to produce **specific policy and practice** to support victims at work
- Employers must also integrate actions to support employees experiencing abuse in their absence and performance management policy and procedures

- Line managers need awareness raising and training to be better equipped to support members of staff experiencing abuse
- Organisations need to work closer with their unions across sectors
- There is a clear moral, legal and business case for employers to more fully support employees experiencing abuse

Crucially, as research by the TUC (2014) has confirmed, *'supporting employees who are experiencing domestic violence is crucial. Without a job and a source of income, those experiencing the abuse are less likely to find a way of escaping the abusive relationship'*.

Domestic abuse is not a 'private' matter. It is important to note also that abuse can be experienced by individuals immaterial of gender, job role, sexuality, age or ethnicity. Our research highlights the crucial support the union can give to a member if they are experiencing abuse.

No union member need suffer in silence.

Dr. Tony Bennett
Sheffield Business School

Dr. Gemma Wibberley
The Institute for Research into Organisations,
Work and Employment (iROWE)



IS YOUR ORGANISATION SKIN-SAFE?

WASHING YOUR HANDS has never been more in the forefront of our minds, but over-washing and the use of antibacterial gels, soap, washing up liquid and wearing protective latex gloves, can all have their own problems. Also, the effects of handling and using chemicals, and contact with dust can add to the problem.

The HSE estimates that, for around 84,000 people, **dermatitis** is caused or made worse by work – it also leads to 10% of all compensation cases under the Department for Work and Pensions *Industrial Injuries Scheme* and 13% of all reportable occupational diseases. From chemical irritants to latex allergies and cracked dry skin, and infected cuts through to diagnosed dermatitis, these are skin conditions we all need to recognise and prevent.

Start with simple steps. Risk assess the activities where hands come into contact with dusts, chemicals and germs and consider how often this happens. For rare exposures, you can consider easy, cheap solutions such as barrier creams and moisturisers. By acting quickly, these controls can keep our hands supple and skin intact as a barrier against the things with which we come into contact on a daily basis.

So, as part of the risk assessment process, what are the skin conditions to look out for? If you can identify them, you will then be able to consider how to keep your staff's hands healthy and put the appropriate controls in place.

1 Eczema

Eczema is a group of conditions that cause skin to become irritated, dry and cracked. Some of these are due to non-work-related health issues. However, some are caused by exposure to substances encountered at work.

2 Irritant Contact Dermatitis

This is the most common type. It is a red, itchy, scaly, flaky rash on the surface of small proportion of the skin that causes irritation or dryness. In more serious cases it can be painful with a burning or stinging sensation, and look like burns, with blisters and weeping sores. It is caused by repeated contact with:

- Soaps, shampoos, detergents and cleaning products – consider what soaps are provided in your welfare facilities and kitchen areas.
- Dusts – for example, wood and flour dust from work activities (carpentry and baking tasks).
- Solvents, paints, varnishes, adhesives, machine oils and greases – used in workshops, garages and maintenance.
- Some food (eg. onions) – consider canteens and staff fridges.
- Acids and alkalis – known degreasers stripping the skin of its natural oils.
- Wet – frequent and long-duration exposure to water, for example, in pot washing and general cleaning.
- Wet cement.

Contact with this list of items removes the natural protective oils from our skin, causing drying and cracking. This increases susceptibility to other substances making the skin condition worse. Cracking opens the natural skin barrier to dirt and germs.

Effects are not always immediate and it can take a number of days for symptoms to develop.

3 Allergic Contact Dermatitis

This is less common than irritant dermatitis but can be just as debilitating and even more serious. After exposure, the body becomes allergic to the substance and the immune system attacks healthy cells and tissues. Typical allergenic substances include:

- Latex and rubber – what PPE gloves are the staff wearing?
- Cosmetics, dyes, perfumes and aftershave.
- Pine and spruce oil in wood working and cleaning duties.
- Nickel-containing jewellery and implements.
- Adhesives, particularly the epoxy type, used in repair work and tasks such as vinyl floor laying.
- Certain wood dusts.
- Some plants (eg. Chrysanthemums and henna).
- Medicines including some antibiotics.
- UV-cured printing inks.



Once the skin has become sensitised to the substance, any future exposure can cause an immediate reaction. They can also trigger a dangerous respiratory allergic response if the substance becomes airborne. This may/will mean the worker cannot be exposed to the substance again.

TIP

If a member of staff needs medication for an allergic response, ask them to share this information with first aiders.

Legal Requirements

There are no specific duties with regard to dermatitis or skin care but the following are relevant in deciding what employers and employees need to do:

- Under the **Health and Safety at Work Act 1974**, employers have a general duty, so far as is reasonably practicable, to protect employees from exposure to health hazards such as dermatitis.
- Employers have a specific duty under the **Control of Substances Hazardous to Health Regulations (COSHH) 2002** to protect employees who may be exposed to chemical substances. They must carry out a risk assessment and provide health surveillance where the assessment shows it is needed.
- Under the **Workplace (Health Safety and Welfare) Regulations 1992**, employers must provide employees with adequate washing facilities i.e. hot and cold water, hand soap and clean towels.
- Dermatitis is a reportable ill-health condition under the **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013**, if the person's work involves significant/ regular exposure to known skin sensitisers or irritants.

- Employees must co-operate with employers in making full and proper use of control measures. This could include using the right Personal Protective Equipment (PPE) where required.
- Use PPE properly and report any defects
- Participating in health surveillance and attending medical examinations as necessary.
- Reporting any suspected dermatitis to their employer immediately.

Legal Implications

There have been several cases where employers have failed to meet their legal obligations, and as a result have faced criminal prosecutions and successful civil compensation claims.

Some businesses have had to pay fines/ costs of £100,000 and more because they did not assess the risks and implement suitable controls to protect their employees, who then contracted occupational dermatitis. If you cannot either eliminate the hazardous material or reduce the risk to a safe level (for example, by providing an alternative safer substance), then you have to provide PPE along with handwashing/welfare items such as barrier and moisturising creams. Providing and using the right controls can result in staff staying healthier, in turn reducing costly absence.

Training

If you provide the right information, instructions and training, staff will:

- Understand the effects of substances on the skin.
- Use the right PPE and wear it properly.
- Take care of their equipment making it last longer.

- Be more likely to support your dermatitis-prevention measures. COSHH Assessments

Look out for the symbols below on substances you use:



Where substances carry these symbols, you will need to carry out a COSHH risk assessment that must include:

- An Action Plan
- Potential medical intervention

Manage Dermatitis: Action Plan

Assessing the risk of contracting dermatitis, including individual susceptibility.

Implementing suitable control measures to eliminate or reduce risk. Considering the need for health checks; for dermatitis, these could include regular skin checks.

TIP

Obtain, from the supplier, the safety data sheet (SDS) for all substances you purchase. The SDS contains useful information to help identify irritants. These, along with work procedures, can help you compile hazardous substance (COSHH) risk assessments that will in turn help protect your staff.

Seeking Medical Intervention

You should refer the case to the employee's General Practitioner (GP) if the dermatitis symptoms are becoming difficult to manage and no skin improvements are experienced, for example, where:

- The worker has difficulty in sleeping, working or pursuing leisure activities.
- They have persistent or constant pain or weeping sores.
- Over-the-counter remedies are not working.
- Workplace measures are not alleviating problems.
- The symptoms are worsening.



You may need to file a RIDDOR report depending on the diagnosis.

TIP

Dermatitis at work is a classic example of a problem that's best dealt with as early as possible. Encourage all workers to raise any concerns or symptoms with their supervisor.

Use the action plan below to help manage risks from occupational dermatitis:

Find out if there is a problem

- Do your workers come into contact with any agents that may cause dermatitis?
- Monitor sickness absence for skin-related problems – one may mean there are more, and those with non-occupational dermatitis may be more at risk.
- Investigate complaints and concerns reported by workers and safety representatives.

Decide what to do

- What are the causes and how many are affected?
- Can the substance(s) creating the problem be eliminated?
- Can the cause be substituted with something that poses less of a problem?
- Could frequency and duration of exposure be reduced with job rotation?
- Can the substances be handled mechanically or in isolation?
- Can contact be prevented using hypoallergenic barrier creams and gloves?
- Could you provide hypoallergenic hand soap and moisturising cream for use after-work?

Monitor results

- Carry out regular inspections and observations to ensure controls are effective.
- Consider the need to provide simple health surveillance by a responsible person, or an employee questionnaire to enquire about dermatitis problems.
- Provide training and information
- Give employees guidance on:
 - Causes and recognising symptoms.
 - Prevention and reporting of problems.

ACHIEVING ZERO COVID-19

2020 HAS BEEN A devastating year for many workers and their families. Some have lost their jobs, or have been surviving on poverty pay for months, workers have struggled to feed their children and keep a roof over their heads. The terrifying tentacles of COVID-19 have struck us in our homes, in our communities and in our workplaces. Thousands have died and many more left with chronic short term ill health and long term disabilities.

During the lock down people have struggled with the isolation, some have died and others in abusive relationships have barely survived. Those working in essential work have been unacceptably exposed to this fatal virus because the risk wasn't controlled and PPE wasn't available in the quantities needed to a high enough precautionary level specification.

The impact of all our experiences this year will scar and will leave deep trauma amongst our family and friends. When the whole truth comes out, the hurt and harm deliberately caused to our loved ones in care homes will be unbearable. As will be the deaths and disabilities because of a lack of health and safety management and safety enforcement.

The Hazards Campaign has been fighting hard and continues to challenge the premature easing of the lock-down, the mixed messages coming from Government, and the lack of enforcement shown throughout the pandemic.

We will strive for a zero COVID-19 policy and practice.

We are continuing to challenge bad employers, who skate around the edges of health and safety scrutiny and putting workers' lives on the line. At the same time we have been supporting reps and workers, putting pressure on their employers to ensure their health and their safety.

Where workplaces have endeavoured to protect workers and others in their working environment, infections and deaths have been *stopped*, even in care homes because of vigilant and dedicated staff and their managers.

Our workplaces will need to be Covid-safe for a long time to come because of the high transmission rate. When you look at pictures from New Zealand this is what a Covid-safe community looks like.

They don't have to wear face coverings, they don't have to keep social distancing, they can more or less work as they did before. However, there is still high levels of alertness to new outbreaks and they are secure in the knowledge that they have in place *track, trace and isolate* with community support, which works.

In the UK, we have a fragmented system, with England content to keep high levels of transmission and others parts like Scotland aiming for zero-COVID-19. It has been a system obsessed with opening up the economy to put profits before people's lives.

It is worth reminding ourselves again that Health and Safety Law *hasn't changed*. Our employers have exactly the same legal duty to ensure our mental and physical health and to carry out Risk Assessments that are suitable and sufficient.

If anyone is exposed to the virus in the workplace put it down as a *near miss* in the accident book and, if your employer won't let you, **put it in an email to your employer**. If you become ill with the virus or if someone from work dies because of the virus, ensure your employer submits a RIDDOR Report. If your employer refuses, then escalate to your union officers and register a concern with the HSE.

In every workplace make sure you have an elected Safety Rep because the SRSC regulations forces employers to consult with you on health and safety. You have other rights like *inspecting the workplace, consulting workers, reviewing risk assessments, investigating incidents and reviewing information*.

As a safety rep, ask your employer what they are doing about peoples' *mental health*, have they used the **Management Stress Standards** to assess and control workplace stress and with all the added anxiety and stress created by COVID-19.

These are unprecedented times – when the best of employers will support and encourage workers and the worst will exploit and dismiss them. It will only be with a strong, organised trade union like **BFAWU** and active safety reps, that workers will be safer, healthier and able to fight for improved pay and terms and conditions of employment.

Janet Newsham
Chair, Hazards Campaign

FULL SICK PAY NOW! CAMPAIGN

CURRENTLY AROUND TWO MILLION workers, mostly women, are excluded from receiving SSP because they earn below the lower earnings threshold of £120 per week. Around one-third of workers on zero hours contracts do not meet this threshold. The self-employed are also excluded from receiving statutory sick pay.

According to TUC figures, UK SSP is equivalent to just 29% of average pay. This compares unfavourably to comparable schemes in the rest of Europe. Sick pay ranges from 100% of average pay in Germany to 42% in Spain.

The COVID-19 pandemic has shown the health benefits of workers with symptoms self-isolating to avoid spreading the virus. Workers are not entitled to SSP or who can't survive on £95 per week are more likely to go into work when ill *because they cannot afford not to.*

“It’s unacceptable that people have to choose between their health or making ends meet... This is a campaign we can – and must – win!”

Jeremy Corbyn

Some employers provide sick pay to their workers above SSP levels and may include a short period on 100% pay, usually time-limited. Many do not even make this limited provision. Many workers working for sub-contractors or agencies are excluded from contractual sick pay completely. In all these cases, workers have to rely on SSP.

Summary of our proposals

We are calling for the Government to legislate for full rights to *at least 6 weeks* of contractual sick pay for all workers from day one, paid at 100% of wages, funded by employers – reducing the burden on taxpayers for those first six weeks. After this, SSP would kick back in.

- **All employers should be legally required to provide six weeks of contractual sick pay (at 100% of normal pay) to all workers**
- **After those six weeks (and from week one for self-employed workers), SSP should apply but at a higher level, perhaps pegged at the level of other benefits, eg. Statutory Maternity Pay (currently £151.20 per week or 90% of your average weekly earnings, whichever is lower).**



For more information, please contact:

Cathy Augustine (DL Organise)
cathy@cchange.co.uk / 07980 597408

Nadia Jama (DL Organise)
nadia.jama@gmail.com / 07976

Launching the campaign

The **Full Sick Pay Now** campaign was launched on 9th September with an online rally of campaigners, activists and trade unionists. Chaired by Nadia Jama, trade unionist, activist and candidate for one of the CLP seats on Labour's National Executive Committee, the event started with workers recounting their personal experiences of the hardship imposed by the current government scheme and explaining the impacts on their physical and mental health as well as their finances:

Amy – full time worker on zero hours contract at Sheffield Student Union. She has worked there for 6 years on a casual contract, usually working between 30/40 hours per week. In Jan 2020 she was in a traffic accident. *“Even though I was hit by a car I still went into work as I didn't know whether I'd get paid or not”*

A McDonalds worker – has worked there for 6 years on a zero hour contract. Has gone into work when sick on several occasions. Specifically recalls having an ear infection on one occasion when was really poorly – didn't start to feel better for about 4-5 days but worked every day. *“SSP is not enough to live on. People come into work whilst ill and handling food, so many health and safety issues.”*

Greencore worker – Worked there 5 years. He is in receipt of SSP at the moment and struggling to pay his rent. He knows colleagues who are already using foodbanks. He said SSP not enough to live off: *“We are being punished for being ill and under Covid for wanting to protect others by self-isolating. Faced with a choice of going to work or feeding your family is a terrible situation to face.”*

In response to these personal and shocking stories, **John McDonnell** spoke powerfully of the need for a campaign *“that supports not punishes people for being sick.”* This was echoed in a message of support to the rally from **Jeremy Corbyn**:

“It’s unacceptable that people have to choose between their health or making ends meet but the miserly level of statutory sick pay means that is exactly what’s happening during the pandemic. This is a campaign we can – and must – win.”

Following this, trade union leaders including **Sarah Woolley**, General Secretary, BFAWU; **Rachel Harrison**, national organiser, GMB and **Roger McKenzie**, Assistant General Sec of Unison made their personal commitments to concrete action in support of the campaign.

Quotes from founder members and supporters

Alison McGarry, Steering Group member, DL Organise:

“Don't Leave; Organise is a campaigning Labour network fighting for socialist policies. Our Statutory Sick Pay campaign is urgently needed to improve the lives of millions of workers already suffering from a decade of Tory austerity, intensified by the impact of C-19. Thousands of DLO grassroots supporters are committed to working with our unions to win statutory sick pay for all workers wherever and however they are employed, including zero hours and bogus self-employment contracts. We passionately believe that change is possible if we organise and work together.”

Ian Hodson, BFAWU National President:

“The COVID-19 health crisis has demonstrated that we live in a small world, our lives are all connected, and we depend on each other for our very survival. It has highlighted how dependent we are on frontline, undervalued and often low-paid workers, to function effectively. Not on the elite, living and working in their protected ivory towers.”

“We have all relied on key workers – in the food industry keeping the nation fed; transport workers; cleaners; NHS workers risking their lives to save ours; postal workers... and many others enabling us to survive this Pandemic. These are the heroes who have worked on our frontline.”

“But for too many, if they are to fall ill they will be left to survive on paltry Statutory Sick Pay (SSP) from the government. In the UK SSP is currently £95.85 per week, just under £13.70 per day to live on. It is payable for a maximum of 28 weeks and for non-Covid related sickness only starts on the fourth day off work. For so many, the loss of three days' earnings creates serious financial difficulties.”



LEARNING SERVICES UPDATE

www.bfawulovelearning.org

Functional Skills English, Maths, and ICT up to Level 2 FREE COURSES

*Our courses are on line with experienced tutors teaching in groups and individual tutoring
The entire process will be completed remotely meaning that you remain socially distanced and yet still have the opportunity to gain a fully-accredited qualification.*

The delivery is online with the added availability of expert on line guidance from our experienced tutors to ensure that you have everything you need to complete the courses and to gain new skills and qualifications. If you would like to enrol, please contact your Project Worker or email bfawuls@bfawu.org

A summary of what is on our courses (but there is more...):

Functional Skills English

- Reading and collecting specific information from written text.
- Identifying tone and purpose in written documents.
- Improving on SPAG (Spelling, Punctuation and Grammar).
- How to write different types of documents for different purposes.
- Speak confidently in a formal discussion and create effective presentations.

Functional Skills Maths

- From performing simple number calculations and problems, to using complex mathematical equations.
- Understanding equivalent forms such as Percentages, Fraction, & Decimals.
- Calculating spaces in perimeter, area, and volume.
- Learning how to perform conversions, date calculations, and working with charts and graphs.

Functional Skills ICT

- Maintaining files and folders in an organised fashion on a computer system.
- Working safely online and with emails; learning about computer viruses to cyberbullying.
- Performing efficient web searches; the proper and additional features of using email software.
- Learning how to use Word Processing, Spreadsheet, Presentation, and Database software.

LOVE LEARNING HAS A new virtual learning platform, LITMOS, with bite-sized courses available in the following:



- Excel
- Outlook
- Health and wellbeing
- Health and Safety
- Food Safety and Hygiene
- Word
- PowerPoint
- Mental Health
- Development for Reps
- And many, many more...

Licences are limited, but if you would like to use the platform please contact your Project Worker who will be able to help.

For more information please visit our website at www.bfawulovelearning.org

<p>Family Violence Awareness - A Workplace Issue 2.0</p> <p>0%</p>	<p>Infant CPR Basics 1.0 (US)</p> <p>0%</p>	<p>Inspirational Leadership 2019</p> <p>0%</p>	<p>Leveraging Diversity and Strengths in the Workplace (2018)</p> <p>0%</p>	<p>Listening Skills - Transform Your Customer Interactions 2.0</p> <p>0%</p>	<p>Marketing Strategy that Drives Effectiveness 1.0</p> <p>0%</p>
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The competition will run from the 1st of September through to November – the lucky winner will be announced on Friday the 27th of November.

If you have any problems logging onto the system, please contact your Project Worker who will be able to help.

To enter

All you need to do is to complete some assessments on skillcheck:

Visit www.unionlearn.org.uk/skillcheck

Then click:

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At the next screen, click **Register** and you will be asked to enter your details (including your new password).

When you click **Next**, you will see this :

Ensure you complete this. Otherwise, you will not show on our database – **you will not be entered into the prize draw.**

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STAY PLAY EXPLORE IS A UNIQUE SELECTION of short breaks offering fantastic value for money for families. The breaks include bed and breakfast PLUS tickets to great days out including Twycross Zoo, Twinlakes Park, Conkers and Swadlincote Ski Centre.

Quorn Grange Hotel is a charming country house hotel, owned and operated by the GFTU and is surrounded by beautiful gardens in rural Leicestershire.

They have a range of family rooms to choose from and the great news is, they also welcome dogs, so your four legged friends don't have to miss out on a summer break.*

StayPlayExplore breaks start from **£135 for a family of four**. You can have even more fun this summer with our *Stay Play Explore PLUS* and *Stay Play Explore MAX* breaks which start from just **£290**.



- **Stay Play Explore CLASSIC:** 1 night bed and breakfast AND entry to 3 attractions from only £135 for the whole family.
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All BFAWU members booking these breaks can also receive a *complimentary welcome drink at the hotel*.

New processes are in place to keep you safe, including pre-booking visits to attractions and no more breakfast buffets to help manage social distancing – all the details are on our website. If you would like more information about the breaks then please get in touch:

help@stayplayexplore.com.

We look forward to seeing you soon!

*charges apply for dogs and conditions apply relating to the free drink etc – see website for details.

Book your Stay Play Explore break at Quorn Grange Hotel:

www.stayplayexplore.co.uk

We are delighted to announce our partnership with... **BLUE ORCHID HOTELS**

Bounce Back

Here to Help London and its collaborative partners **Blue Orchid Hotels** and **Global Hospitality Services** with independent hotels across the world including London for staycations and leisure, are offering the **Bakers Food & Allied Workers Union 20% off** the following experiences

- London Accommodation**
Stay and experience London's trusted independent hotel collection, Blue Orchid Hotels, in the city's most iconic locations
- International Accommodation**
Discover the world with heavily discounted rates at over 150 independent hotels in key global destinations
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Spoil yourself with a traditional haircut and head massage or an expert wet shave from a master barber at London's newest gents grooming atelier; TJ's Grooming
- Afternoon Tea**
Indulge in the world's healthiest afternoon tea for two in a number of locations across the globe
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Enjoy delicious lunches and dinners for two including at Cento, neighbouring the iconic Tower of London, and the world's newest vegan restaurant
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Catch up on a missed celebration with FREE venue hire at any of the London Blue Orchid Hotels, from outdoor private gardens to striking spaces with classic architectural charm
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Pamper yourselves with luxury beauty treatments including facials, manicures or pedicures at a range of luxury spas
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Experience a one-hour personal training session in London's newest private gym, London Fitness Studio

A Meaningful Experience
To support key workers and other vulnerable people in the COVID-19 crisis, 10% of the value of every hotel booking will be donated to Integrity International Trust, charity number 1176502.
AND on every booking a complimentary experience will be donated to a NHS worker to enjoy.

BFAWU MEMBERS CAN now enjoy a range of benefits with **Blue Orchid Hotels**, including discounts on luxurious accommodation and unique and personalised experiences.

Blue Orchid Hotels is London's newest independent hotel collection, offering contemporary luxury in the city's most iconic locations from Westminster to the City of London.

Tower Suites, a shining, new 273 all-suites hotel lies just a gemstone's throw from the River Thames and the world renowned heritage site, Tower of London. Each suite offers all the amenities sought for a secure stay including an individual kitchen and lounge, whilst having access to the myriad facilities of a five-star hotel.



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With a sumptuous Italian restaurant, nutritious vegan brasserie, eclectic bars and lounges, flexible conference, meetings and event spaces, stunning views over London's skyline, a unique afternoon tea offering and a luxury spa and fitness centre, Blue Orchid Hotels are perfect for any visit to the capital.

Blue Orchid Hotels is committed to the idea of sharing and giving, respecting the environment and making a positive difference to the communities in which they operate.

For further information, visit:
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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

Ms Sarah Woolley – General Secretary
email: sarah.woolley@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

c/o Head Office

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

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

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

Suite 1C3, Park Business Centre
Wood Lane, Erdington
Birmingham
B24 9QR
Tel: 0121 237 3720

Mr G Atwall – Regional Officer
Mobile: 07739 326009
email: george.atwall@bfawu.org

Mr H Rashid – Organising Regional
Secretary

Mobile: 07726 902807
email: haroon.rashid@bfawu.org

Mr L Bemka – Organising Regional
Secretary

Mobile: 07912 760261
email: lukasz.bemka@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 M McHugh – Regional Officer
Mobile: 07727 907218
email: mark.mchugh@bfawu.org

Ms L Dinning – Organising Regional
Secretary
Mobile: 07739 326016
email: lizzie.dinning@bfawu.org

Mr J Singh – Organising Regional
Secretary
Mobile: 07739 326012
email: jit.singh@bfawu.org

No 7 Region

email: region7@bfawu.org

Suite 105, City East Business Centre
68–72 Newtownards Road
Belfast BT4 1GW

Tel: 028 9094 1693
Mobile: 07394 549556

Ms L Graham – Regional Officer
Mobile: 07739 326020
email: laura.graham@bfawu.org

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