

**BAKERS  
FOOD  
AND ALLIED  
WORKERS  
UNION**



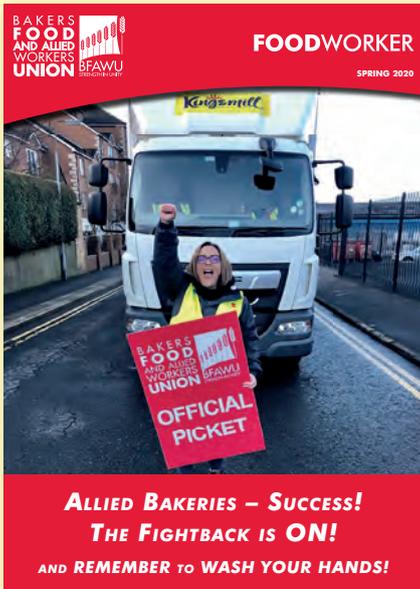
**FOODWORKER**

SPRING 2020



***ALLIED BAKERIES – SUCCESS!  
THE FIGHTBACK IS ON!***

***AND REMEMBER TO WASH YOUR HANDS!***



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## EDITOR'S NOTES

**"We need an end to Tory-made austerity if the more disadvantaged in our society are to see a light at the end of the tunnel without fearing that it is a train."**

Ronnie Draper @ronniebfawu

WITH ANNUAL CONFERENCE only a few months away, the quarter has been taken up with putting together this year's preliminary agenda which should have now arrived in mailboxes throughout all our branches.

At the end of last year the Executive set a challenge to branches and regional councils to come up with motions aimed at modernising and future-proofing the union and I have to say you responded in a tremendous way.

At the time of writing the agenda has 125 motions all aimed at changing our constitution, protecting our union and improving society for the better. If I thought that my final Conference was going to be a lower key affair than normal I was very much mistaken.

### Much to inspire – more to come

As I have been going around the regional councils for the last time, I have been invigorated by the level of debate from both young and more experienced delegates that has graced these quarterly meetings and engendered and promoted the ideas for change.

Now the next challenge is to elect branch delegates to attend the conference in Southport and that in itself will be no mean feat, with dozens of young representatives being pushed forward into positions of responsibility within the branches.

### Setting the agenda

It would be incredible if the recent general election catastrophe doesn't play a major part in the motions and speeches at conference, but this will be a time for building for the future not an analysis of how we achieve retribution. One thing is for sure, we will have a clearer view of whether the manifesto pledges made by the Prime Minister have been advanced.

The alternative is that they were part of the normal elaborate hoax to con the public into putting their 'X' into the Tory box on the ballot paper.

### When will they make good?

First observations show that the number of people sleeping rough on our streets is not dwindling, that the number of people reliant on food banks is steadily increasing and that waiting lists within the NHS continue to grow.

Promises without delivery are just another way of turning the public away from politics. We need an end to Tory-made austerity if the more disadvantaged in our society are to see a light at the end of the tunnel without fearing that it is a train.

Constant talk of a *northern powerhouse* is whimsical without a major financial investment in infrastructure, transport links, industrial growth and, yes, a significant boost to earnings potential. The problem is that the only changes we have seen in government delivery has been the change in Chancellor following the resignation of Sajid Javid and the promotion of the always smiling Rishi Sunak.

Changing personnel means absolutely nothing without a change of thinking and I suspect that is the fly in the ointment. The government's chatter about rewarding the northern constituencies who helped the 'Get Brexit Done' slogan become a sort of reality will be meaningless without a commitment to ending poverty pay, removing the precariousness of zero hour contracts and a major affordable house building programme.

***So let's wait and see if Boris's pledges have any substance or if they have been no more than the normal tissue of lies.***

**Where's Boris?**

The New Year hasn't had the best of starts with widespread flooding across great swathes of the country bringing untold misery to many families and the repercussions will be felt for a long time after.

I want to hear the government say how they will invest in flood defences, ditch clearing and the development of a compensation scheme to protect those who can't get insurance or move away.

*Let's wait and see if Boris's pledges have any substance or if they have been no more than the normal tissue of lies*

**Coronavirus**

The other disaster has been the onset of Covid-19 or coronavirus as it is more commonly known and here the government have been left wanting in their responses. Saying that the NHS will get the necessary funds to cope means nothing if it is compared to what they have done year on year to alleviate A&E waiting lists.

If we have a shortage of beds, nurses and doctors *now*, how will we conjure up the extras needed to deal with what is expected to be a major cause of hospitalisation?

**Sensible agreements for our members**

I am pleased that a number of the companies we have agreements with have confirmed they will pay workers who are forced to self-isolate, but I am worried that others think that not paying for sickness or forcing workers to take holidays is the answer.

Quite the opposite, this could force low-paid workers to go into work, thus spreading the virus more quickly and having a devastating effect on the business.

**It's good that many companies are committed to doing the right thing, but where there is a complete departure from a common sense response, we need government to legislate positively.**

**And finally...**

Whatever the next few months bring, I hope that you and your families remain healthy and that we can do our own little bit to help those in need.

**Ronnie Draper**  
General Secretary



## NATIONAL PRESIDENT IAN HODSON

*"A Union is only ever as strong as its membership, and they should be prepared and willing to wield that power if employers decide to play games, rather than engage fairly and professionally with them."*

THIS YEAR HAS STARTED pretty badly for workers in our industry with bakery fires, floods and site closures hitting them hard. We are yet to know what impact the coronavirus 'pandemic' will have on the industry and those who work in it.

Either way, there can be absolutely no doubt that working people continue to face hurdle after hurdle in order to just survive. Hysteria and panic, exacerbated by mainstream media and politicians can often cloud exactly how serious issues like Coronavirus actually are.

However, regardless of anyone's views on the virus, we can't ignore the fact that workers should have proper sickness provision from their employers from day one. No-one should have to face financial ruin or disproportionate disciplinary situations, simply for having been ill for a few weeks. Maybe we should start naming and shaming, or even boycotting companies who deny their employees something as basic as sick pay.

On the positive side, there are some employers out there who do seem to have a degree of common sense and decency about them when it comes to sick pay. Allied Bakeries, Greggs and Burtons Biscuits have shown that it's possible for employers to do the right thing in the event of the spread of a virus.

Unfortunately, we still have the likes of cretinous Wetherspoon's owner Tim Martin, who has announced that he won't be paying his employees if they fall ill. I for one will not be visiting his premises until he does the right thing and commits to paying members of his workforce, should they be struck down with illness through no fault of their own.

The recent decision by 2 Sisters Food Group to close yet another one of their sites (**Pennine Foods**) just goes to show that despite driving pay and conditions into the ground, it doesn't stop the closure of any workplace. 2 Sisters have a shocking record when it comes to decimating terms and conditions, demoralising workforces, closing sites and shedding thousands of jobs.

The company has been nothing other than a blight on the UK food industry. To all those who are losing their jobs, we wish you well for the future, and to all our representatives; we thank you for the work you did on behalf of our members at Pennine. It's been a very distressing time for all those who have faced months of uncertainty. Hopefully, you will all find an employer worthy of your hard work and loyalty, who doesn't place greed and self interest at the heart of their wretched business model.

On a different note, the recent fire at **Speedibake** at least showed an employer keen to look after its workforce and a decision has been taken to maintain as many of its current employees as possible.

Unfortunately, the decision not to rebuild will lead to a number of people being made redundant. However, it's been heartening to hear from neighbouring local businesses offering work to those affected.

Another employer that's been looking after their workers is **Greggs**. Despite their bakery in Wales finding itself flooded, the company responded by ensuring that its workforce didn't end up out of work, or out of pocket. **It isn't hard to treat people with decency and respect, and I dare say that Greggs will be rewarded with the continued loyalty and dedication of those employees.**

You could never say that it's been a boring start to the year. In February, BFAWU members at Allied Bakeries Belfast decided to take strike action, after the company refused to reach a pay review settlement that members felt was fair. Our courageous members (alongside members of UNITE) took to the gates, despite being at the tail end of Storm Dennis. The management didn't think the workforce had the courage to go the distance, going as far as to goad workers in the run up to the action. Our members showed just how to respond to such behaviour. Led by our Full-Time Official, **Laura Graham** (see opposite) they closed the factory down and refused to allow any vehicles in or out.

This forced the company to reconsider its stubborn position and finally meet the reasonable demands of its workforce. After shutting the site down for a mere twelve hours, the picket was lifted with workers going home feeling galvanised, empowered and united. The old adage, *'when we stand together, we win together'*, has never been more true. I congratulate all our members, representatives and Facebook star Branch Secretary, **Jake Dunwoody** on their victory.

**Never let anyone tell you that Unions have no power.** A Union is only ever as strong as it's membership, and they should be prepared and willing to wield that power if employers decide to play games, rather than engage fairly and professionally with them.

**Annual Conference 2020** is now on the horizon, so I'd just like to reference how we can all play a part in the development of our Union's future. I hope that branch meetings leading up to Conference can be a place of healthy debate and ideas about how we can secure the future of our Union. This is a critical time and a critical Conference.

Making decisions now, will enable us to build a strong, independent Trade Union that meets the expectations of food workers' needs going forward.

As I've said before, we can continue to ignore the glaringly obvious and continue with the current way of doing things that worked for us thirty years ago, or we can recognise that we need to modernise our Union. Some will always argue against change and others will always embrace it. Either way, if we feel strongly about the need for a strong, workplace organisation that represents the interests of those that work across all sectors of the food industry, then we need to make the change in a controlled manner that delivers for our members, and for those who are employed by this Union.

Our future is dependent on recognising that we all have a part to play. We're in the position of being history-makers, just as our forefathers were back in 1847 and we shouldn't be frightened of laying down modern foundations for future generations of BFAWU members and employees. The action that we take now will determine whether we will be judged poorly or favourably.

I believe that we all want a favourable outcome and that we will ultimately display the same tenacity and collectivism that the founders of the Union did all those years ago and make sure that the BFAWU is the only show in town for those who demand fair pay and fair pay in a safe and prosperous food industry.

**Thanking all our members, activists, Full time officials and clerical staff for their support, hard work and solidarity**

**Ian Hodson  
National President**



### Mission Statement

*The Bakers Food and Allied workers Union will use its collective power to improve the working conditions and lives of food workers, their families, and their communities, harness the power of technology and build a broad movement across the food sectors to end the injustice, low pay and insecurity which are all associated with an unequal society, it is our aim to bring lasting transformational change towards a more just society for all.*

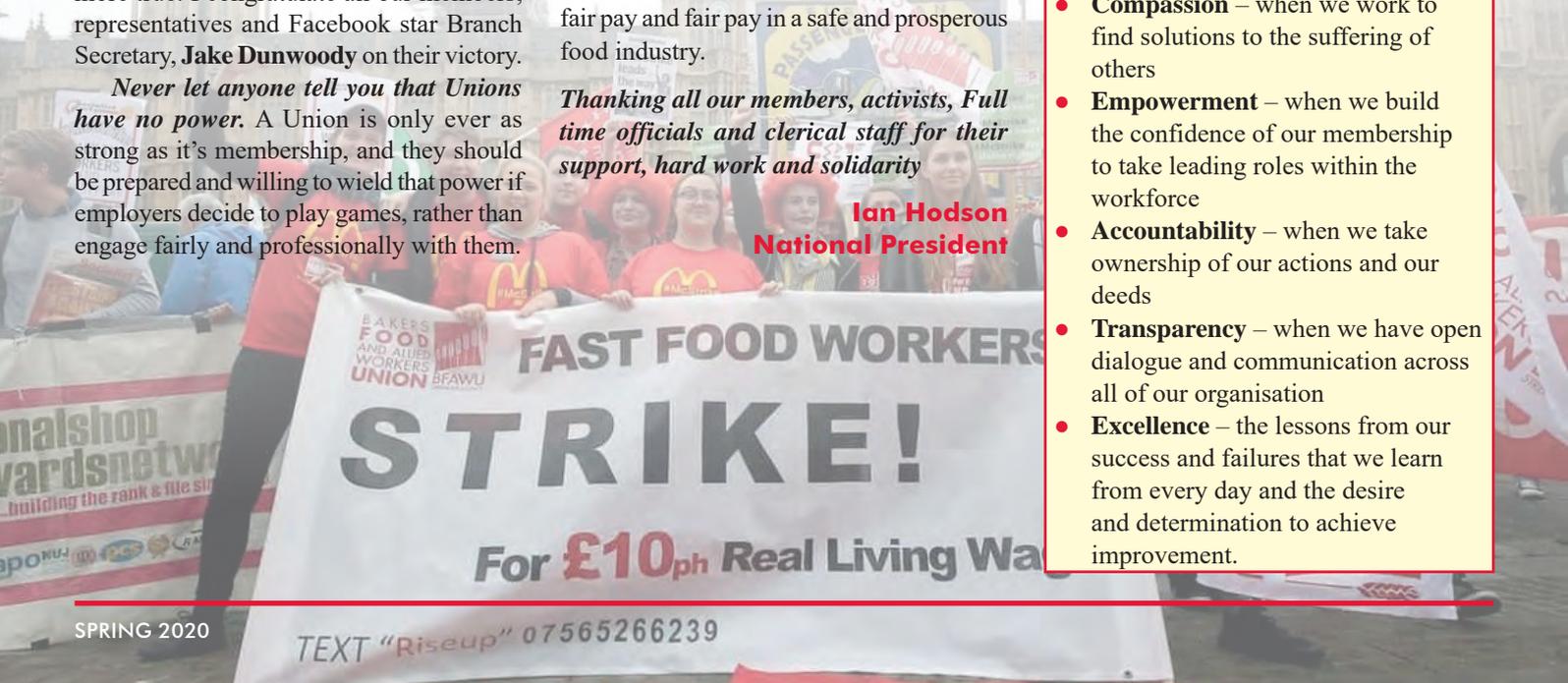
### Vision Statement

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

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

### Values and Behaviours

- **Leadership** – when we organise around our vision, show our courage and build *workplace power*
- **Compassion** – when we work to find solutions to the suffering of others
- **Empowerment** – when we build the confidence of our membership to take leading roles within the workforce
- **Accountability** – when we take ownership of our actions and our deeds
- **Transparency** – when we have open dialogue and communication across all of our organisation
- **Excellence** – the lessons from our success and failures that we learn from every day and the desire and determination to achieve improvement.



# ALLIED BAKERIES – SUCCESS!

SUNDAY 16TH FEBRUARY AT 6.00AM saw the start of strike action in Allied Bakeries by our members, joined by **Unite** members, over a dispute regarding pay. What we have witnessed over years in factories such as Allied Bakeries is consolidated rates of pay, built up with your own terms and conditions, being eroded with a trend that will see the Tory Minimum Wage catching up in no time at all!

Members in this site took the brave decision to fight back for an improved percentage increase, action members feel should have started some years ago following the implementation of Allied Bakery 'Fit for Future' scheme – which only leaves the *employers* fit for the future and the employees struggling on an ever-diminishing rate of pay.

The last recorded action in Allied Bakeries took place before I was born and the men and women who have worked in this site for 30 years and more felt now was the time to say enough is enough! To say that negotiations were tense would be nothing short of an understatement and, to a certain extent, employers these days are used to the workers bending over backwards for the company's gain instead of their own, days I believe are numbered for each company we represent workers in!

The strike at Allied Bakery was well managed, well attended and brought back the comradeship workers may have felt had been lost in recent times. **Strength in Unity** really came to the fore at the picket line. After one lorry passed striking workers, we adopted a '*Nothing IN Nothing OUT*' approach and held off any further attempts to pass the official picket line – even the police could not move us along! This effective action really gave workers the determination and power to ensure we would win the day and ultimately the dispute – I believe that, had we not swiftly received an improved pay offer from the company, the workers would have continued to hold the line for as long as it took.

Picket line meetings kept everyone up to speed throughout the day and after just over 12 hours of all-out continuous action, the members agreed that they would ballot on the improved offer – this action was always member-led and nothing was done without their full support. Members balloted and returned a vote to accept the company offer.

What we achieved, however, is far greater than a pay award. We've restored lost *faith* in the union and we put *hope* back into members that at every step of the way we are working *with* them and not behind their backs. We showed *solidarity* – two great Trade Unions standing shoulder to shoulder – and gave workers one of the best working days of their lives, mine included!

**I am fit to burst with pride for every single member who supported the strike, who showed up to give their support and, literally, walked the line to stand our ground.**

We turned a corner to show employers that the fightback has well and truly started and gave them a simple message: *No more topping up our wages with our own terms and conditions, give us back our overtime, statutory holidays, shift allowances and anything else we have sacrificed over the years... because if you don't, we'll take the fight on until you do!*

Massive thanks to **Brother Jake Dunwoody** and **Brother Ben Hunter** for their continued hard work, commitment and friendship over the last few months. We have something together that we will never forget, **SOLIDARITY!**

Laura Graham  
Regional Officer Region 7





# TUCG



**BORIS JOHNSON'S MAJORITY almost certainly means that the Tories will mount further offensives on the rights and living standards of working people. As usual, they are likely to come after the trade unions as the first line of defence. But unity is strength – and our unions must stand together to resist the latest Tory attacks.**

As an affiliate of the **Trade Union Coordinating Group**, BFAWU is linked up with nine other national trade unions (FBU, NAPO, NEU, NUJ, PCS, POA, RMT, UCU and URTU) to co-ordinate campaigning activities in Parliament and beyond. Originally founded by the late Simeon Andrews, together with John McDonnell MP, the TUCG is committed to an *active fightback* – helping to link up industrial and political resistance.

It's already clear from the Queen's Speech that there will be plenty to resist in the new Parliament. Our priorities for the period ahead are as follows:

### Defending the Right to Strike

Rail workers are the first to find their trade union rights under further attack, as the Tories plan to introduce new '*minimum service level agreements*' – compelling trade union members to undermine their own strike action by being legally required to run services.

It's vital that other unions stand in solidarity with our brothers and sisters in the rail unions, as this might be the thin end of the wedge. They could easily look to expand the scope of these measures to include other 'essential services' – like the *Fire Service*, *nursing* or *schools*. The attack on the right to strike is an attack on *all* trade unionists, and **must be resisted**.

### Fighting for Better Pensions

The biggest wave of coordinated strike action following the Tory victory in 2010 was that around attacks on public sector pensions. Even by questionable police estimates, *over 400,000 public sector workers* marched on Parliament to protest against these cuts.

The unions, however, ultimately ended up divided, as the Government played out its 'divide and rule' strategy between people on different schemes. In spite of this, *the issue isn't going away*.

Already UCU members in universities across the country have gone on strike in protest at attacks on pensions and pay. The FBU defeated the Government in the courts over changes to their pension scheme, but now the Tories want the cost of their failure to be picked up by other public sector workers – like low paid civil servants. **We need to fight back together.**

### Protecting Workers' Rights post-Brexit

The Tories have now taken commitments to respect workers' rights out of the earlier versions of the **EU Withdrawal Act** – commitments currently set out in EU directives, such as *holiday pay* and *statutory maternity pay*. Whilst these rights have been translated into UK law for the immediate transition, there is now nothing to stop the new Employment Bill or future legislation from scrapping or reducing workers' entitlements in the UK.

We need to fight to *improve* our rights at work – for example, with stronger protections against bullying and harassment, or getting rid of the gender/ethnicity pay gaps – *not lose the little we have*.

### Opposing Racism – For Refugee and Migrant Rights

The free movement of citizens between the UK and EU comes to an end with Brexit but the Tories 'points-based' immigration system means that people have to be earning least £25,600 to work here, or else be skilled in areas deemed to have 'shortages'.

In reality, however, many industries (like care homes and agriculture) worry they won't be able to recruit enough British workers to plug the gaps. If the economy suffers, it won't be the rich who pay the price.

***In reality our problems are caused by bad employers and Tory austerity, not by immigrant workers.***

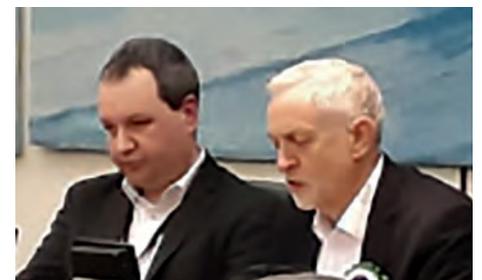
Racism helps the bosses keep workers divided amongst ourselves. We hope to produce a booklet later in the year on how trade unions can work with our own members to stamp out racism.

### Action on the Climate Emergency

The Government is missing even its own current inadequate carbon emissions targets – and fell even further behind in 2019. At the same time, Boris Johnson is allowing Britain's International Development bank to strike major new investment deals in fossil fuel extraction across Africa. Ahead of the COP26 summit in Glasgow later this year, it's critical that trade unionists join climate activists and young people demanding a system which puts the interest of people and planet before profit.

If we give this Government an inch, they'll take a mile. Too often, some of the bigger unions have acted as though there's nothing much we can do. But people will join trade unions when they see a fightback happening. That's why the TUCG unions can set an example for the rest of the movement.

For more on the work of the TUCG follow [@TUCGinfo](#) on Twitter, see our website [www.tucg.org.uk](#) and look out for our fringe meetings at the TUC and Labour Party Conferences.



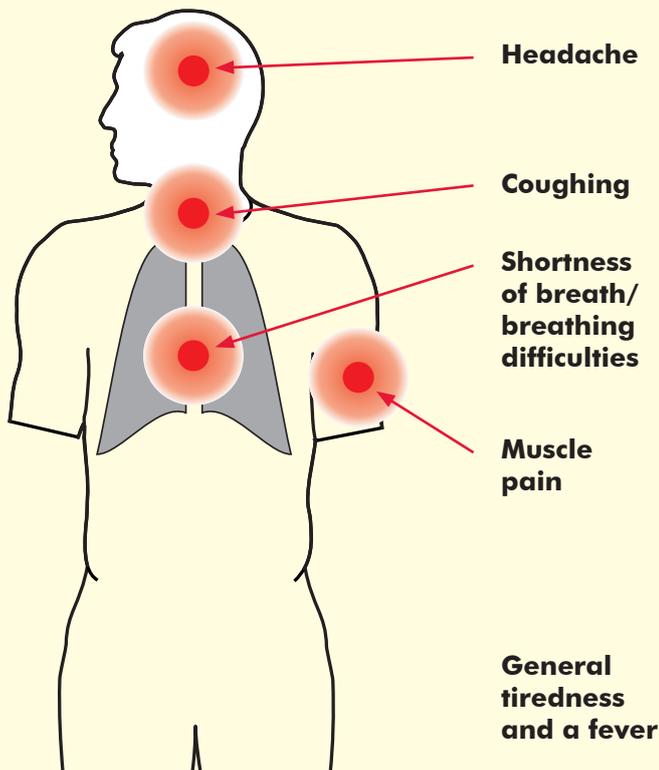
**Michael Calderbank** (left) works for *Solidarity Consulting* which helps to organise both the Trade Union Coordinating Group and the Bakers Union group in Parliament.





# CORONAVIRUS (COVID-19): WHAT YOU NEED TO KNOW

## What are the symptoms?



The first symptoms will be flu-like feelings of *tiredness* and *muscle pain*.

The virus seems to start with a **fever** which may be followed by a **dry cough**.

After a week or so this can lead to a **shortness of breath**.

If you experience these symptoms, it is possible you have the virus and ought to seek medical attention.

**Please Note:** Having these symptoms does NOT necessarily mean you have the illness – they are similar to much more common viruses such as a cold or the flu.

## Seeking medical attention

- Step 1**  Do NOT go to a GP Surgery, Walk-in Centre, Hospital or Pharmacy!
- Step 2**  Contact NHS 111
- Step 3**  You may be asked to self-isolate
- Step 4**  Your details will be passed to a local **Health Protection Team**
- Step 5**  You may then be tested for the virus
- Step 6**  A Doctor or Nurse will then tell you what to do next – keeping **YOU** and the **community SAFE**

## Helping yourself

- Wash your hands frequently with soap and water or sanitising gel
- Catch any coughs or sneezes with a tissue – and throw it away (then wash your hands!)
- If you don't have a tissue, use your *sleeve* (into the crook of your elbow)
- Avoid touching your eyes, nose or mouth with unwashed hands

We would encourage all our representatives to ensure your employers have put together a **clear Action Plan** with the Health and Safety Committee. If your employer is not prepared to commit to paying workers who are infected or have come into contact with an infected person or are self-isolating, please let us know *immediately*.

mail: [ian.hodson@bfawu.org](mailto:ian.hodson@bfawu.org)

# CORONAVIRUS (COVID-19): ADVICE FOR EMPLOYERS AND EMPLOYEES

IN CASE CORONAVIRUS (COVID-19) spreads more widely in the UK, employers should consider some simple steps to help protect the health and safety of staff.

It's good practice for employers to:

- keep everyone updated on actions being taken to reduce risks of exposure in the workplace
- make sure everyone's contact numbers and emergency contact details are up to date
- make sure managers know how to spot symptoms of coronavirus and are clear on any relevant processes, for example sickness reporting and sick pay, and procedures in case someone in the workplace develops the virus
- make sure there are clean places to wash hands with hot water and soap, and encourage everyone to wash their hands regularly
- provide hand sanitiser and tissues for staff, and encourage them to use them
- consider if protective face masks might help for people working in particularly vulnerable situations
- consider if any travel planned to affected areas is essential

Employers must not single anyone out. For example, they must not treat an employee differently because of their *race* or *ethnicity*.

## Sick pay

The workplace's usual sick leave and pay entitlements apply if someone has coronavirus. Employees should let their employer know as soon as possible if they're not able to go to work.

## Pay if someone has to go into self-isolation

The government has stated that, **if NHS 111 or a doctor advises an employee or worker to self-isolate**, they should receive any Statutory Sick Pay (SSP) due to them. If the employer offers *contractual sick pay*, it's good practice to pay this.

The employee must tell their employer as soon as possible if they cannot work. They should tell their employer the reason and how long they're likely to be off for.

The employer might need to be flexible if they require evidence from the employee or worker. For example, someone might not be able to provide a sick note ('fit note') if they've been told to self-isolate for 14 days.

Find out more about:

- NHS 111 [[www.nhs.uk/.../nhs-111](http://www.nhs.uk/.../nhs-111)]
- self-isolating on GOV.UK [[publichealthmatters.blog.gov.uk/.../what-is-self-isolation-and-why-is-it-important](https://publichealthmatters.blog.gov.uk/.../what-is-self-isolation-and-why-is-it-important)]

## If an employee is not sick but the employer tells them not to come to work

If an employee is not sick but their employer tells them not to come to work, *they should get their usual pay*. An example would be if someone has returned from China or another affected area and their employer asks them not to come in.

## If an employee needs time off work to look after someone

Employees are entitled to time off work to help someone who depends on them (a 'dependant') in an unexpected event or emergency. This would apply to situations to do with coronavirus. For example:

- if they have children they need to look after or arrange childcare for because their school has closed
- to help their child or another dependant if they're sick, or need to go into isolation or hospital

There's no statutory right to pay for this time off, but some employers might offer pay depending on the contract or workplace policy.

The amount of time off an employee takes to look after someone must be reasonable for the situation. For example, they might take 2 days off to start with, and if more time is needed, they can book holiday.

Find out more about:

- sick pay [[www.acas.org.uk/checking-sick-pay](http://www.acas.org.uk/checking-sick-pay)]
- time off for dependants [[www.acas.org.uk/absence-from-work#dependants](http://www.acas.org.uk/absence-from-work#dependants)]

## If employees do not want to go to work

Some people might feel they do not want to go to work if they're afraid of catching coronavirus.

An employer should listen to any concerns staff may have.

If there are genuine concerns, the employer must try to resolve them to protect the health and safety of their staff. For example, if possible, the employer could offer *flexible working*.

If an employee still does not want to go in, they may be able to arrange with their employer to take the time off as holiday or unpaid leave. The employer does not have to agree to this.

If an employee refuses to attend work, it could result in disciplinary action.

Find out more about **absence from work**.

[[www.acas.org.uk/absence-from-work](http://www.acas.org.uk/absence-from-work)]

**If someone becomes unwell at work**

If someone becomes unwell in the workplace and has recently come back from an area affected by coronavirus, they should:

- get at least 2 metres (7 feet) away from other people
- go to a room or area behind a closed door, such as a sick bay or staff office
- avoid touching anything
- cough or sneeze into a tissue and put it in a bin, or if they do not have tissues, cough and sneeze into the crook of their elbow
- use a separate bathroom from others, if possible

The unwell person should use their own mobile phone to call:

- **111**, for NHS advice, OR
- **999**, if they're seriously ill or injured or their life is at risk

They should tell the operator:

- their symptoms
- which country they've returned from in the last 14 days

**If someone with coronavirus comes to work**

If someone with coronavirus comes to work, the workplace does not necessarily have to close. The local Public Health England (PHE) health protection team will get in contact with the employer to:

- discuss the case
- identify people who have been in contact with the affected person
- carry out a risk assessment
- advise on any actions or precautions to take.

Find out more about **PHE health protection teams** on gov.uk: [[www.gov.uk/guidance/contacts-phe-health-protection-teams](http://www.gov.uk/guidance/contacts-phe-health-protection-teams)]

The process may be different in Scotland and Wales:

- **Health Protection Scotland (HPS)** [[www.hps.scot.nhs.uk/a-to-z-of-topics/covid-19/](http://www.hps.scot.nhs.uk/a-to-z-of-topics/covid-19/)]
- **Welsh Government:** [[gov.wales/coronavirus](http://gov.wales/coronavirus)]

**If the employer needs to close the workplace**

Currently it's very unlikely that an employer will need to close their workplace but they should still plan in case they need to close temporarily. For example, making sure staff have a way to communicate with the employer and other people they work with.

Where work can be done at home, the employer could:

- ask staff who have work laptops or mobile phones to take them home so they can carry on working
- arrange paperwork tasks that can be done at home for staff who do not work on computers

Find out more about **homeworking**:

[[archive.acas.org.uk/index.aspx?articleid=4853](http://archive.acas.org.uk/index.aspx?articleid=4853)]

In some situations, an employer might need to close down their business for a short time. Unless it says in the contract or is agreed otherwise, **they still need to pay their employees for this time.**

If the employer thinks they'll need to do this, it's important to talk with staff as early as possible and throughout the closure.

Find out more about lay-offs and short-time working. [[archive.acas.org.uk/index.aspx?articleid=1639](http://archive.acas.org.uk/index.aspx?articleid=1639)]

Find out more about:

- **coronavirus on NHS.UK** [[www.nhs.uk/conditions/coronavirus-covid-19/](http://www.nhs.uk/conditions/coronavirus-covid-19/)]
- **latest coronavirus information and advice** on gov.uk: [[www.gov.uk/guidance/coronavirus-covid-19-information-for-the-public](http://www.gov.uk/guidance/coronavirus-covid-19-information-for-the-public)]

## STATUTORY SICK PAY AND CORONAVIRUS

THE TUC HAS CALLED on the government to respond to the COVID-19 outbreak by providing emergency support for the millions of UK workers who are currently missing out on Statutory Sick Pay (SSP).

**Background**

The government has confirmed that any worker who is required to go into self-isolation, quarantine or who falls ill with symptoms will be entitled to SSP.

Nearly two million workers in the UK don't currently earn enough to qualify for sick pay so many may find themselves struggling to make ends meet. Even for those who are eligible, the payment is still too low at just £94.25 a week. And workers at present must be off sick for four days or more in a row to receive any SSP.

These arrangements, if not improved, may lead to workers not taking the appropriate time off work, either in self-isolation to prevent infection, or when genuinely ill in order to avoid a financial loss. This is an impossible choice that has serious implications for us all.



Workers who are currently excluded from SSP because they don't meet the earnings threshold include:

- 34 per cent of workers on zero-hours contracts
- 1 in 10 women in work
- 22 per cent of workers aged 16-24, and over a quarter of workers aged 65 and over.

**What should the government do?**

While the current health emergency has brought this issue to the forefront of public debate, we believe that the fairest and simplest response is to reform SSP in order to address the existing inequality in the provision of SSP and ensure universal coverage for all workers, regardless of how much they earn.

The government has confirmed that emergency legislation may be required to enable measures to contain the virus.

**Continued**

We believe the government should also be putting together emergency support for workers faced with the threat of the virus that would include:

- Emergency legislation to ensure universal SSP coverage for all workers
- An emergency fund to assist employers with the cost of this and to provide support for those workers who will not currently receive SSP.

Emergency legislation on SSP should be enacted to:

- Remove current waiting times to ensure that SSP is available from day one of absence
- Remove the lower earnings threshold to ensure that everyone is entitled to SSP regardless of how much they earn
- Increase the weekly rate of SSP to the equivalent of a week's pay at the Real Living Wage.

The government should also take specific steps in the context of the coronavirus to:

- Ensure that workers who have been required by their employer to self-isolate are treated as at work and therefore receive full pay.
- Ensure that workers who have received health advice to self-isolate are treated as sick for the purposes of contractual or statutory sick pay, including taking measures to ensure that these workers can receive a Fit Note where this is required.

**Further information and resources**

You can access our more detailed report on this issue here:

[www.tuc.org.uk/research-analysis/reports/sick-pay-all](http://www.tuc.org.uk/research-analysis/reports/sick-pay-all)

For more information, please contact:

**Matt Dykes**

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**EMERGENCY CORONAVIRUS TASKFORCE**

THE TUC HAS CALLED FOR an **emergency coronavirus taskforce** with unions and business. The Union body says that a joint approach is needed to minimise the impact on the economy and public health. Today (Monday, March 9th) they have called on the government to set up an emergency taskforce to deal with the coronavirus outbreak.

The TUC says that ministers should urgently pull together unions, employers and government agencies to come up with a plan for minimising the economic and health impacts of the virus.

The union body says the taskforce's main priorities should be:

- Designing an **emergency support package** to prevent businesses from folding and workers losing jobs and pay
- Ensuring public services are kept running and public sector workers are protected from the virus
- Fixing the UK's sick pay rules so that every worker has financial support *regardless of how much they earn*

**Emergency Support Package**

To address the issue the TUC is calling for government to introduce an emergency support package for workers affected by the virus, including:

- Emergency legislation to ensure Statutory Sick Pay coverage for *all workers* from the first day of sickness, regardless of how much they earn.
- An increase in the amount of sick pay to the equivalent of the *National Living Wage*
- A requirement that those asked by their employer to self-isolate on public health grounds *remain on full pay*.
- An **emergency fund** to assist employers with the cost and to cover workers not currently eligible for Statutory Sick Pay.

The TUC points to the recent example of the **Carillion taskforce**, established by the government, employers and unions in 2018 following the collapse of the outsourcing company. TUC General Secretary, **Frances O'Grady** said:

*"We urgently need a national task force to deal with coronavirus. This requires a joint approach. Getting unions, employers and government agencies around the table will help contain the damage to the public health and our economy. Ministers must do all they can to protect public services, workers and businesses."*

Currently, nearly 2 million of the lowest-paid workers don't earn enough to qualify for statutory sick pay. According to TUC analysis this includes:

- 34% of workers on zero-hours contracts
- 1 in 10 women in work
- More than a fifth (22%) of workers aged 16-24
- More than a quarter (26%) of workers aged 65 and over, identified by government as one of the groups most vulnerable to the virus

**The Trades Union Congress (TUC) exists to make the working world a better place for everyone. We bring together more than 5.5 million working people who make up our 48 member unions. We support unions to grow and thrive, and we stand up for everyone who works for a living.**

**Contacts:**

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# TUC SICK PAY POLL

AN OVERWHELMING MAJORITY (85%) of people believe that **all employees should get sick pay from their employer if they're affected by coronavirus**, new TUC polling has found today (Monday, March 9th). *Why?*

- 2 million employees are currently *ineligible* for sick pay
- *Almost half of workers couldn't cover basic living expenses* if they had to spend 2 weeks in quarantine at the current rate of Statutory Sick Pay (SSP)
- TUC calls for **#SickPayForAll**, *regardless of income* and for a *higher rate of SSP*

The Unions have been calling on government to respond to the coronavirus outbreak by providing emergency support for the almost 2 million workers who are currently missing out on Statutory Sick Pay (SSP).

The TUC has warned ministers that inadequate provision of sick pay poses a threat to public health since many workers will struggle to meet basic costs if they can't attend work for a prolonged period. As a result, some may feel they have no choice but to go to work while ill, or against government advice.

## We need a higher rate of SSP

The TUC is also calling for a higher rate of SSP, to ensure that workers can afford to follow public health advice.

- The current rate of SSP is just **£94.25 a week**. If someone was quarantined on SSP for 14 days they would receive just £189 across that two-week period – *a fortnightly income loss of over £800 for someone on average earnings*.
- Today's poll reveals that at the current SSP rate, nearly half (48%) of workers wouldn't be able to cover their rent/mortgage, bills and living expenses if they had to take 2 weeks off work.
- And 27% would have to cut their spending on other things in order to meet their basic financial commitments.

The TUC is calling on government to increase the rate of SSP in line with the **Real Living Wage** and supports the creation of an **Emergency Fund** to assist employers with the cost and to cover workers not currently eligible for Statutory Sick Pay.

TUC General Secretary, **Frances O'Grady** said:

*"A massive majority of voters agree that no one should be left out of pocket because they've done the right thing and followed government health advice. But currently, many people won't even be able to cover their rent and bills if they fall ill or have to take time off. Government needs to stop making excuses and immediately reform sick pay legislation so it covers all workers at a decent rate.*

*It's the sensible way to give working families the security they need – and to protect public health. And nothing is stopping employers doing the right thing right now, and pledging that any worker who has to self-isolate on medical advice, or who gets sick, will get full pay while they're off work."*

## The Poll

The YouGov poll had a sample size of more than 2,000 adults. Fieldwork was undertaken between 4 and 6 March 2020.

The survey was carried out online.

The figures have been weighted and are representative of all GB adults (aged 18+).

Currently, nearly 2 million of the lowest-paid workers don't earn enough to qualify for statutory sick pay. According to TUC analysis this includes:

- 34% of workers on zero-hours contracts
- 1 in 10 women in work
- More than a fifth (22%) of workers aged 16-24
- More than a quarter (26%) of workers aged 65 and over, have been identified by the government as one of the groups most vulnerable to the virus

Government advice suggests that up to a fifth of the workforce may be off sick during the peak of a coronavirus epidemic:

[www.gov.uk/government/publications/coronavirus-action-plan](http://www.gov.uk/government/publications/coronavirus-action-plan)

A **TUC petition** calling for every worker to get sick pay from day one has already gathered more than 10,000 signatures.

[www.megaphone.org.uk/petitions/sick-pay-for-every-worker-on-day-one?source=tucwebsite](http://www.megaphone.org.uk/petitions/sick-pay-for-every-worker-on-day-one?source=tucwebsite)

**The Trades Union Congress (TUC) exists to make the working world a better place for everyone. We bring together more than 5.5 million working people who make up our 48 member unions. We support unions to grow and thrive, and we stand up for everyone who works for a living.**

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# FIGHTING FOR HEARTS AND MINDS!

THIS YEAR'S INTERNATIONAL WORKERS MEMORIAL DAY on April 28th will remember all those people who have died because of work over the last 12 months and also campaign about the impact of stressful working conditions on our health under the theme of 'Fighting for hearts and minds'.

Each year more than 50,000 people die in the UK because of work. Over 1,000 in incidents and the rest as a result of being exposed to dangerous substances or health damaging working conditions. Hazards Campaign estimate more than 550 people die each year by work-related suicide. Bullying, precarious contracts, exhausting shifts, increased workloads, reduced staffing etc. all contribute to work-related stress and can lead to long term mental and physical disability and illness.

Employers have a duty to assess all the risks which could expose workers to harm, both physical and mental. The HSE have developed the Management Stress Standards for employers to use to support risk assessment. Employers should put in place control measures to ensure that workers are protected from this harm. The HSE are now starting to enforce the duty with regard to workplace stress, and holding employers to account for the harm they are causing workers.

Hazards Campaign have been encouraging people to send e-postcards to the HSE to urge the HSE to investigate all work-related deaths including those of people who die by suicide. Please support this campaign by sending an e-postcard.

Go to [www.hazardscampaign.org.uk/suicide](http://www.hazardscampaign.org.uk/suicide)

On **#IWMD20 Workers Memorial Day**, what are you doing in your workplace to challenge work-related stress and to remember those workers who have been killed at work? See [28april.org](http://28april.org) to find out what is going on globally.

No-one should be killed, made ill or harmed by work. Trade Union organised workplaces are twice as safe as those without trade unions and it is trade union health and safety reps who diligently work with/or force employers to keep workers safe. The Hazards Campaign have recently launched their manifesto for a health and safety system fit for workers: Decent jobs and decent lives, which sets out their prescription for better, decent, healthy work. [www.hazardscampaign.org.uk/manifesto](http://www.hazardscampaign.org.uk/manifesto)

We all deserve decent jobs with decent conditions of employment, and to be able to belong to an active trade union like the BFAWU, employed under permanent contracts and paid a minimum of a living wage. **It is what helps to keep workers safe and healthy at work.**

Greater Manchester Hazards Centre have recently launched an App called '**Training Safe**'. It is free to download and provides health, safety and employment information along with useful links to more information and resources. It is aimed at young, new and vulnerable workers and although you can use it without registering. If you do register, however, it means you can contact a health and safety advisor *directly*.

The App is available on Iphone or android.

## HAZARDS CAMPAIGN



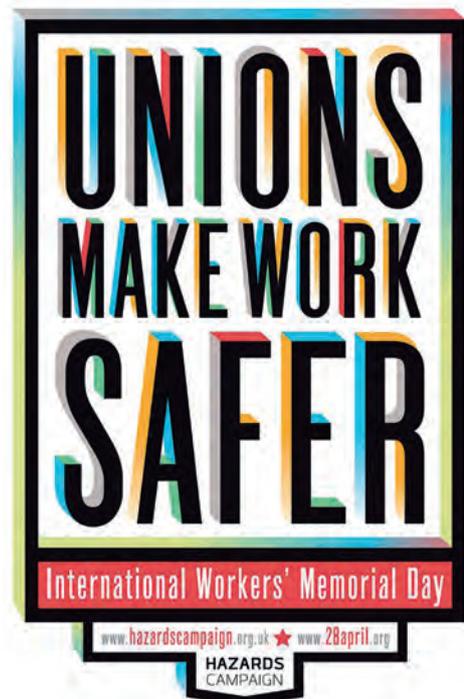


# #IWMD20

**MANCHESTER INTERNATIONAL WORKERS MEMORIAL DAY EVENT**

**April 28th, 12.00-13.00**

**St Ann's Square**



**Afterwards take wreaths to People's History Museum to lay them at the Fallen Tears window followed by refreshments.**

Left Bank, Spinningfields, Manchester M3 3ER

If you would like any more information please contact:

[janet@gmhazards.org.uk](mailto:janet@gmhazards.org.uk)

01616367558

**Chair:** Sarah Woolley – BFAWU

**Speakers:** Marie Monaghan – UCU

Mary Sayer – Unite

Daren Ireland – RMT

GMAVSG Speaker

FACK Speaker

**Reading of Names**

**Laying Wreaths and  
Minutes Silence**

**Music by Claire Mooney**





## BFAWU'S LEGAL SERVICE



## HERE TO HELP YOU AND YOUR FAMILY

### Accessing comprehensive legal cover through Thompsons Solicitors

BFAWU WORKS IN PARTNERSHIP with **Thompsons Solicitors** to ensure its members, and their families, can access *comprehensive legal support*.

While high street law firms will take up to a quarter of a client's compensation, BFAWU members will always keep **100 per cent** of the settlement if they make a claim with Thompsons legal service.

All members will receive *free legal advice* and *representation* for:

- **Personal injury** – at or away from work, on holiday or on the roads
- **Serious injury**, including brain injuries and spinal cord injuries
- **Industrial disease or illness**, including *Baker's Asthma*
- **Employment law** (this can be accessed by contacting your regional officer or regional secretary)
- Work-related **criminal law advice** (accessed by calling 0800 587 7530)
- There are also special rates available for those making clinical negligence claims, as well as for *wills, conveyancing, probate* and *Powers of Attorney*.

Not only this, but family members can also receive free support for personal injury and serious injury claims away from work, on holiday or on the roads, as well as the same special rates that members can access for medical negligence claims and conveyancing. Thompsons Solicitors is proud to stand up for union members and their families.

The firm only ever acts on behalf of the injured or mistreated party – *never for employers or the insurance industry*.

*Want to find out more information or make a claim?*

Contact us on 0800 587 7518  
or  
visit

[www.thompsonstradeunion.law/bfawu](http://www.thompsonstradeunion.law/bfawu)

# MAKING HISTORY IN THE WEST MIDLANDS

**IN DECEMBER OF LAST YEAR Region 3 made history in the West Midlands when our member Adrianna Kara won the Organising Award for the year. It is not only the first time that our union has won this award, but Adrianna has become the very first Eastern European to receive it.**

Adrianna has been one of our most active members in Region 3, not only by promoting the union in the Polish community but has been organising within the hotel industry. Within Adrianna's workplace there had been severe sexual harassment that had been happening over several years by a manager.

Anyone who spoke out was a victim to intense bullying, and was more than likely dismissed. Then with no thought for her own personal position, Adrianna bravely stood up to this kind of victimisation, and with the help of the union was able to have the manager *dismissed*. She then went down to the police and reported him.

As we try and build our membership of the union it is interesting to note that there is not a week that goes past when we don't have to send out several union application forms because of Adrianna.

She has been making members not only in the hotel industry where she works, but all in all areas of our industry. Wherever people have language difficulties, Adrianna is always on hand to help, or when we have a roadshow she will make herself available to help out.

At the award ceremony it was a pleasure to see her accept the award. It proved how active she is in the labour movement and showed that everyone knew of Adrianna and the work she does.



*photo: Pete Jenkins*

Her speech was a rallying call for all of us as well especially for migrants workers:

*"I would like to thank the Baker's union for nominating me for this award, and for the support they have given me. I would like to thank the TUC for the honour of this award, for this is not just an honour for myself but is one for all the migrant workers. For it proves, that while migrant workers are demonised in media, leading to the ramping up xenophobia and racism, and so emboldening the racist far right, it says that we ARE part of this community. And you by giving me this award proves what migrants can achieve, that migrants are honoured members of the trade union movement and that we are going nowhere!"*

**Duggy Johnstone  
Region 3**



# CELEBRATING LEARNING SERVICES

## Sarah Woolley

SARAH JOINED THE BFAWU when she started working for *Bakers Oven* as a weekend assistant. The union branch wasn't very visible and for a number of years she was a dormant, subs paying member with little knowledge or interest in becoming active!

Greggs took over when she was around 21 and it was just after this that she became a shop steward. That's when she attended her first trade union course – *Shop Stewards Stage 1* and her passion for education was reignited. From that course she was hooked. Sarah went on to complete the further two shop stewards courses, the GFTU's negotiating, public speaking and advanced employment law.

After doing all these courses Sarah went on to be a Full time Official in Region 5. Whilst in this role, Sarah started working alongside the Learning Services promoting courses, also *doing* them herself – and she couldn't praise our work highly enough.

Sarah said our union, like many others, has a whole section of people dedicated to education and helping other people learn. We have Project Workers supported by Union Learner Representatives (ULRs) who enter the workplace and initially help members recognise and understand their learning needs – whether these are in English, maths, IT and even helping to write a CV.

She has personally undertaken a few courses online at home including *Equality and Diversity: Information Advice and Guidance*, *Principles of Business Admin* and *Mental Health Awareness*. Sarah says that she would recommend these three to everyone who wants to help people as they develop your knowledge and give you the tools to identify situations and deal with them whilst also giving a different outlook on issues we all face daily but aren't sure how to overcome. *'There is plenty of support available on the courses from the tutor and the learner representatives/ project workers so you can't get stuck!'*



Sarah believes the learning she has received through Learning Services has helped her personally and professionally and gave her the confidence to join the chase to become the new General secretary of our union which she subsequently went on to win and started her new role in January, working alongside Ronnie.

*All of us at Learning Services would like to pass on our congratulations to Sarah and wish her the best of luck for the future. We are all looking forward to working closely with her moving forward.*

## Developing Adult Learning (ULR Stage 2)



I WAS ASKED TO ATTEND this course as it might not go ahead otherwise. To be honest I wasn't looking forward to it, long drive and the weather was turning for the worst but, having said that, it was *brilliant*.

We started on Monday afternoon, introduction to our tutor **Paul Gibson** followed with icebreakers (very apt – it was snowing outside). We were 3 people from Foxes Kirkham, 2 from Foxes Batley, 2 from Greencore, 1 from Manor Stoke and me – and I couldn't have asked for a better group.

The course was fantastic, we learned so much but the way Paul teaches means we had fun too and we all gelled well. Paul moved us around the tables every day so we were in different groups and got to know everyone.

We learned about *Direct and Indirect Discrimination, Equality Law, Time Management, Interview Skills and Values* and many an in-depth discussion ensued.

On Thursday Paul split us into groups for our 'micro teaches'. We had four groups: Group One worked around words in English for ESOL learners. Group Two tackled Maths wrapped up in a Darts scenario. Group Three's title was *'How do you kill a Unicorn'* which grabbed the audience straight away because no-one wanted to kill a Unicorn!



Group Four (Amanda and me) took everyone back to their youth with the *Chatter Box* and we had everyone making one. Mine and Amanda's presentation was brilliant, of course, and I must say everyone did really well and kept us all enthused.

I don't think I'm talking out of turn when I say this, because it was the general consensus of the whole group, the hands down winners were Andrew and Mark, they were fantastic, how they kept straight faces through it I have no idea! *Well done lads!*

So Friday lunch time came around all too quickly and we said our goodbyes but I do feel that I walked away from this course with a lot more knowledge and, hopefully eight new friends.

If any one is thinking of attending the next course, please do, I so recommend it and if you are lucky enough to have Paul Gibson as your tutor you are on a winner, he is so nice and so knowledgeable. But don't just take my word for it, I collected some comments from the other students.

Developing Adult Learning cont'd



*"It was a really good week, I'm so glad we got on as well as we all did! Fab course, learned lots and the people on the course were like family."*

**Amanda Bailey**, Manor Stoke

*"I would highly recommend this course"*

**Marcus McKie**, Foxes Kirkham

*"It was simply the best course I have ever been on, got on with everyone & the way Paul delivered it was brilliant, made me want to get out there and do more for all the potential learners."*

**David Johnson**, Foxes Batley

*"The course was fun, fantastic and educational, met the targets it set out to do. The teacher was brilliant and helped by students who were all willing to participate."*

**Craig Pinnell**, Foxes Kirkham

*"Brilliant group, it was good to see some familiar faces as well as some new ones. The group dynamics and participation with each other worked very well and it was refreshing to bounce new ideas of each other."*

**Andrew Williams**, Greencore

*"Relevant, informative and extremely well delivered. Loved the week and it has definitely given me the tools to progress"*

**Mark Dickens**, Foxes Batley

*"I have enjoyed the group and the course. Very useful and helpful and all the colleagues were very skilled and friendly and I learned a lot from their experience. The group was wonderful."*

**Viorica Secrier**, Greencore

*Don't take our word for it, why not sign up and see for yourself?*

**Carol Hillaby**  
Project Worker

## BATLEY LIFE CENTRE SUPPORTS ENGLISH LEARNERS



THE BFAWU HAS BEEN WORKING for some time to support learning through its **Batley Life Centre** at Fox's Biscuits factory in Yorkshire – it recently had another successful cohort of English learners just complete the course.

Over the last four years the union has supported over 80 learners through its Learning Centre. These have included *Functional Skills English*, *Mental Health Awareness Course* and distance learning sign ups. It has just had 20 learners complete *Functional Skills (English)*, nine at Entry Level and 11 at Levels 1 and 2.

**Kamran Ali** is the BFAWU Learning Services Project Worker covering the workplace and explained why there has been such an interest in this course.

Kamran said: *"Members have been signing up to English courses for a number of reasons. To build their confidence, progression and help in their personal lives."*

Also for the entry level learners it is better to do the *Functional Skills English* first and then do the maths or digital literacy as both the maths and digital need an understanding of English as the qualifications are functional skills."

.....  
**Helen Hunt, Matthew Walker**



HELEN HAS WORKED at Matthew Walker for 7 years in the site services department and has seen some changes in the work environment. She got interested in distance learning during the winter months for something to do.

The union has organised four sets of Functional Skills English classes over the last four years, and the pass rate has consistently been above 90%, with Chesterfield college running them.

Kamran said: *"Each class is two hours long. We have negotiated with the employer that one hour is the learners own time and one hour is company time where the learner gets released from their job. We have had two lessons a week on a Tuesday and Friday."*

The classes continue to recruit and once a few retakes from the current cohort are out of the way in March, the union will be looking at further classes, with promotion and sign-ups taking place from mid-June 2020.

The BFAWU and the Learning Centre offer English learners a lot of support beyond the weekly sessions. Kamran explained:

*"There is a library in the Learning Centre for use for the learners and employees in general, we also have five computers installed by the BFAWU Learning Services with internet provided by the company so learners are able to access online help. The tutor is also available for support beyond the weekly sessions."*

Kamran attends site most weeks and is available at short notice if any learner needs support with accessing learning. He also helps with getting release from work if any issues arise – as well as promoting further learning.

**Mark Dickens** is a learner at Fox's: *"Brilliant course made fun by the tutor who makes learning interesting. We have excellent support from Kamran, the project worker from BFAWU Learning Services, and Sally Lowndes the tutor from Chesterfield College."*

Fellow learner **Penny Grimsditch** added that it was a "great course and teacher, would recommend to anybody".

.....  
She explained:

*"I love walking – whether it's with others or taking the dog out. During the summer when the nights are light I'll walk for miles but in the winter there is not the opportunity to spend as much time outdoors. Winter is when I'll look at the different courses on offer and choose which one to do"*

Helen has already completed five courses:

- Principles of Team Leading
- Cleaning Principles
- Mental Health Awareness
- Counselling Skills
- Nutrition and Health

She has now taken the list to choose her next course of interest. **Well done Helen!**

# SUNSHINE HOUSE

SUNSHINE HOUSE IS A COMMUNITY CENTRE set up in the heart of Scholes, Wigan. It provides many events and appeals to all residents, young, old and disabled.



Liz is the General Manager of Sunshine House and is working alongside Barbara Nettleton, the founder. The local community use the centre to its full capacity along with Wigan council who use it for running courses for their staff.

The Sunshine House Computer Club was set up over 5 years ago with the help of Wigan Trades Council (WTC), John Fox (BFAWU Project Worker) and Lynn Gibson (Open University Tutor and Sunshine House Trustee) who all got together and opened the computer club. The idea was not to have formal courses in classrooms as this was done at the colleges and schools in the area, but to help people who had problems with certain aspects in different uses.

If anyone was a basic beginner who didn't know how to even switch a PC on, we would set up a training programme from scratch. When they had mastered that we'd ask them whether they would like to do a basic course with *Learn my Way*. This gave them more control over the mouse/mousepad and keyboard.

Because of work commitments, Lynn had to step back so John recruited his wife to help him and they now run it between them.

We provide a safe environment where people come in for help with renewal of bills and accessing sites like 'Go Compare' and so on. We provide them with the confidence to access these sites as quite a few people still find it difficult to trust a computer.

John always jokes with them, "*You can't break them unless you throw them through a window from a great height*".

We also provide Distance Learning courses here and many people have taken up and gained a level 2 qualification while we direct others requiring English and Maths to Wigan Library – where they do this every day in blocks of 12 weeks. We do help with this as we get them onto the *BBC bitesize* webpages whilst they are on their English and Maths courses.

Amongst the things they can learn are social media sites like Twitter and Facebook. We train this out and get the functions set for them on their tablets and laptops. A measure of our success came when a lady told us that her son had said to her, "*I see that you're not twitching the curtains now, Mother, since you have learned how to use Facebook!*"



## Inese Gailite

INESE GAILITE IS AN EMPLOYEE of BBF Bakery in Blackburn. She came from Latvia 14 years ago, bringing with her numerous qualifications including English, Maths and a diploma in Sales Management in the food industry from the LU University in Latvia.

Unfortunately the UK does not recognise qualifications gained in another country. This has not held Inese back as she decided to carry on her learning journey here in the UK.

Her Job in BBF as New Product Development meant she had to learn new skills and brush up on old. In her job using the computer had become more prevalent and testing food for organoleptic properties (*taste, aroma, water, texture*) had become very necessary skills for her own self-development.

Having seen posters around the bakery and canteens for IT courses through the BFAWU Learning Services, she decided she would like to see what was on offer. After a discussion with myself, the area project worker, she decided to sign up for the **ABC IT** through Alison.

Inese says, "*I am really enjoying the course and the flexibility allows me to log in whenever I have the time. Both the company training officers, Ian and Paulina, and the BFAWULS reps, John and Lorraine, have provided great support for my learning needs, encouraging us with our learning plans.*"

*The training room was opened to us and laptops provided along with encouragement and help when needed.*

*I am spreading the word around the bakery to other employees to come forward and take advantage of the courses on offer. I will definitely be doing another course in the future."*

**John Fox**  
Project Worker



# REGION 7 40 YEAR AWARDS

IT WAS A PLEASURE to present members from two different branches with their **40 Year Awards** over the past few months.

It is always an honour to sit down and spend some time with our long standing members and chat about the time that has flown by too fast, the changing times of the union over the years and to thank them for their continued support of the BFAWU.

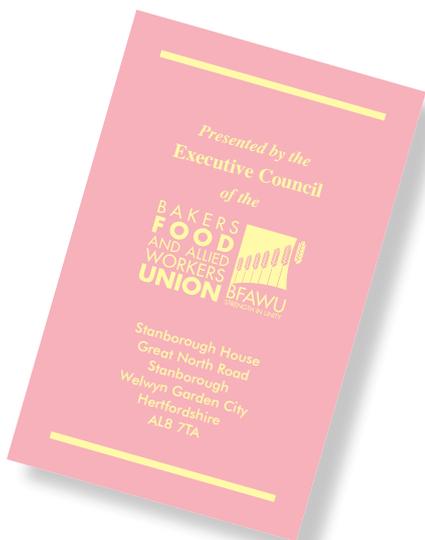
**Laura Graham**  
Regional Officer  
Region 7



This certificate is presented by  
**THE EXECUTIVE COUNCIL**  
to  
**40 years**  
on completion of  
unbroken membership

**Members of Branch 703 Irwins Bakery  
Portadown receiving their 40 Year  
Awards, from left to right:**

**Bro Connie Farrell, Bro John O'Hare,  
Regional Officer Laura Graham and  
Branch Sec, Brother Noel Mullen**



**Members of Branch 711 Allied Bakery,  
Belfast, receiving their 40 Year Awards,  
from left to right:**

**Bro John Sloan, Regional Officer Laura  
Graham, Bro David Wilson and Branch  
Sec Jake Dunwoody**



# BFAWU OFFICERS AND REGIONAL ADDRESSES

## Head Office (email: [info@bfawu.org](mailto:info@bfawu.org))

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Mr I Hodson — National President  
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Ms L Graham — Regional Officer

Mobile: 07739 326020

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## 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 RTKG-RJRE-CJAT

Stanborough House  
Great North Road  
WELWYN GARDEN CITY  
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.