



**LIFE GOES ON...**  
**RECOGNITION AGREEMENT SIGNED**  
**WITH CHARNWOOD FOODS**



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## EDITOR'S NOTES

**"You wonder how  
anyone could put an  
'X' in the box marked  
Conservative"**

Ronnie Draper @ronniebfawu

AS I WRITE THIS ARTICLE, we are approaching life-changing decisions on two fronts. First, we have a General Election, called by Theresa May on the basis that she expected to wipe the Labour Party out. The second event that potentially has the power to change lives is our Annual Conference which takes place early in June.

Whilst I cannot predict the outcome of the election, I am pretty sure that the predicted landslide for the Tories will not materialise. We have witnessed over the past few weeks the rise of Jeremy Corbyn's political credibility to the level where he would not be out of place gracing the heady heights of No 10 Downing Street as Prime Minister.

### Not a 'natural speaker'

I have watched with interest Theresa May falling apart at the seams as she is questioned by what in essence is a right-wing press, demonstrating her inherent weakness when her answers are not scripted by her PR machine. A Tory manifesto that hasn't stood up to scrutiny, made up of a lot of *maybes*, *perhaps* and *future consultations* is collapsing into a Brian Rix farce. You would be forgiven for thinking that a Prime Minister who knew the date of the election would have planned her manifesto to the eighth degree, not leaving any opportunity for anyone to pluck holes in it.

Instead we have a list of uncosted pledges that damage virtually every group in our society with the exception of the super-rich.

Taking away free lunches from young children (which for many is the only hot meal they get each day) and replacing it with a less than 7p breakfast, begs the question of just how nutritional can that be.

A triple hit on pensioners with the demise of the triple lock on pensions, loss of winter fuel payments and the knowledge that, if you are unlucky enough to get a long term illness like *dementia*, you may well have most of your planned family inheritances taken to pay for past care.

Put these on top of cuts to disability payments, destruction of our NHS, the devastation of our education system and multiple failed targets on immigration, you would wonder how anyone could put an 'X' in the box marked *Conservative*, but the reality is that some will.

***We have witnessed the rise  
of Jeremy Corbyn's political  
credibility to the level where  
he would not be out of place  
gracing No 10 Downing St  
as Prime Minister***

By the time this article is read, we will know the result of the election and hopefully people will vote for a Labour manifesto that seeks to redress some of the balance between rich and poor. A pledge to build affordable housing, raise the minimum wage to £10 per hour, give security in employment, rid students of life-inhibiting tuition fees to name but a few. But will the electorate vote for this or will they be satisfied to live in austerity with little hope of change? Only time will tell.

### It's Conference time again...

Moving to our Annual Conference, we know that there are many of the 100+ motions that have the power to change members', their families' and communities' lives for the better.

If you look at the range of subjects you not only realise that a lot of thought has gone into compiling each individual motion, but recognise how thoughtful our members are in putting them on the agenda to better living standards for thousands of people.

Conference is also an opportunity to recharge the batteries of activists and officials alike – although 5 days in Southport should not be seen as some sort of jaunt. On the contrary, it is a challenging few days of intense debate, learning and networking that lays the foundations for what we are all hoping to achieve over the coming year.

It would be remiss not to thank *Adrian* and *Jan* from Head Office who have made sure that when delegates turn up in Southport, things go like clockwork – from logging delegates to booking bedrooms, from printing all the papers needed to collating the conference folders, they have both worked tirelessly to make our task easier.

*[Conference] is a challenging few days of intense debate, learning and networking*

#### Life goes on...

Irrespective of whether Labour win the election or not (and I sincerely hope they *do*), we still have a policy that we include the quest for **£10 per hour** on *every wage negotiation*. That policy needs to continue if we are to raise living standards of our members and set a platform to build on in the future. One thing is for sure: we won't achieve it if we don't ask.

#### Make use of Learning Services

Finally, I would like to give a plug for all our learning services who are currently working on new contracts to deliver a wide range of educational benefits to members and non-members alike.

The difference this year is that some of them are now going to be judged on *outcomes* (as opposed to *targets*) and all our participation is needed to ensure we have continuation in the future. At this Conference we will be running assessments which we would ask every delegate to take part in, but more importantly we need you to go back to base and do an in-depth study of how your branch can benefit from our services.

Talk to our team at Conference; see what they have to offer, how you can access courses and how you plan to get the projects involved in your workplace.

**Solidarity!**

**Ronnie Draper**  
General Secretary



## NATIONAL PRESIDENT IAN HODSON

The despicable actions of an extremist, aimed at killing children, is both shocking and disgusting. However, the *measure* of our response to this is of vital importance

LIKE MANY WHO WOKE UP on the morning of May 23rd to the awful news of the bombing at Manchester Arena, I couldn't believe what I was seeing. *This was a pop concert*. There were no links to any war; religious, political or otherwise. This was a music event that was attended (for the most part) by young girls. Speaking as both a father and grandfather, it was an atrocity of a kind I thought I'd never see in the UK.

The usual suspects on the political right were quick to take to social media, with predictably divisive statements, one of which actually called for a 'final solution' for Muslims. Theresa May's answer, was to grandstand by putting armed soldiers on the street; a cynical attempt to score cheap political points whilst other politicians had suspended their General Election campaigns out of respect for those affected by the attack. Thankfully, the Manchester community showed the very best of us. People from all backgrounds, cultures and beliefs came together and galvanised in an overwhelming display of solidarity and defiance. Public and emergency service workers, along with taxi drivers, restaurant owners and even homeless people, rallied around and supported those caught up in the explosion.

A day later, vigils and religious services took place all over Greater Manchester, with people united in shock and grief and a refusal to be divided. They showed a humbling sense of community that made a powerful statement: *Kick one of us, you kick all of us*.

#### Lessons to be learnt

The Manchester attack showed us two things: that austerity and governmental cuts to Police and security services can put lives at considerable risk, and that the UK's foreign policy in the Middle-East continues to be a shambolic mess that serves only to put us in harm's way.

We cannot go down the road of *denial*, as that demonstrated by the Home Secretary, Amber Rudd. Community Officers are our first line of defence and intelligence. She should be taking steps to reverse cuts to policing **NOW**. In addition, UK foreign policy should come under immediate review. There can be no doubt that invasions and interventions in Afghanistan, Iraq, Libya and Syria, along with selling arms to the likes of Saudi Arabia makes us a target for terrorism. Violence begets violence. We must play no further part in the *Project For The New American Century* agenda.

We must not be afraid to call out politicians who express despair when blood is spilled in this country and yet who happily vote for innocent people to be set on fire in other parts of the world. We need a mature, human, common-sense approach to how we deal with other nations although with bumbling imbecile, Boris Johnson as the UK's Foreign Secretary and the nit-witted Michael Fallon as Defence Secretary, there's a pretty low bar in terms of competence and expectation in this area.

### The Mail offline...

One of the more disgusting aspects to the UK's reaction to the terrifying events in Manchester, was some of the reporting in the mainstream press. While the Daily Mail was linking the attack to what Ariane Grande was wearing on stage and reporting the last words of children as they lay dying, the Sun newspaper decided to use it as a means to link Labour Leader, Jeremy Corbyn and Shadow Chancellor, John McDonnell to the IRA, claiming that they had 'blood on their hands'.

Rupert Murdoch and his cronies in both politics and his media empire, proved once again that they have no class. It was Murdoch's papers that deliberately told lies about Liverpool supporters at Hillsborough and hacked the phone of Millie Dowler, along with countless others. They know full well that the likes of Corbyn and McDonnell were among a host of politicians from right across the Westminster spectrum, who were meeting with various groups in order to achieve peace in Northern Ireland, going as far back as the 1960s.

In the case of the Daily Mail, it's worth noting that the paper, along with its owner, Lord Rothermere supported Adolf Hitler, welcomed his early invasions across Europe, encouraging the Nazis to march into Romania and proudly proclaiming "**Hurrah For the Blackshirts!**" in one of its main headlines of the time. This is the same newspaper that labels Jeremy Corbyn as a 'terrorist sympathiser'. Make no mistake, the Daily Mail and the Sun represent UK gutter reporting and hypocrisy at its very worst.

As I write this, we are in the full swing of a General Election. We will either be celebrating Labour's victory (with the hopes of a new and *fairer* society), or we'll be bracing ourselves for a five-year onslaught as the Conservatives eye up the final destruction of what's left of our NHS, Schools and Trade Unions. If we're faced with Theresa May's *Poundland Thatcherism* after the election, we'll have to ensure that we're organised, ready and up for the fight of our lives.

### Conference Time and a celebration!

Our **Annual Conference** is in Southport this year and we will be debating the issues that our members feel are important to them. Many of these feature heavily in the current Labour Party manifesto, a document that could quite easily have been written by our Union. To see our concerns and aspirations included as part of a political party's election platform shows not only how far we've come as a Union, but also just how *relevant* we are in terms of representing our members politically. It's something to be proud of and long may that continue.

I hope that everyone who attends Conference enjoys their time in Southport and gets a lot out of it. To see first-time delegates and speakers getting up on the podium and joining in the debate is always a joy, as is meeting old friends and making new ones. Conference is about democracy and our members shaping our policies going forward. It's also about *unity* and *solidarity*. It's an annual call to arms that should reinvigorate representatives and members for when they return to the workplace, safe in the knowledge that they are not alone.

A special feature of this year's Conference is the fact that our Union is now **170 years** old. We were founded in 1847 in the dark cellar bakeries of Manchester. The life of a baker in those days had no limits on working hours, no overtime payments and no health and safety. It was a gruelling, heavy manual job with no machinery, exposure to flour and dust and all mixing done by hand.

Organising in those days was speaking to workers through grids in the street, bakeries were mainly cellar-based. We have always been a campaigning Trade Union. Our first successful campaigns led to the introduction of the **Bakehouse Regulations Act of 1863** and the eventual banning of cellar bakeries. From the 1890s onwards, we campaigned and recruited around the idea of socialism. Workers were encouraged to come to meetings (normally held in pubs) to discuss their work, conditions and politics. It proved a successful way of engaging with people, especially across London.

### Then and now...

When you contrast what was happening back in the late 1800s with where we are today, it's interesting to see how so many things that were improved between the 19th and 20th century are now being eroded. The way in which the political elites speak about Muslims and Eastern European immigrants today is virtually identical to the way they spoke about Irish and black people all those years ago. The strategy then, remains the same today – blaming all of society's ills on minority groups with limited ability to fight back and to set working classes squabbling amongst themselves.

Britain today is suffering a housing crisis, *not* because of immigration, but because the government sold off council houses and hasn't built any new ones. The NHS is in crisis, *not* because of immigrants, but because the government is starving it of funds, closing hospitals and forcing through an agenda of privatisation. The cancer of zero hours contracts *isn't* down to immigrants, it's a result of anti-Trade Union legislation and the uncontrolled greed of big business. Standing up for fairness, workers rights and a political voice is still in the DNA of this Union and *that will never change*.

### Health and Safety

In recent months, I have attended a number of Health and Safety conferences, meeting our Representatives and finding out their main concerns. Consistently, they tell me about the difficulties they have in securing release from their companies in order to attend health and safety meetings or to conduct safety inspections.

We have put a number of documents on our website to assist our Safety Representatives in conducting inspections, whilst providing information in relation to ensuring your rights in terms of attending safety meetings. This information is contained in what is often referred to as '*the Brown Book*'. If you haven't looked at our website, have a look and see what other resources are available in order to assist you in your role. Safe workplaces, not only ensure a happier workforce, they guarantee increased productivity and profitability for companies.

Finally, I'd like to wish all those members who have recently lost their jobs in the food industry through redundancy, all the very best for the future. It's shameful that some employers in our industry choose to exploit and sack the very people who prop up their businesses and fund the lifestyles of their owners. **We will continue to fight hard in order to protect and secure terms and conditions that reflect the massive contribution that food industry workers make to both the UK economy and our society as a whole.**

*Solidarity!*

**Ian Hodson**  
**National President**

# BFAWU AT THE TUC YOUTH CONFERENCE



ON THE WEEKEND [March 25th–26th], a delegation of five young BFAWU members attended the **TUC Youth Conference**.

Some of our members were first time delegates and first time speakers. Our members played an important role in shaping the conference discussions on the *Age Rate*, *zero hours contracts*, *rights for migrant workers* and the campaign for **£10 an hour and union rights** with passionate speeches and engagement in discussions.

One of our members moved an Emergency Motion on McDonald's' unfair employment policies with overwhelming support from the floor. We had a superb weekend of debates and discussions and our young members played a leading role in the event.

*Well done to all!*



*Lorna McKinnon and Young Member delegates making a big impression at the TUC Youth Conference held in March this year*



## ... AT STAND UP TO RACISM...



**TENS OF THOUSANDS** of people marched against racism across Britain on Saturday the 18th of March. The *Stand Up To Racism* demonstrations were part of an international day action.

The marches stood in defence of all refugees, migrants and Muslims – and in opposition to Trump and May. The protests came as the Tories ramped up scapegoating of migrants and refugees and showed that racist rhetoric isn't all powerful. In Glasgow, the militant young people's and student block was lead by *our* young members.

It was a powerful response to a rise in racism. We have always been an active anti-racist union. The BFAWU young members block was extremely loud! We marched with migrant fast food workers and called for £10 an hour and rights for all workers.

**The block proved that our young members are playing a leading role in the fight against racism among young people.**



*Dave Gwynne*, a Pizza Express worker was one of the BFAWU young people leading the block, "I think the demo showed *solidarity amongst workers and there was a real sense of our collective power.*

*I felt proud to be a member of the BFAWU that day. It reinforced my belief in solidarity, marching with other impassioned voices and taking a stand against racism."*

**Lorna McKinnon**  
EC Youth representative



# BFAWU AND TAMIL SOLIDARITY

**TOGETHER IN SOLIDARITY, We are stronger together.**

On behalf of Tamil solidarity let me first thank BFAWU for the invitation to write in this magazine. For us it is an important initiative. We would like to use this space to engage and discuss about the importance of union work and some the important campaigns that BFAWU is doing which we support.

Tamil Solidarity is a grassroots campaign, building support from trade unions, community campaigns and activist. Below I have given further brief about the campaign. Since it's my first article allow me also to briefly outline some of the work we do that are relevant to BFAWU members.

We recognise the common bonds that can unite working people internationally. We see the importance of linking the Tamil-speaking community in the UK with the trade union movement here. There are more than 300,000 Tamils living in the Britain. Tamil Solidarity is working within the community to raise awareness of the strength of Trade Union and to make these workers to join and be active in a union. That is why we have launched a 'join a union' initiative.

Our ideas of uniting struggle are popular amongst the community and over the years we have built a considerable profile in the community. Now we have a good presence in the community. We regularly attend TV debates and discussions and have good media presence in Tamil languages press.

When **Kumaran Bose**, a BFAWU member got sacked for unionising his work place we have set up a petition online in our website and built support for him through Tamil media. We were also able to encourage any fast food industry workers to join the fighting Union like BFAWU.

Tamil Solidarity would like to thank the BFAWU for its continuing support for the campaign and we also wants to work more closely with the union. We also support the demand for **£10 Now** campaign and advocate it whenever possible.



## Background to the campaign

Tamil Solidarity was set up in 2009, in the final stages of the civil war in Sri Lanka. As has been reported by Channel 4 and many other agencies, the final offensives led to the slaughter of over 100,000 Tamil civilians – men, women and children – deliberately targeted by the armed forces. Since then, the predominantly Tamil north and east of Sri Lanka has been put under military control, while a land-grab of Tamil land is being undertaken and the details of those who disappeared or went missing in 2009 are still unknown.

It has been eight years since the end of the war and the victims are still waiting for justice. The most oppressed community are also forced to pay the price of this brutal war including those in Sinhala and Muslim areas. Tamil Solidarity aims to unite all these community together to build a united fight back against an oppressive Sri Lankan government.

There is a general clampdown on democratic rights throughout the island, affecting all people: curtailing media freedom, attacking trade union workers' and human rights, using state forces to arbitrarily arrest and detain those resisting these measures.

## TAMIL SOLIDARITY

For the rights of workers & all oppressed people in Sri Lanka

We want to do more work on helping to advance this demand among Tamil-speaking people. We also met with the London organiser and are aiming to translate the union materials into Tamil Language. So if you are in touch with any Tamil speaking worker in your work place, then please contact us. We can also offer translation and other services if you require.

In order to highlight the excellent work of BFAWU among the community, last year we invited Ian Hodson to our annual event called *Solidarity Day*. We would like to extent the invitation to *all* BFAWU members to this year's Solidarity Day event which is due to take place on the 24th June from 10:30am till 5:30pm at Unite the Union office in Holborn in London. Through Solidarity Day we aim to bring together trade unionist, local activist, campaigners, and communities. Please see our website for more information and register to attend Solidarity Day.

**We aim to bring you news about the current situation of the Tamil community in Britain as well as the details of work of the union in the community.**

Alongside this has come a programme of privatisation of public services, job losses and cut-backs which hit the poorest communities by far the hardest.

Since our campaign started in 2009 we have organised countless activities, meetings, events and protests to highlight the crimes committed by the Sri Lankan regime – and the hypocrisy of the British government's dealings with that regime.

**What you can do to build the links? Please consider:**

- Supporting Tamil Solidarity and its demands. Visit our website: [tamilsolidarity.org](http://tamilsolidarity.org) to sign the petition.
- Attending our events and giving us your support. Raise our campaign ideas with your co-workers.
- Inviting a Tamil Solidarity speaker to your next meeting
- Get your local branch to affiliate to Tamil Solidarity
- Email us with any questions/suggestions: [info@tamilsolidarity.org](mailto:info@tamilsolidarity.org)

Isai Priyats  
Tamil Solidarity

# TOO BIG TO FAIL – REALLY?

**IN 2007-08, THE LONDON/WALL STREET megabanks caused the greatest financial crash since the Great Depression.**

During and following the 2008 financial crisis, The City of London and Wall Street 'Too Big To Fail' (TBTF) banks received **US\$19 trillion** in bailouts, while crippling austerity, dictated to governments by these very same City of London interests, has torn apart the fabric of society, stripping the NHS, council budgets, and denying investment in real jobs and industry.

## *To protect the people from the next financial crisis – we must break up the City of London's 'Too Big To Fail' megabanks*

The TBTF banks are now *40 per cent* larger than in 2008. They remain heavily invested in *derivatives*, the world trading centre for which is London. Derivatives, such as the infamous mortgage-backed securities at the heart of the 2008 crash, are now estimated to be between \$500 trillion and \$1 quadrillion (\$1,000 trillion), compared with a global GDP of only US\$50 trillion.

While not lending to the real economy, the London/Wall Street banks have engaged in drug money laundering, financing terrorism, tax evasion, mortgage fraud and outright theft from their customers, for which they have been fined tens of billions of dollars.

The UK's National Crime Agency reported in May 2015, "We assess that hundreds of billions of US dollars almost certainly continue to be laundered through UK banks, including their subsidiaries, each year."

However, there is a solution to the greedy and criminal behaviour of the City of London/Wall Street TBTF banks – **Glass-Steagall!**

### **The Glass-Steagall Act**

The Glass-Steagall Act passed in 1933 by US President Franklin Roosevelt strictly separated deposit-taking commercial banks from the speculative 'Investment Banking' which had caused the Great Depression. It was the repeal of Glass-Steagall in 1999, on top of London's 1986 Big Bang deregulation, which led to the formation of today's TBTF banks.

As a result, the megabanks would be forced to split into *separate* commercial and investment banks that have nothing to do with each other – no cross ownership, no cross directorships, no joint ventures.

While the commercial banks will enjoy the protection of government-backed deposit insurance, the investment banks will be forced to wear the consequences of their own financial gambling. **You and your deposits will be protected**—the gamblers and speculators won't be.

This is how things used to be, before Thatcher's 'Big Bang' deregulation. Glass-Steagall was repealed in 1999, allowing the City of London and Wall Street banks to become the 'Too Big To Fail' problem we suffer from today.

In the UK, a bipartisan push to enact a Glass-Steagall style full bank separation was narrowly defeated during the 2013 debates of the **Financial Services (Banking Reform) Bill**. 445 MPs and Lords, from all parties, supported amendments to that Bill which would have ensured full bank separation. However, the Conservatives prevailed in passing the soft-touch regulation known as '*ring-fencing*' of the banks. Many MPs, including many within the Tories' own ranks, criticised it as being *completely untested* and *totally ineffective*.

The late Labour MP Michael Meacher said, "*It must be obvious to everyone that this device [ring-fencing] will be breached in no time by regulatory arbitrage in the City of London where all the big banks employ armies of lawyers and accountants for just this purpose.*"

Glass-Steagall has great support globally. Legislation has been introduced and/or debated in the EU, Australia, Iceland, Belgium, Sweden, Switzerland, Italy, and Greece. It is already law in China. In the United States, bipartisan bills for a 21st Century Glass-Steagall Act have been introduced in both the House and Senate.

**It is time to bring this debate to the Parliament to end the crippling austerity inflicted upon our nation. Glass-Steagall, to break-up the TBTF banks, is the necessary first step.**

Join this campaign – go to the 38 Degrees website:

[38degrees.org.uk](http://38degrees.org.uk)

...and searching *Glass-Steagall* to sign the petition there.

**Talk to your local MP and demand that they fight to implement this crucial law before it's too late.**



**Lorna:** *Why do you think the LGBT+ network is a positive initiative for our union?*

**'Zara'** *As a member of the LGBTQ community, it's important to myself and other workers like me to feel like we're represented or that our voices are heard. It's not that we don't suffer the same issues as other workers, but that we may face other types of issues in employment that are specific to being LGBTQ. It would be good, because of this, to have a safe space where we felt we could discuss these issues and where we could support each other through these problems."*

*As a fast food worker in McDonald's I suffer a lot of problems already – terrible health and safety conditions, zero hour contracts and lack of job security, abusive customers and managers and sexism. All for a messily poverty wage of £7.20 an hour. I'm active in the BFAWU-led campaign for £10 an hour an union rights. If I had £10 an hour and the right to a union my life would change completely in so many ways. In the same way, If I didn't have to face discrimination because of my gender and sexuality, my life would change. This LGBT+ Network has encouraged me to feel more confident and proud to be who I am and made me feel like my voice as an LGBT+ women is important. I'm proud to be a member of the BFAWU who take such an uncompromising position towards racism, sexism or homophobia.*

**Lorna:** *What issues have you faced in the workplace as an LGBT+ worker?*

**'Zara'** *I face harassment in the form of inappropriate questions or jokes. They make jokes about other female workers who work with me. I work with one other LGBTQ young woman, who is a close friend. Both of us have had to laugh off jokes and questions and insults, most of which come from male co-workers. We find solidarity in each other's experiences. I've even found that I have felt the need to keep quiet about my sexual orientation because of some homophobic responses I've had not just from fellow workers but also from managers.*

*I think all workers are affected by many issues in common, low pay, health and safety, hours and job security. But there are some issues which affect me specifically because I'm LGBTQ. I think it's brilliant the Bakers Union have propelled the rights of LGBTQ workers into the fore.*

**Lorna:** *How do you expect the union to represent your workplace issues as a LGBT+ worker?*

**'Zara'** *We need the union to represent this specific voice and to bring these issues to the table, and taken seriously would be massive. Whenever we see homophobia we need to challenge it head on. It's not that our issues are more important, it's that the experiences and problems we have experienced are sometimes not understood by people who have not had these experiences themselves.*

*Although I know that my issues are important to the union, I feel like sometimes the specific problems faced by LGBTQ members more generally across the union could be more discussed. The BFAWU LGBT+ Network will provide this platform for discussion and action around LGBT+ rights in the workplace.*

**Lorna:** *What would you like to see come from the LGBT Network?*

**'Zara'** **Solidarity.** *I want to stand with LGBT+ and non-LGBT+ members to fight against all forms of oppression and discrimination. I think the Network will play a role in uniting our members around dealing with the struggle for LGBT+ issues, whether you're LGBT+ or not. It's also important that we have a safe space to discuss our experiences in the work place and more generally in society. It's important we have a space to come together and support each other.*

*I think a LGBTQ network is important for our members because it's the place where, together, we can come up with ways to tackle problems we face in the workplace and raise awareness about LGBT+ rights in the union. The Network will bring together LGBT+ members in the union and we will be able to recruit more LGBT+ members now we have this support and network in place where we can insure they voice as an LGBT+ worker is heard. Information needs to be made available to members, forums and campaigning more broadly.*

**Lorna:** *What do you think about the role of the Trade Union Movement in terms of bringing LGBT+ issues to the fore?*

**'Zara'** *We have a strong history in the Trade Union Movement of fighting for the voiceless. From the Miner's strike in the 80s standing along side Lesbian and Gays Support the Miners organisation, to Stand Up to Racism today – our history is one of fighting against discrimination of any kind. We need to continue this work, because although opinions and treatment of the LGBTQ community has improved, there are still people who seek to work against us, insult us and treat us badly.*

*I believe every member of our community has experienced some kind of ignorance in the workplace, be it seemingly innocuous but inappropriate questions to jokes at their expense. We as a Trade Union Movement need to keep fighting for this to change and for a workplace and society where we don't have to put up with this. I support the LGBT+ Network and encourage all members to find out more and get involved and support initiatives taken by the Network.*

### **Solidarity**

# LGBTQ+

The third motion for debate at last year's Conference was a suggestion to set up an LGBT Network within the Union. The LGBT+ Network has now been officially launched within BFAWU – led by young members in the Glasgow Branch and National LGBT+ Network

Network Organiser *Lorna McKinnon* has already reached out to a layer of workers keen to bring LGBT rights to the fore. Lorna interviewed 'Zara' [not her real name], a McDonald's worker from London, on why she thinks the Network is essential to our union and her ideas about the future.

# HELP:

## FOR UNION MEMBERS WITH EMPLOYMENT DISPUTES OR UNFAIR DISMISSAL

### BACKGROUND

THE GOVERNMENT HAS introduced legislation that makes it more difficult for employees to take companies to tribunal for unfair dismissal or other employment-related issues.

As a result of this legislation, the BFAWU has responded with a new way of supporting members through the process of potential tribunal cases, with the introduction of Tribunal Officers in Region 1 to 5\*

As a result, if you are dismissed or potentially need to take a company to court for a non-dismissal case then you will get a dedicated tribunal officer to help support you through the process.

\* not yet implemented in Region 6, 7 or Scotland.

### What you need to do – Dismissal

If you have been dismissed, you need to text **HELP** to 67777. This will start the process and you will get a call back from the union who will take your details and you will be allocated a tribunal officer to support you through the process.

You have 3 months less 1 day to lodge a tribunal claim and your tribunal officer will help you through the process.

### What you need to do – Non-Dismissal

It is important that you text **HELP** to 67777 *immediately the problem starts* as the 3 month less 1 day rule applies from the time it happened, rather than the time you raised it.

The problem could include, sex discrimination, illegal deduction from wages, bullying or anything else that could lead to a tribunal.

### What to expect

It is the member's [YOUR] responsibility to notify the union of the dismissal or non-dismissal case.

From the moment you contact us, you will be allocated a dedicated **Tribunal Officer** from your Region (contact your regional office for this information).

The tribunal officer will:

- Assess your case
- Discuss options with you
- Liaise with the solicitors
- Help you through the early conciliation process, and
- Decide from the minutes, notes and information you have provided, whether or not the union will support you to tribunal.

***YOU will be at the forefront of any decision made by the tribunal officer.***

**If you have been unfairly treated, you will be represented by the BFAWU.**

**There are three ways to contact us:**



Text **HELP** to **67777**



Mail [help@bfawu.org](mailto:help@bfawu.org)



Phone **02920 481518**



## COVER STORY: CHARNWOOD FOODS



REGION 3 WOULD LIKE TO THANK everyone involved in securing the Recognition Agreement at **Charnwood Foods**, part of Premier Foods – especially shop stewards *Colin Hall (EC), Amrinder Kandola, Delroy White* and *Ryan Morris*.

After a successful campaign (increasing membership to over 90%), an equally successful workforce ballot and a series of meetings with management, final agreement was signed on the **14th of March 2017**.

**It was very pleasing for me personally, as a place I used to work at for couple of years may now fully enjoy all the benefits of union recognition.**

Shop stewards have already attended the Stage One course so it is just a matter of time to create a fully self-sufficient union branch. One of the first successes is already behind us: after negotiations a rejected pay offer was accepted by majority of 97% membership!

**Lukasz Bemka**  
Region 3 Organising Regional Secretary



## HAZARDS' MANIFESTO

**HEALTH AND SAFETY AT WORK is a class issue – generally as your pay goes down, your risks go up.**

Lower paid, less secure workers face more risk of being injured, made ill, being killed at work, dying from work illness (including all the major killers of heart, lung disease and cancer) and even of work-related suicide. They are also less able to protect themselves or to complain or get their rights to safe work enforced. We reject the indecent, low paid, insecure zero hours, sweat shop, modern slavery and the 'gig economy' that many employers want to become the 'new normal', because it is making us sick to death.

### **Trade Unions make it better**

We have the evidence: union-organised workplaces with elected Safety Reps have half as many injuries and ill-health as those that are not organised. We all want decent work with good Health and Safety for the people we love and for *all workers* – whoever they are, and wherever they work.

**We urge the Labour Party to put good health and safety at the heart of decent jobs and decent lives for all in an economy that work for the many not the few, for the good of us all, not corporate profits.**

This will not only save workers lives and health but also save money for employers and the state, promote a more sustainable and fair economy, reduce inequality and improve public health.

The Health and Safety Executive, HSE, does not collect or publish complete figures for work-related harm.

## Hazards campaign

Hazards Campaign expert-based estimates are of around 1,200 killed by work-related incidents, 50,000 dying of work illnesses, millions made ill by work and **621,000 injured** in Great Britain every year. Almost all work deaths are due to employers' mismanagement and should have been prevented by compliance with the law. Inequality and discrimination at work mean that the most vulnerable workers – *the poorest, women, young, older, black and ethnic minority, migrant, LGBT workers* – are at more risk of being made ill, injured or killed due to work.

### **Make workplaces safe**

The three factors that contribute most to making workplaces safer are **strong laws, strict enforcement** and **strong active trade unions**. All were attacked by the Coalition and Tory governments. *Deregulation*, under the banner of 'Better Regulation', led to HSE budget cuts of almost 50%, cuts to enforcement by the HSE and Local Authorities and attacks on trade unions over the last seven years.

These attacks, plus austerity policies, have threatened and damaged health and safety protection for all workers. These must be reversed and the system of health and safety law, enforcement, worker- and union- involvement needs to be radically changed to halt the unacceptable and preventable toll of work on the lives of workers, their families and on the whole economy.

Sharan Burrow, General Secretary of the ITUC on International Workers Memorial Day 2017 on the Union Effect:

*'If you want better pay, more job security, lower injury and ill-health rates and better terms and conditions at work, then unions have a proven track record. In a virtuous circle, unions make workplaces fairer, making the union voice stronger, which makes workplaces safer. Wherever there is an active union presence, this union effect is likely to be observed – and there are economic benefits too.*

A September 2013 study covering 31 industrialised countries concluded: *'Union density is the most important external determinant of workplace psychosocial safety climate, health and GDP.'* The paper added *'Worker health is good for the economy, and should be considered in national health and productivity accounting. Eroding unionism may not be good for worker health or the economy either.'*

Unions narrow workplace inequalities, with a concomitant benefit to health. In a harsh economic climate unions continue to make work fairer. **The same collective strength that delivers better wages also makes work safer and healthier.**

It is an indictment of the economic and political process that globalisation has seen a fragmentation of work and a decimation of work rights, causing inevitable harm to public health. It does, however, put in sharp relief *the undeniable benefit of trade unions.*

**It's not just about wages, or equality or safety. It is about dignity and respect at work. The shame is that without unions this basic decency is in increasingly short supply.**

### Hazards Campaign proposals for good health and safety for all workers whoever they are and wherever they work:

- **End the Better Regulation/deregulation agenda** which has cut laws, dumbed down guidance, slashed funding for the HSE and Environmental Health Officers, allowed business/employers to capture the regulatory system for profit maximisation and control to the detriment of workers' lives and health. End the marketisation and commercialisation of the HSE and scrap Fee for Intervention (FFI), The Primary Authority Scheme, and the imposition of a 'Growth Duty' on regulatory inspectors way that supports those they regulate to comply & grow'.
- **Make the Health and Safety Executive (HSE) independent of political interference**, restore tripartism; and make prevention of ill health, injury and death, and the promotion of good occupational health and safety, the sole duty of the HSE.
- **Restore enforcement as a major tool to increase employer compliance and prevention** and ensure that the HSE and Local Authorities are fully funded so they are able to Increase the number and frequency of proactive/preventative inspections and scrap the arbitrary and inaccurate 'low risk: high risk' rating for workplaces, respond rapidly to reported problems, provide remedy for unsafe practices that put workers at risk, and act as an effective deterrent to non-compliant/criminal employers. Name and shame employers' health and safety crimes more effectively to act as a deterrent.
- **Make the case for good regulation and enforcement** to counter 'burden on business' lie by ensure collection of more accurate statistics on work-related harm and publicise along with costs to individuals, employers and economy, the real risk to workers and member of the public to build support for funding good regulation and enforcement.
- **Make clear the inequalities in work-related death, injury and illness**, expose the real risks faced by workers in different sectors and workplaces, and make tackling them an explicit priority.
- **Ensure fair and just compensation for workers hurt or made ill by work** and the families of those killed by negligence repeal laws cutting and capping legal aid and removing civil and strict liability
- **Implement the precautionary principle for all workplace hazards** including work-stress factors, ergonomic risks and harmful substances including carcinogens, mutagens and reproductive toxins and make removal from all workplaces the priority. Eradicate asbestos from public buildings, then all workplaces and homes.
- **Develop 'Toxic reduction' measures to identify all hazardous to health substances** and eliminate substitute and reduce to minimum amounts used.
- **Implement positive Directors Duties.** The Health and Safety at Work Act imposes duties (to provide a workplace free from risk to health, safety and welfare so far as is reasonably practicable), on the *employing organisations* not on those responsible (**Directors**). Directors can be prosecuted if the company has breached regulations but that is only *after* an offence has been committed. .
- **Guarantee that post Brexit, no health and safety regulation, standards or laws on workers' rights will be removed or reduced.** All post-Brexit trade treaties must include the highest and enforceable standards to protect workers' health and safety as well as environmental, social and other rights and standards.
- **Ratify all ILO conventions on occupational health and safety regulation**, enforcement and inspection and implement them.
- **Ban forced zero hours and other insecure contracts** and implement a living wage of at least £10 per hour. Low pay and insecurity is a health and safety problem in itself causing work-stress that can lead to depression and anxiety, and high blood pressure and heart disease, and also restricts workers from being able to protect themselves.
- **Trade Unions make work safer, healthier and fairer – The Union Effect** – and their representative, organising, collective bargaining and negotiating role in health and safety must be enhanced and extended to all workers enabling more active workers involvement.
- **Give all workers equal rights to health and safety protection from day one**, whether part-time or full-time, temporary or permanent including to report employers non-compliance anonymously without risk of losing their jobs so that all workers whoever they are and wherever they work have the same rights and protections – all workers lives matter.
- **Repeal the Trade Union Act** and roll out sectoral collective bargaining for health and safety.
- **Revision and extension of the Safety Representatives and Safety Committee Regulations 1978 (SRSC Regs)** to enable unions to represent workers in an increasingly complex working environments where members are employed across multiple employers and staff work may work in isolated and hazardous conditions. *The SRSC Regs need revision and modification to extend the scope and benefit of safety representatives into the whole of the economy.*
- **Establishment and Recognition of Roving or Regional Safety Reps** to guarantee trade unions a right to access workplaces and representation to workers in all sectors especially construction, agriculture, homeworking, hotel and catering, retail and service industries, where workers are widely dispersed. Changes in the economy, such as casualisation, contracting-out and agency working zero hours, bogus self-employment and the 'gig' economy, mean that roving reps are now needed in many more workplaces.
- **Establish 'Shared Workplace' Safety Committees.** The SRSC Regulations do not provide for safety committees on sites or in organisations where the employees of more than one employer are working. This is becoming an increasing problem in the public sector where the trend towards appointing contractors and the outsourcing of services and manufacturing is growing.
- **A New Right to 'Stop the Job'.** We urge early legislation to establish the right of elected safety representatives to "stop the job" in circumstances where an unacceptable hazard or risk of injury is identified.

- **An Automatic Right to Reinstatement for Safety Representatives.** We urge changes in the unfair dismissal law to provide for mandatory reinstatement of safety representatives proved to have been dismissed over representation on health and safety issues. We also call for automatic re-instatement in cases where Safety Representatives have been dismissed for 'whistle-blowing' over health & safety issues.
- **Establish the Right to Issue Provisional Improvement Notices Provisional Improvement Notices.** PINs originated in Australia where they give safety representatives the right to impose a *notice to take action* over health and safety breaches, on their employers. A copy of the PIN is sent to the enforcement agency, and requires the employer to act within a specified period. This would radically improve health and safety and reduce the likelihood of serious accidents and injury.
- **Funding for Trade Union Education for Safety Representatives.** Amend the SRSC Regulations to strengthen the provisions for training of Safety Representatives, and roving and regional representatives, by removing the qualification 'as may be reasonable in the circumstances' in Regulation 4(2)b and making training mandatory. The SRSC Regulations should be amended to provide for appropriate cover for reps undertaking their duties and training so they can exercise their right to attend independent TU Education courses. This right must also be supported by adequate funding to trade unions and the TUC to establish an expanded range of courses to provide this independent, regularly up-dated, training for Safety Representatives on new legislation, latest standards and good practice including for the training of safety representatives in the use of PINs.
- **Use public spending power to drive up health and standards** – including only awarding public contracts to companies which recognise trade unions and where workers confirm they have good records of health and safety compliance, are not health and safety criminals, or blacklisters, or have owned up, paid up and cleaned up.
- **Abolish employment tribunal fees** – so that people aren't priced out of seeking justice when they've been treated unfairly by an employer over health and safety and other workplace issues.

John McDonnell, Shadow Chancellor, spoke at **Hazards 2016**, accepted our demands and invited us to submit a paper ahead of the Labour Manifesto:

[www.hazards.org/deadlybusiness/hardlabour.htm](http://www.hazards.org/deadlybusiness/hardlabour.htm)

The Hazards Campaign, established in 1987, is a network of worker-oriented health and safety centres, individual activists and groups working on all aspects of work-related safety and ill-health.

**The 28th Hazards Conference, Hazards 2017, is on 28th to 30th July at Keele University.**

For more information:

email: [info@hazardscampaign.org.uk](mailto:info@hazardscampaign.org.uk)

visit: [www.hazardscampaign.org.uk](http://www.hazardscampaign.org.uk)

phone: 0161 636 7557

## RESPIRATORY PROTECTIVE EQUIPMENT (RPE)

WHERE RPE IS USED, it must be able to provide adequate protection for individual wearers. RPE can't protect the wearer if it leaks. A major cause of leaks is poor fit – tight-fitting face pieces need to fit the wearer's face to be effective.

As people come in all sorts of shapes and sizes it is unlikely that one particular type or size of RPE face piece will fit everyone. **Fit testing** ensures that the equipment selected is suitable for the wearer.

### What you need to do

The best time to do fit testing is at the initial selection stage, when individual users can be given a choice of adequate models of RPE. You should ensure that the make, model, type and size of face-piece that they wore when they had their successful fit test is made available for their use. If an employee wears more than one type of tight-fitting face piece, then *each type* of face piece should be fit tested.

### How to do it

RPE fit testing should be conducted by a *competent person* – you should take steps to ensure that person who carries out the fit test is appropriately trained, qualified and experienced, and is provided with appropriate information to undertake each particular task. The British Safety Industry Federation (BSIF) has introduced a scheme for fit testers, which may provide evidence to help you decide whether a fit tester is competent.

### A note on facial hair

Many masks rely on a good seal against the face so that, when you breathe air in, it is drawn into the filter material where the air is cleaned. If there are any gaps around the edges of the mask, 'dirty' air will pass through these gaps and into your lungs. It is therefore very important that you put your mask on correctly and check for a good fit every time.

Facial hair – stubble and beards – make it impossible to get a good seal of the mask to the face.

If you are clean-shaven when wearing tight-fitting masks (i.e. those which rely on a good seal to the face), this will help prevent leakage of contaminated air around the edges of the mask and into your lungs. You will therefore be breathing in clean air, which will help you stay healthy.

If there are good reasons for having a beard (eg. for religious reasons), alternative forms of RPE, that do not rely on a tight fit to the face, are available



## MAINTAINING THE FOCUS ON HEALTH AND SAFETY



**Tom Jones, Head of Policy, Thompsons Solicitors**

WE KNOW HOW CONCERNED members are about health and safety at work – and rightly so. Last year, our Health and Safety Survey with the union made it clear that problems such as high working temperatures are a major issue. Members will continue to be supported by their union, in partnership with Thompsons, in challenging poor bosses who dismiss health and safety as a ‘chore’ and who continue to take workers for granted.

Since we were founded in 1921, Thompsons has taken a central role in fighting alongside trade unions to protect and improve workplace safety standards and employment rights.

From winning the first industrial disease case in the UK in 1956, the first case in the House of Lords for asbestos-related disease

in 1972 and helping to establish the Health and Safety at Work Act 1974, our work with unions has helped to enshrine essential protections into UK law.

Society, and workplace health and safety, have come a long way over the years, but, while people are still being injured at work and dying at work every year, our campaigning continues.

Critics – usually big business fat cats, the right wing press, Conservative ministers, and believers in a shrunken state and totally free markets – dismiss the protections achieved by the trade unions as ‘red tape’.

But so-called ‘red tape’ has helped make our workplaces safer, reducing the number of needless fatalities and other accidents at work and the risk of work-related disease.

Health and safety laws have helped keep people alive, when fifty years ago they were at risk of serious injury or death at work.

### A time of uncertainty

At a time of huge political and social change, it would be naïve to assume that the safety protections available to workers today will be there tomorrow. Conservative governments over the years have always made life easier for bosses and harder for workers. Brexit only adds another layer of uncertainty.

The Conservatives are being handed a golden opportunity to downgrade health and safety as we exit the EU. The ‘Great Repeal Bill’ would transfer all the rights that exist now, but also give the power to a Conservative government to unpick anything they don’t like, regulation by regulation.

There is a serious battle to be had to protect the basic building blocks that ensure a safe place of work.

People continue to be seriously injured as a result of workplace accidents, sometimes fatally. Far too many are dying from industrial diseases which are yet to reach their peak, such as *mesothelioma*. It is the trade union movement that will ensure a worker’s right to a safe and healthy working environment is kept at the top of the agenda.

## Photography competition open to all

Thompsons has launched a campaign in the form of a photography exhibition to draw attention to **the importance of Health and Safety**.

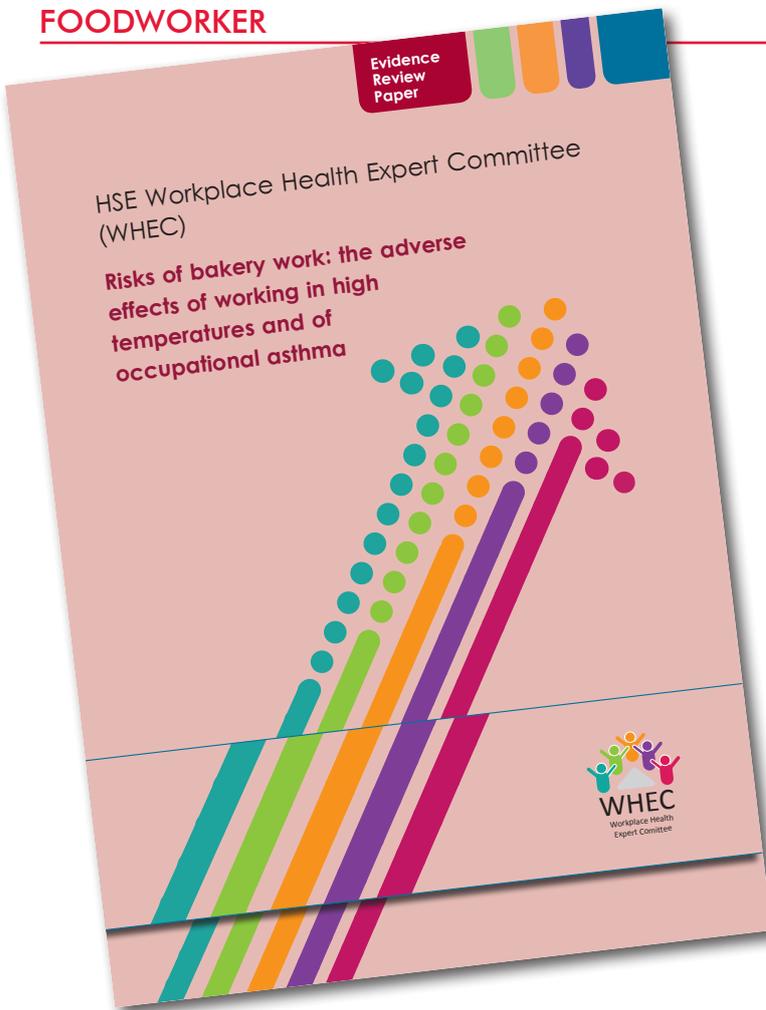
A photography competition, open to all, will show the *human* side of why health and safety is so important in the workplace, why the legislation that is there to uphold it should never be considered a burden or a chore, but as an essential protection for all – one that is as needed today as it has ever been.

Open now and running until **28 June**, your photographs will be seen by a panel of independent judges with the winners being displayed at an exhibition in the People’s History Museum in Manchester. There is also a share of **£5,000** in prizes up for grabs.

Simply go to [www.thompsons.law/focus](http://www.thompsons.law/focus) to take part. Spread the word to all your friends, families and colleagues.

**Get involved to support the campaign to help maintain a focus on safety at work.**





## Overview

The WHEC document was a response to an initiative and campaign from the BFAWU to research and identify the dangers of *Bakers' Asthma* – 'Occupational Asthma' in the report.

# RESEARCHING AND ADDRESSING THE RISKS OF BAKERY WORK: HIGH TEMPERATURES AND OCCUPATIONAL ASTHMA [EXTRACTS]

## Case Study: Kim Douglas Warner

Kim Douglas Warner, 44, died from heat stroke in Barrie, Ontario during a 12-hour day shift at a Weston Bakeries plant in temperatures estimated at 49° Celsius. Lack of water and rest breaks also contributed to the fatality. Warner's core body temperature rose to a 42.5° C at time of death. Sadly, the Canadian Auto Workers (CAW) had been poised to negotiate their first collective agreement with the employer. Hot working conditions were a major issue during the organizing drive. Two and a half years later Weston Bakeries was fined \$215,000 under the Occupational Health and Safety Act.

## Extract...

THE ISSUES OF HIGH WORKING temperatures in bakeries and bakers' asthma were brought to the attention of WHEC by the Bakers, Food and Allied Workers Union.

What information is available suggests that exposures to flour in UK bakeries are frequently higher than the level at which occupational asthma could develop; and that the incidence of bakers' asthma is high and unremitting. Progress on prevention of occupational asthma in the industry has been disappointing. WHEC recommends that in close collaboration with the key stakeholders in the sector an evidence-based sector-wide intervention study is developed, implemented and evaluated.

## Introduction

WHEC has been asked by the Bakers, Food and Allied Workers Union to investigate the current evidence on the risks to bakers of the adverse effects of working at high temperatures, and in addition of occupational asthma. WHEC invited a small group to undertake an initial review of these issues.

The **Workplace Health Expert Committee (WHEC)** provides independent expert opinion to HSE by identifying and assessing new and emerging issues in workplace health. Working under an independent Chair, WHEC gives HSE access to independent, authoritative, impartial and timely expertise on workplace health.

[webcommunities.hse.gov.uk/connect.ti/WHEC/group/home](http://webcommunities.hse.gov.uk/connect.ti/WHEC/group/home)

## Summary: Heat Stress

Heat stress is well established as affecting the performance of both physical and mental tasks. It affects cognitive performance differentially, depending on the type of cognitive task. A relationship can be established between the effects of heat stress and deep body temperature. Hygge (2) concludes that there are marked effects on performance. The task complexity in 'real world' jobs means that predicting impact for anything other than very simple tasks is problematic. Social and other behaviours are also affected thus team work and organisational issues might need further consideration.

## Exposure to flour

What information is available suggests that exposures to flour are, and remain, frequently higher than the level at which occupational asthma would develop; and that the incidence of the disease is similarly high and unremitting. Progress on prevention of occupational asthma in the industry has been very disappointing, especially when considered in relation to that in many other industries where workers are exposed to sensitising agents.

WHEC acknowledges that there are significant barriers to the control of exposure to flour dust and the incidence of occupational asthma in UK bakeries; they include the fact that the baking sector in the UK is complex and fragmented. We recommend that in close collaboration with the key stakeholders in the sector one or more evidence-based intervention studies are developed, implemented and evaluated.

## TAKING THE BISCUIT...

EMPLOYEES AT FOX'S BISCUITS in Batley have a taste for learning. Over the past few months the ULR team have been working with the Learning Services and the site learning and development team to offer learning opportunities across site.

With the relaunch of their onsite learning centre we have been actively promoting English and Maths along with Basic IT, distance learning and languages using *Duo Lingo*.

Classes are being delivered on site by **Chesterfield College** and the enthusiasm

has become infectious as more people have come along to register. Currently a small group are engaged in learning but this will progress to larger groups within the next few weeks.

**I would like to thank the ULR team at Fox's. They are very passionate about helping others and the impact they are having is shown by the numbers of people we have encouraged to join us.**

**Lisa Greenfield**  
BFAWU Learning Services



*It is impossible to visit the revamped and revitalised site without feeling the enthusiasm and desire for learning which is on show – great credit is due to the ULRs and to the site Learning and Development Team*



# Brendan Stephenson

"COME FOR A BUS RIDE WITH ME..." my brother said and I got offered a job and I've been here ever since – 40 years in April.

My first job was on old D Plant Apple Pie Line servicing on tins then fondant-making for iced tarts upstairs.

I met my wife here 37 years ago.

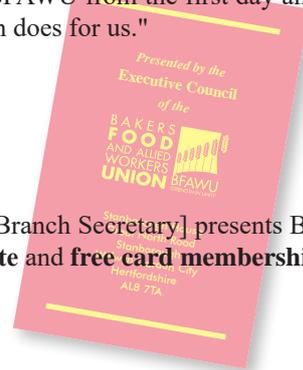
I have worked with Sam Vickers when he was on tarts and John Vickers when I worked in Goods Inwards. Oh... and my son married Sam's daughter last year. All good!

Now I work on *Fondant Fancies*, on the icing. I have done a range of jobs. I have been in BFAWU from the first day and really appreciate all the work the Union does for us."

**Pauline McCarthy** [Branch Secretary] presents Brendan with his 40 year badge, certificate and free card membership.



(phone picture)



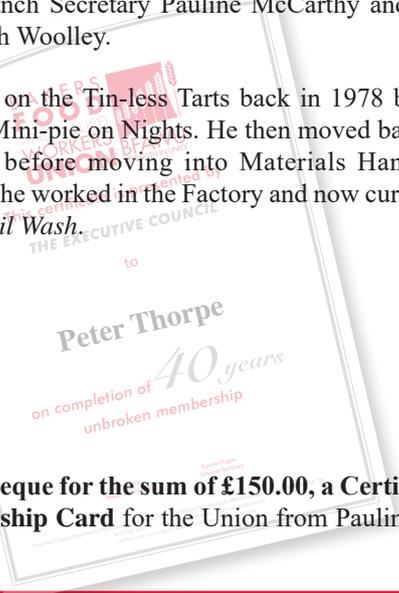
## 40 YEAR SERVICE AWARDS BRANCH 582

# Peter Thorpe

CONGRATULATIONS **PETER THORPE** who works in the Materials Handling Department after receiving his 40 Year Service Award from BFAWU Branch Secretary Pauline McCarthy and Full Time Official Sarah Woolley.

Peter first worked on the Tin-less Tarts back in 1978 before moving on to the Mini-pie on Nights. He then moved back on Days on K Plant before moving into Materials Handling Department where he worked in the Factory and now currently works in the *Utensil Wash*.

*Well done Peter !*



Peter received a cheque for the sum of £150.00, a Certificate and Free Membership Card for the Union from Pauline and Sarah.



(phone picture)

# CONFERENCE DELEGATES 2017

Branch	Delegate
<b>105</b>	Mandy Ambrose
	Kabir Uddin
	Edita Virbinskiene
<b>107</b>	Tom Holliday
<b>109</b>	Edith Gbodialo
<b>110</b>	Richard Yeboah
<b>111</b>	Sunil Pillai
	Baktour Singh
<b>116</b>	Abdoulie Faal
	Hamid Lubega
<b>123</b>	Piotr Grabinski
	Ronald Kamyia
<b>130</b>	Conrad Nedd
	Mahendran Sathyanarayanan
<b>137</b>	Rodney Fletcher
	Gurnam Ram
<b>138</b>	Kulwinder Shukla
<b>139</b>	Patrick Kelly
	Gerry Malone
<b>201</b>	Stephen Lees
	Paul Minton
	Jason Moore
<b>202</b>	Ionut Cristian Avram
	Monier Bouterfas
<b>215</b>	Pat Rowley
<b>238</b>	Frank Johnson
	Colin Morgan
	Brynley Priddle
<b>247</b>	John Newman
	Phillip Robinson
	Phil Stephenson
<b>252</b>	John Harding
	Gloria Martin
	Amanda Wakefield

Branch	Delegate
<b>253</b>	Nicholas Mead
	Dawn Scott
	Patricia Senkbeil
<b>258</b>	Titilayo Adedeeji
	Anthony Mansell
	Sammy Ogunade
<b>277</b>	Adam Brown
	Terry Povey
<b>301</b>	Imran Hussain
	Christine Marsh
<b>302</b>	Babinder Basra
	Kastie Eades
<b>307</b>	Daniel Butler
	Kevin Clarke
	Ian Haywood
<b>310</b>	Maria Sikora
<b>312</b>	Arif Hussain
	Abid Hussain
<b>331</b>	Jacqueline Barnwell
<b>332</b>	Theresa Wall
<b>333</b>	Kashmir Dosanjh
<b>335</b>	James Smallwood
<b>337</b>	Bulvinder Johal
<b>338</b>	Mohammed Ali
<b>340</b>	Agnieszka Szadkowska
<b>341</b>	Harbinder Singh Sahota
<b>346</b>	Rafal Wolowski
<b>347</b>	Mark Jayes
	Paul Mahon
<b>350</b>	Magdalena Bernolak
	Barbara Wozniak
<b>352</b>	Kumaran Bose
<b>354</b>	Bipin Mistry
<b>356</b>	Robert Haithcock
	Douglas Johnstone

Branch	Delegate
<b>357</b>	Robert Handley
	Dimitru Manole
	Florentina Pasisnic
<b>359</b>	Amrinder Kandola
<b>3554</b>	Richard Bentley
	Ben Lee
<b>3579</b>	Ashley Statham
	Andrew Dalby
<b>363</b>	Steve Miskelly
	Chris Hodkin
<b>364</b>	Safraz Ali
	Aaron Bonsell
<b>365</b>	David Ledger
	Lee Pepper
<b>370</b>	David Rhodes
<b>388</b>	David Clarkson
<b>390</b>	Warren Broomhall
	Zahid Khan
	Sean Winfield
<b>392</b>	George Tittensor
<b>393</b>	Kevin O'Brien
<b>404</b>	William McKnight
<b>405</b>	Adele Andrews
	Janet Phillips
<b>407</b>	John Williams
	Duncan Boulton
<b>414</b>	Roy Tysall
<b>415</b>	Arvind Patel
	Brian Redfern
	Alan Scott
<b>418</b>	John Boyle
	Zane Wells

# CONFERENCE DELEGATES 2017

Branch	Delegate
419	Christopher Hobson
	Shaun Welsby
420	John Leyland
	Roy Prance
423	Brian Lees
	Mandy Mason
	Anthony Wilson
424	John Wade
429	John Cheetham
	Mary Irwin
430	Michael Egan
	John Fitzpatrick
432	Phil Peacock
	John Owens
	Lukasz Przydanek
450	Marilyn McCarthy
	Jeffrey McCarthy
451	James Greene
	Anthony Taylor
452	Simon Coulston
	Harry McGarrigle
	Julie Summersgill
458	Mark Robertson
459	Debra Chappell
	Michael Redshaw
	Dorothy Shuttleworth
	John Watson
460	David Hough
500	Antonia Bruce
	Grant Galbreath
	Lorna McKinnon
	Rafal Obrebski
503	James Carlin
	Paul Hughes

Branch	Delegate
504	Ian Somerville
	Lee Wren
505	Kath Suggett
508	Monica Currie
509	Kendra Walker
510	Paul McMorran
512	William Brennan
515	Katarzyna Damek
526	Gary Holliday
529	Elizabeth Dinning
	Rachel Mullen
	Gail Simcox
	Joanne Wilson
543	Mark Garlick
	Antony Pudney
	Paul Thresh
547	Stratford McElhone
553	Timothy Daltry
555	Patryk Grygorowicz
558	Julie Finnegan
	Jamie Hall
	Mark Hilton
	Sean Molloy
560	Jenny Oates
561	Jaspal Singh
	David Suddards
563	Steven Day
566	Trevor Baxter
	Mark Bird
	Joe Knapper
568	Mark Dickens
	Barry Johnson
	Dorota Ozarowska
571	Kraig Harrison
	Dean McGuinness

Branch	Delegate
577	Michael McDonald
	Shirley McDonald
580	Callum Clapham
	Ruth Marsh
	Graham Melia
	Neil Shackleton
582	Angela Shortreed
	Peter Ford
	Sheila Hyman
582	Pauline McCarthy
	Andrew Merton
	594
602	Gerry Corbett
623	Gerry Eccles
626	Edward Burke
628	Dave Byrne
703	Noel Mullen
706	Martin Weldon
707	Anthony Ellis
711	Diarmuid Best
	John Dunwoody
716	Lawrence Flood
	Donald Hutchinson
	Dana Zivocka
726	Peter Algie

### Please Note:

Delegate List correct as of June 5<sup>th</sup> 2017  
The list is subject to change before Conference.



**99th ANNUAL CONFERENCE**  
**JUNE 11th – 15th**  
**2017**  
**AT SOUTHPORT**

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