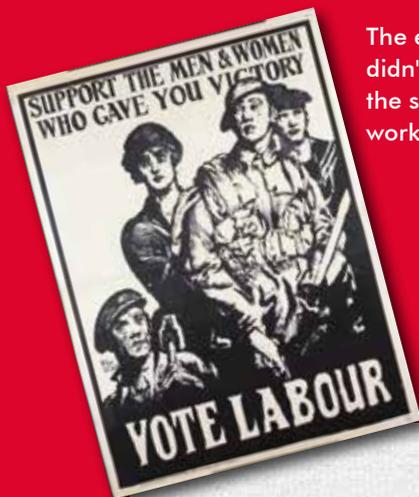
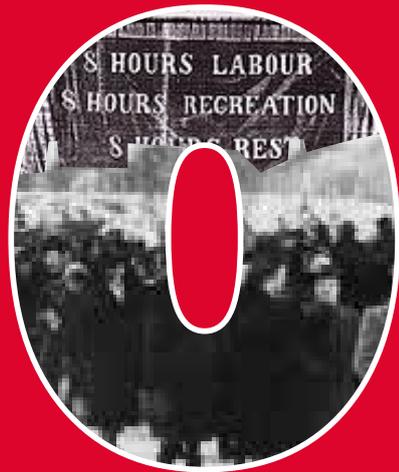


conference



The end of the war didn't mean an end to the struggle for basic workers' rights.



In 1817 Robert Owen had formulated the goal of the eight-hour day with this slogan. In 1884 it was adopted as a principle by the TUC.



'Dangerous Women'. BFAWU has always championed equal rights across all communities.

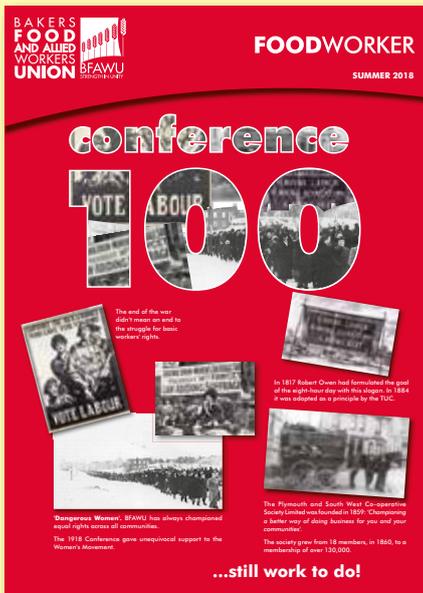
The 1918 Conference gave unequivocal support to the Women's Movement.



The Plymouth and South West Co-operative Society Limited was founded in 1859: 'Championing a better way of doing business for you and your communities'.

The society grew from 18 members, in 1860, to a membership of over 130,000.

...still work to do!



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EDITOR'S NOTES

"Jeremy has shown himself to be a strong, honest, reliable leader, who speaks the language of the people that we represent"

Ronnie Draper @ronniebfawu

I'M WRITING THIS ARTICLE the day after the election of thousands of councillors across the country and quite frankly if you listen to the press, Labour had a terrible night. This is clearly not true. Labour made a number of gains and improved its strength in local authorities which to me is a sign of progress on which we can build for the future.

One of the key points that is being missed is that these seats were last contested 4 years ago in 2014 when Labour had an exceptionally good night, so last night would have been difficult to improve the already pretty good situation. Yes it could have been better and yes there are issues that we need to address, but let's not get disheartened because we didn't reach the giddy heights that the Tory press wrongly predicted we would reach. Last night was a move in the right direction.

Annual Conference



...still work to do!

At our 100th conference, to be held in Southport, we will have a number of high profile speakers from the world of trade unions and politics, but the highlight for many delegates will be the address given by **Jeremy Corbyn**. I'm sure it will be a message filled with hope, achievable aspiration and manifesto pledges that many will find familiar as they started their development on the floor of *our* conference.

Despite the constant attacks from the press and the unfortunate rumblings of the right in our party, Jeremy has shown himself to be a strong, honest, reliable leader, who speaks the language of the people that we represent. There are no false promises made only to secure votes, no false horizons to curry favour with the electorate, instead you have a leader who is a conviction politician, who has come from the back benches with the same desire that he has preached throughout his political life and that is to improve the standards that the poor and disadvantaged have suffered for decades.

Jeremy genuinely believes in a fairer society where people can live in dignity instead of poverty, a society that cares for the ill, the disabled, the old and infirm. What is there not to like about a leader who is committed to a properly funded NHS, a return to free education, homes for the homeless and a fairer tax system that doesn't penalise the poor to pay for tax cuts for the rich. And, to top it all, a fair deal in the workplace where £10 per hour is a minimum wage, zero hour contracts are eradicated, workers get trade union recognition when they want it and we rid the country of the scourge of anti-trade union legislation which has become an employer's charter to keep workers in their place.

Personally, Jeremy Corbyn is the Labour leader I have waited all my working life for and backed by John McDonnell, who has always been a great friend of the BFAWU, we have a dream team that will bring back a government that actually responds to the needs of the electorate.

Ronnie Draper
General Secretary



2018 IS A SIGNIFICANT YEAR FOR OUR UNION, as we will be holding our **100th Annual Conference**. You might wonder why it's only our 100th when the BFAWU's history goes all the way back to 1847. There are a number of reasons for this: originally, the Baker's Union organised on a *regional* basis, which meant that only regional conferences were held. The Union then moved to holding English, Scottish, and Welsh conferences before finally holding its first National Conference in 1914 at *The Boot and Shoe Trade Union Hall* in Leicester. By this time, the Union was known as **the Amalgamated Union of Operative Bakers and Confectioners of Great Britain and Ireland**.

The 1914 Conference took place with the retiring General Secretary, John Jenkins, against a backdrop of strikes in London. The Conference agenda included a motion from the Executive Council, expressing concern over the prospects of a European war. The motion called on the government to do all it could (by legitimate means) to bring about peace. The motion concluded with 'Brother Emery' stating that workers would eventually realise that they were the greatest sufferers of war.

It was a significant Conference. A motion from 'Brother Ferris' read quite simply: '*Admission of unskilled Labour to the Union*'. There had been some strong debate as to whether or not another organisation should represent unskilled workers, whilst the Union concentrated on its *skilled* members.

Brother Ferris pointed out that the Union shouldn't shirk its responsibilities to unskilled, unorganised workers in and around the bake-house. He stated that it should be the work of our Union to organise and fight for them, rather than go 'cap in hand' for support to some other organisation in the event of a strike. In seconding the motion, 'Brother Fletcher' said that the time of mere craft Union organisation had gone by, and that they had to recognise that this was a class *fight*, where they needed to stand alongside the unskilled labourer or workman.

Alongside this historic move, was the important motion on women being admitted to the Union. Moved by 'Brother CE Gammage' of Staffordshire, the motion didn't evoke any great discussion, debate or opposition. It was overwhelmingly passed, with only three delegates voting against.

For such an historical moment, there seemed to be an almost relaxed and general acceptance that it was happening, with not one delegate speaking against the motion, just a call for the EC to '*get on with it*'.

In just two years, **more than two thousand women** had joined the Union, many in all-female branches. Conference also backed plans to run a member on the books of the Labour Party, in order to be able to stand for a seat in the Westminster elections.

The Centenary Conference

At this special Conference, let's celebrate the pioneers of our organisation who gave us a platform to represent our class in our industry.

NATIONAL PRESIDENT IAN HODSON

At this special Conference, let's celebrate the pioneers of our organisation who gave us a platform to represent our class in our industry. Let's channel the spirit of 1914 and stand united in our determination to secure the dignity that all foodworkers deserve

Let's channel the spirit of 1914 and stand united in our determination to secure the dignity that all foodworkers deserve.

This centenary Conference will welcome some very special guest speakers, including Labour Leader, **Jeremy Corbyn**, **Ian Mearns MP**, and **John Henry QC** alongside Conference regular and unwavering friend of the BFAWU, the Shadow Chancellor of the Exchequer, **John McDonnell**. We will also once again welcome representatives of the *Shrewsbury 24 Campaign*, who continue to seek to overturn the unjust prosecution of twenty-four building workers (including TV and film actor, *Ricky Tomlinson*), following the first ever national building workers strike in 1972. They picketed building sites in Shrewsbury and were prosecuted in 1973. Please visit their stall, take some literature and have a chat.

In addition to this, we will be welcoming the *Orgreave Truth and Justice Campaign*, which includes ex-miners, Trade Unionists, activists and others who are determined to seek justice for miners who were victims of police brutality, media lies and government cover ups at Orgreave in June, 1984.

Working people deserve fair play and as long as we live in a country that denies justice to the likes of those at Orgreave and Shrewsbury, then the scars from their experiences will never heal. We must ensure that their voices are never silenced. **No justice, no peace.**

A monstrous regiment of women

An industry under attack

The UK food industry is under endless attack. The government's abject failure to deal positively with Brexit and negotiate sensibly with the European Union is leading many businesses to re-locate their work abroad. Knock-on effects also include the rising cost of butter and other ingredients that food manufacturers need for their products, with food workers likely to have those rising costs passed onto them.

The price of shopping and food is also on the rise, which will have a profound effect on those working in the food industry, especially those on zero-hours contracts or earning the living wage.

One of our major concerns going back a number of years now, is government's failure to address issues surrounding supermarkets. The endless competition among the major players continues to squeeze suppliers' prices, many of whom are forced to produce 'loss-leaders' in order to keep the contracts.

The potential merger between ASDA and Sainsbury's will more than likely have a devastating effect. A good number of those supermarket workers will potentially face redundancy or attacks on their terms and conditions.

Meanwhile, suppliers are extremely concerned about the further driving down of prices which will inevitably result from the merger. The only people who will benefit from this, are the CEOs and shareholders of Sainsbury's and ASDA. This was proved somewhat, when during an unguarded moment in an ITV interview, the CEO of Sainsbury's was filmed singing "We're in the money" to himself. There needs to be stiffer regulation on supermarkets. Fair play and an equal distribution of wealth isn't in their DNA. Government should act *now*.

McStrike update

'McStrike Part 2' took place in May this year, this time spreading across five restaurants in Manchester, Crayford, Cambridge and two in Watford. Despite vicious attacks by this global corporation in collaboration with Rupert Murdoch's anti-worker media empire, our members still went ahead and took part in strike action.

Despite being bullied and threatened, they refuse to back down and are determined to push back against this anti-Union corporation. *All they are asking for, is the right to join a Union, permanent contracts, dignity at work and a living wage of £10 an hour.*

Despite these reasonable requests, the McDonald's PR machine went into full-throttle, in order to undermine the action and demonise our Union. They even went as far as to spend a small fortune on a social media advertising campaign, which included hiring actors to say what a wonderful company they are to work for.

The irony, is that if McDonald's was such a great company to work for, they wouldn't need to pay people to say so. They are clearly rattled, so we should continue to up the ante and both support and embolden fast-food workers in every way we can.

Local Elections

May 2018, also saw the nation going to the polls and voting in local elections. Despite the spin, the smears, the endless negative media onslaught and some treachery in his own party, Jeremy Corbyn's Labour continued to defy the critics. Ignore the detractors, going off the official facts and figures, *Labour performed well*. They might have just lost out on some key targets but in London, Labour did better than at any time since the 70s. They significantly increased their total number of councillors nationwide.

Although the Tories narrowly avoided disaster, they still lost a good number of councillors and saw increasing swings to Labour. To put this in even more perspective, it's important to bear in mind that when it comes to local elections, people tend to vote in relation to local issues, rather than party loyalties.

Young voters also tend to stay away. All this being the case, it's clear that the Tories are running scared and the media arm of the Establishment is running out of ideas. *Good.*

Bloodbath in Gaza

As I write this, the blood is pouring from our TV screens and social media accounts as we witness the cold-blooded massacre of Palestinian men, women and children at the hands of the Israeli army, at the same time that the controversial US Embassy is opened in Jerusalem.

The lack of condemnation in the mainstream media and among a good number of UK politicians, betrays a complete imbalance when it comes to handling world affairs. Had this been President Assad in Syria, MPs would have descended on the House of Commons, foaming at the mouth and demanding air-strikes.

However, the blood of some people is worth considerably less than others, especially when lucrative arms sales, religion and suspect international alliances are concerned. Using sniper fire, drones and white-phosphorous gas against protesters armed with nothing other than rocks, catapults and tennis racquets will never be a good look in any democracy worthy of the title.

The Israeli government must be both condemned and held to account in exactly the same way as any other country that commits such an atrocity.

Ian Hodson
National President



May Day saw **McStrike Part II** – walkouts at selected restaurants across Manchester, Crayford, Cambridge and Watford. Picketing went on through the night in Manchester (see picture right)

MOMENTS IN HISTORY: 1

IN 2018 THE NUMBERS of trade union members is on the decline: many young people do not see the point of joining. Some unions, such as the Bakers, Food and Allied Workers Union, are bucking that trend and young people are at the heart of their union and activity, many of whom are women and often from ethnic backgrounds.

RISING UP: How the MSWTUC worked with the Bakers' Union to organise women confectioners

THE MINUTE BOOKS of the Manchester and Salford Women's Trade Union Council contain some interesting references to the **Bakers' & Confectioners' Union** (as it was known then). We can see how the two organisations worked together to first recruit women into their own separate unions and later amalgamate the two unions.

By 1905 the MSWTUC was ten years old and was very skilled at helping women set up their own unions. At this time most unions were male organisations, some of whom were hostile to women joining them because they feared it might bring down pay rates or were just not interested in recruiting them.

The story begins in February 1905 when the Branch Committee of the BCU was approached by the MSWTUC to do some joint work in organising amongst women in the flour and confectionery trade. The BCU agrees, "This union pledged themselves to assist the council in all possible ways". The Organising Secretary, Mrs. Aldridge is requested to take on this work.

By May 11, 1905, a meeting has been organised with women and girls employed in the confectionery (cake & biscuit) trade.

It was not easy to organise women because of the long hours they worked and the MSWTUC were often not allowed on their work premises to talk to them. But by June 6 1905 it was reported that "the new Confectioners' Union had commenced on a smaller scale mainly owing to the difficulty of getting in touch with the women". A union was set up at a meeting that had been organised jointly by the Women's Council and the Bakers' and Confectioners' Union. Miss Johnson was appointed Secretary and regular meetings were now being held.

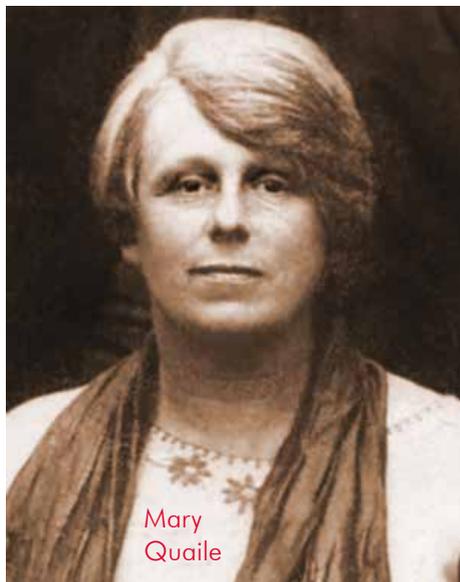
On August 1 1905 Mr. Crick, District Organising Secretary of the BCU, attended the MSWTUC Council meeting to represent the Women's Confectionery Union. From February 1909 work is being undertaken to organise women confectionery workers

and meetings are held at the BCU offices at 56 Swan St. in Manchester. Joint meetings between the women confectioners and the Men's organisation were now to take place.

"A very successful meeting of confectioners was held at 56 Swan Street on Wednesday December 1st 1909. Several new members of the Society were enrolled. Mr. H. Howard the president of the Men's Society took the chair. The speakers were Miss Emily Cox and Mrs. Aldridge from the Council and Mr. H. A. Crick Secretary of the Men's Society."

A year later, in December 1910, it was decided that the BCU would donate £25 to the MSWTUC "to be used between February and July 1911 in making a thorough canvass of women confectioners in the Manchester District."

This donation led to the appointment of **Mary Quaile** as an Assistant to Mrs. Aldridge so that they could take on the work of organising the women confectionery workers. "It was felt that if the Secretary could be relieved of the routine work in connection with the office, far more time and energy could be devoted by her to the more valuable outside work of organisation."



Organising these women was difficult. In 1910 women confectionery workers "were so scattered in their work that were it not for their organisation they would know but little of the relative merits of the many situations. The union provides a common meeting ground for women working in a wide area, and members are thus able to obtain a far better knowledge of the conditions of bakehouses and wages than non-union women."

Over the next few months Olive Aldridge and Mary Quaile worked hard, canvassing women working in shops and organising local meetings ie. April 3 they organised a meeting in Levenshulme.

In June 1911 Mrs. Aldridge and Miss Ashcroft attended the Annual Demonstration of Bakers and Confectioners for the Preston district and Miss Eva Craven of the Women's Confectioners Society spoke at the Caxton Hall meeting in support of the Eight Hours Bill for her trade.

The outbreak of the First World War leads to growing female employment and a crucial role for the MSWTUC in ensuring that women are not exploited by employers who are now keen to employ them.

Mary Quaile, who is now the sole Organising Secretary, becomes involved with organisations such as the *Manchester Relief Committee* and the *Women's War Interest Committee* which campaigned for decent rates of pay for women war workers.

Throughout 1914 Mary was working with women sweet workers at local factories explaining the role of new government organisations, the *Trade Boards*, which would be involved in the pay and conditions of women war workers.

The MSWTUC Annual Report explained why it was crucial for women to be in trade unions. "Never before has the organisation of women been so necessary as at present, as owing to the shortage of men through enlistment, women are being employed in their place and it is of the utmost importance that women doing the same work as men should receive the same wages."

The final reference to women in the confectionery trade was March 8 1916 when the Bakers' Union called the Women Confectioners to a meeting and an amalgamation of the two unions was agreed.

This small snapshot of the history of the MSWTUC, women in the confectionery trade and the BCU shows how difficult it was to organise some of the poorest and most exploited workers: women.

Today, this history is important in reminding us that union recruitment and organisation is not easy, but it is crucial in ensuring that workers are treated fairly at work.

The Minute Books and Annual Reports can be viewed in a new exhibition at the **Working Class Movement Library** in Salford

THE THIRD GFTU UNION BUILDING conference was every bit as much of a success as the previous ones. What made this year even better, though, was the fact that we had successful examples of affiliates working together, sparked by a conversation that happened at last year's event!

The **National Association of Probation Officers (NAPO)** and the **Association of Educational Psychologists (AEP)** have put together a joint national panel which is helping both unions with their case work which has become increasingly complex as privatisation has taken over both vital services.

'*Learning together by sharing collaborative thoughts and ideas in a safe space*' was the underlying theme of the conference, with a key factor being the importance of being able to ask for help from other affiliated unions whilst remaining independent.

We had a number of speakers over a really full weekend, giving us lots of food for thought in terms of improving, modernising and future-proofing our trade unions.

Grace Millar

If you can't impact legislation, you need to work around it, using what you can within it and utilising what's been left out. Think outside the box in terms of organising – educate children and non-members too. People who don't know about unions don't know what's possible, *but they don't know what's impossible either!*

New people into the movement don't always know the history of a workplace – its issues or what's been tried before. They don't see the barriers or what's been tried previously and written off as impossible as they are looking through a new set of eyes – this needs nurturing and supporting

Paul DeFelice

Paul spoke about the exciting opportunity for the GFTU's affiliated trade unions to work with Ruskin College to develop apprenticeships for the movement delivered by the movement.

Lloyd Russel Moyles MP for Brighton

Lloyd emphasised the importance of being prepared and ready for an election *tomorrow*, but it is vital that we are also prepared for an election in four years time and understand the impact that would have on our members.

Sonya McKay – IER manifesto

The importance of a bottom-up discussion in unions shouldn't be underestimated – *members should lead the union* as it doesn't work the other way around. People need to know why they are fighting, what is possible, what we can do and how to get there.

Don't focus on what we can't do as we will never convince anyone to do anything if it looks impossible!

Phil Whyman – UCLAN

Phil spoke to us about the importance of making our own minds up about Brexit using evidence, not what is fed to us by politicians and the media. The theory that leaving the EU is the same as joining is fundamentally wrong as the process is not the same at all!

The political education group

A group of authors and contributors to the trade union education book. Education is the most powerful weapon in transforming the world. Use questions as a tool to support or change people's understanding and thinking. We need to make members realise they have validity – *we all learn from each other*.

I visited the following workshops over the weekend:

Engaging young people

What is our challenge in engaging young people into our union?

Some of the common challenges seemed to be the recruitment of the next generation of officials (hard to do if young members aren't joining!) flawed models, the lack of education of the movement and the fact that introducing trade unions when people start working is too late!

A new way of learning – key concepts of popular education

We need to make sure we are developing our activists, realising we are all educators

Organising is about *enabling*, being flexible in the approach to do it in different ways for different groups of people – one size does not fit all. Education should be a *process* not an *event*, follow up needs to happen, regular reviews and plans in place to develop further. Educating members, reps and officials should be seen as an investment and shouldn't be scrimped on

Unions need to ignite the passion for activism. We need training on Employment Law and accessing legal services.

We need to take away members sense of isolation so they feel *included* (even in unrecognised sites) and *supported* as part of the value of their membership

GFTU services

The idea is to collaborate to grow stronger and, through this process, create revenue – both for the GFTU Trust and, in some cases, for the individual union itself. For example, an affiliate could set something up (*like TSSA and their call centre through Morrish's*) and, if successful, spread it out to other affiliated unions – reducing costs.

As well as services such as ICT, Quorn Grange, telephones, finance admin etc. there is the ethical shop, publishers, printers, first aid training, specialist officer support groups and soon-to-be other services such as *Counselling* and an improved *eLearning platform*. All of these can be beneficial to small trade unions like ours.

Home Truths

We agreed that we don't shout out about any of our victories enough – big or small, local or national We need to take on board some home truths:

- In these days, the concept of *solidarity* is, unfortunately, alien. Trust and belief in trade unions isn't as it once was.
- While the media is obviously negative towards us, this doesn't mean we *don't* have a serious image problem.
- The family line of knowledge has long since been broken
- Austerity has impacted employee rights, wages, expectations and power and as a result there is a genuine distrust between people
- Communities aren't what they used to be, partly due to people moving about trying to find cheaper accommodation.

This all sounds very bleak until you look back at our history and realise we have lived through many cycles of winning and losing – each time developing a different way to fight back and succeed. One suggestion is to talk more about what we are *for* rather than concentrating on what we are against.

Most importantly, we need to work together as affiliates and within the GFTU sharing best practice, ideas and resources to improve our movement – not only for those in it now but for those in the future who will need it.

Sarah Woolley

FUNDRAISING FOR McSTRIKE!

20th April 2018 – Tottenham

STYX NIGHTCLUB IN TOTTENHAM hosted our McStrike fundraiser. How shall we describe it? – let's let the publicity tell its own story:

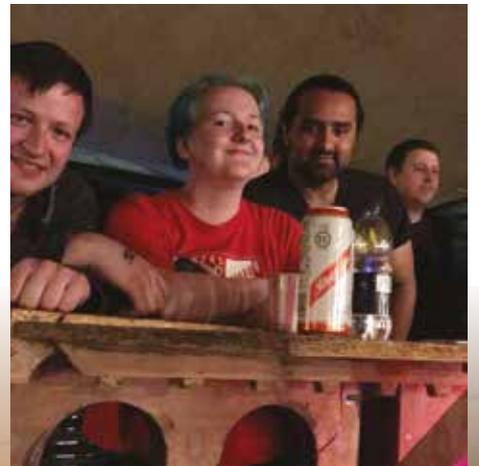
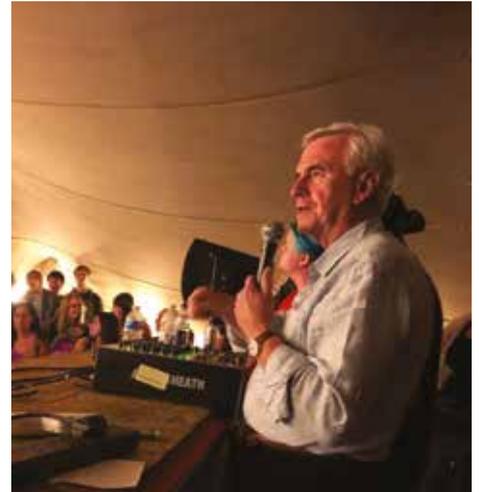
Last year McDonald's workers went on strike for the first time in British history. They were striking for better pay, job security and working conditions. With the support of the Baker's Union (BFAWU), **0.001%** of McDonald's workforce went on strike - and they won **the biggest pay rise** in 10 years.

In 2018, the Bakers Union are going to build on last year's success, supporting more McDonald's workers to go on strike to transform their workplaces. All cash raised from this fundraiser party will go directly into a strike fund, and every ticket sold will give a worker more freedom to fight for their rights. **Show solidarity by having a sick night out!**

The Shadow Chancellor, **John McDonnell** will be speaking, as will **Ian Hodson**, National President of BFAWU.

We were joined by members from the MCDS and *Ali* and *Lauren* (pictured) stood up as guest speakers. It was a great evening and we all had an amazing time – never forgetting the main business of the evening: raising money to fund and support fast food workers as they strike for:

- **£10 an hour**
- **Union Recognition**
- **An end to zero-hour contracts**



The hottest ticket in town





John McDonnell having a 'sick night out'



"We are fierce, and we are willing to do whatever it takes to win £10 an hour, union recognition and a total end to zero-hour contracts."

**Tristan Bentley,
McDonald's worker**

#McStrike



"I won't just be going on strike to raise my wages, I'll be going on strike to raise everyone's wages in all industries across Britain."

**Joshua Khan,
McDonald's worker**

#McStrike



"McDonald's workers know now that if we want change then it has to come from us. We know that we can and will win change when we stand together."

**Tristan Bentley,
McDonald's worker**

#McStrike



#McSTRIKE... THERE'S MORE!

ON INTERNATIONAL WORKERS DAY – the 1st May – workers at five McDonald's stores went on strike.

The day was a massive success as McDonald's workers took a stand for justice, and the public and politicians came out to show their support.

The day started shortly after midnight when **Blaz Mesner**, a Slovenian McDonald's worker, walked off his shift in Manchester to a loud and noisy reception of supporters. One, **Jodie Boy**, a delegate from Hull Trades Council had made the journey specially.

Many others came out to show their support, including **Lynn Collins** from the North West TUC, and Manchester, Salford and Hull Trades Councils, and Labour Students. Workers came back to picket the store in the morning. Amongst the supporters was **Natalie Bennett** (former leader of the Green Party).

In Crayford, McDonald's workers were going on strike for the second time. In Cambridge the picket line included students from *Cambridge Defend Education* and the university lecturers' union *UCU*.

By midday workers from all five stores came together in **Watford**, home town of Global CEO, *Steve Easterbrook*. **Laura Pidcock**, Shadow Labour Minister (and a former McDonald's worker) spoke powerfully about the change that is needed. **Richard Shattock**, a McDonald's worker from Watford spoke about the inequality at the heart of McDonald's business model where he CEO can earn £5,500 an hour but a Watford McDonald's worker only £5.75.

There was a tidal wave of support online – including messages from around the world. Parliamentarians also spoke out in support: **Alex Mayer** MEP raised the issue in the European Parliament in Strasbourg while **Daniel Zeichner** (MP for Cambridge) raised it in Westminster.

The message that the McStrike was back, bigger and stronger than before, made the headlines across the UK

Workers were buoyed by the massive show of public support. **Their message was clear: they are willing to do whatever it takes to win £10 an hour, an end to youth rates, guaranteed hours and for their right to a union to be respected.**

12 Days on...

MCSTRIKERS AND OUR SUPPORTERS were prominent at the TUC March for a *New Deal for Working People* on May 12th.



To make big change, it takes more than one person and it takes more than one rally. The only way we can achieve the change we need to see, is if workers stand together with their union. The trade union movement is the greatest force for social justice in history. And now is the time to write a new chapter in our collective story.

Together – we can build a growing economy for the many not the few. Together – we can nurture a society free from sexism, racism and discrimination. And together – we can win the New Deal working people are crying out for

Frances O'Grady

MAKING A WILL



Legal
Services

MAKING A WILL is something we all tend to put off, but if your worldly goods are going to go to the people you want them to after your death it's essential. It's also one of the most important financial planning steps you will ever take. But it needn't cost a fortune in fact you can do it on line and as a union member it's *free*.

Many union members have opted to use high street firms or companies that claim to be wills specialists rather than turning to experienced specialists like **BBH Legal**, a wholly-owned subsidiary of **Thompsons Solicitors**. What at first looks like a bargain way to do a will can turn out to be anything but, as one BFAWU member discovered.

A service, which initially appears to be good value often becomes increasingly expensive as hidden costs are revealed. Without independent advice, it's easy for people to feel pressured into paying extortionate fees in an attempt to ensure their loved ones' financial security.

When looking to create a will, always approach your union's expert legal service before a high street firm or a wills company.

**A CAUTIONARY TALE FROM A
BFAWU MEMBER – DON'T GET
RIPPED OFF MAKING A WILL
– USE YOUR TRADE UNION
LEGAL SERVICE**

The case study below is an example of how creating a will with a will-making company led to a huge potential bill.

Case study: John Hillon, former BFAWU activist

John Hillon, a former BFAWU activist, looked into making a will with a well-known will making company he had seen advertising on TV and the internet. The adverts said that the cost would be £29.99 for them both – which seemed like a bargain.

However, when discussing the will over the phone with the company, the price suddenly became well over £1,000. Following a home visit to make sure 'everything was protected' it shot up to **over £3,000**.

Understandably, John and his wife were in shock and distress. Thinking about what happens after you die can be stressful and a difficult process was made far worse by shameless attempts at profiteering from an exploitative private wills company.

Having been persuaded to pay the money across, John had second thoughts and contacted the BFAWU legal service, represented by Thompsons Solicitors. The advice from the wills experts at BBH Legal was that the complicated trust arrangement he had been told he needed to pay so much for to protect his home from tax after his death was a *scam*. He was told to cancel the 'service' immediately and thankfully, he was able to do so and was *refunded in full*.

Your trade union legal service will not rip you off or over complicate things to make money from you. For something this important, the risk of not trusting the union to look after you is not worth taking.

**T THOMPSONS
SOLICITORS
STANDING UP FOR YOU**





IS MENTAL HEALTH FIRST AID THE ANSWER? IT DEPENDS ON THE QUESTION...

A LOT OF EMPLOYERS are introducing *Mental Health First Aid (MHFA)* training in the workplace. This involves trained Mental Health First Aiders, operating in a similar way to standard First Aiders.

Given the importance of dealing with mental health issues in the workplace and the increasing popularity of this approach, how should unions be responding? Is it basically employers just passing the responsibilities on to workers for their own failures to deal with mental health issues or is it a genuine solution to a serious problem? Is the Government support for MHFA simply a sticking plaster over the gaping wound that is mental health support in this country where people have to wait months for a referral and even then are often unable to access appropriate support and help or a big leap forward in dealing with the issue?

MHFA has been around for almost 20 years but its popularity has grown in the last few years with many employers seeking to train a number of staff using the standard 2-day course. It is a comprehensive and useful course and many people who have been on it feel that they get a much deeper understanding of the issues and are more knowledgeable and supportive because of the training.

However, MHFA is not a substitute for preventing anxiety and depression caused by work-related stress, nor is it a substitute for professional support. Any employer that thinks they can deal with mental health concerns just by introducing a few MHFAiders are very much mistaken. After all, traditional first aiders are not a substitute for good prevention, occupational health provision and the NHS.



MHFAiders can be a really useful resource in the workplace but it is only a small part of what employers should be doing. Any employer who wants to address mental health issues in the workplace needs to look much wider than MHFA, and that is best done in co-operation with the union. Public Health England, along with Business in the Community have produced a toolkit for employers on what they should do.



www.wellbeing.bitc.org.uk/all-resources/toolkits/mental-health-employers

A good policy will include:

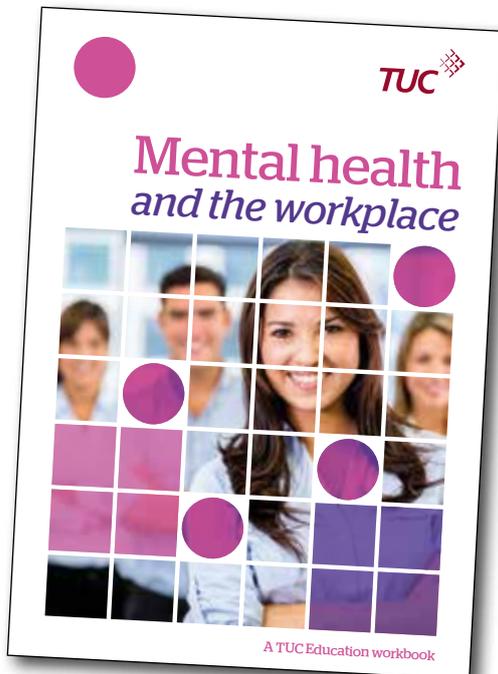
- High level commitment to challenging the stigma that surrounds mental health issues.
- A recruitment policy that does not discriminate against those with a mental health conditions.
- A review of sickness absence policies to ensure that they do not discriminate against those with mental health conditions.
- Early access to occupational health services. Training all staff on mental health (ideally jointly with the union). Separate mental health awareness training for all line managers.
- The provision of an Employee Assistance programme. Strong anti-bullying and harassment procedures.
- A stress management policy.
- If there are MHFAiders, a system of support for them, including regular meetings.



continued

Unions clearly must be involved both in working with their employer around mental health and supporting members with mental health problems, but MHFA is unlikely to be the most suitable training for trade union representatives. MHFA is mainly about signposting individuals which is really important, but the role of unions is also to try to resolve any workplace issues that could be contributing to a person's mental health problems or seeking necessary adjustments if required.

They also have a role in challenging any stigma or discrimination. That is why Mental Health Awareness training is often more appropriate as there is much more emphasis on prevention. The TUC has a workbook that covers many of the issues.



www.unionlearn.org.uk/publications/mental-health-and-workplace

For more on Mental Health First Aid, (including a summary of what it entails and an outline of some of the limitations), you can read **Hugh Robertson's** article in the latest issue of *Hazards Magazine*.

www.hazards.org/stress/mentalhealth.htm

A BRIEFING FOR WORKPLACE REPRESENTATIVES – HEALTH & SAFETY MAY 2010

FOLLOWING CONCERNS RAISED in relation to employers moving more towards a **Behavioural Safety** culture, here is a briefing from 2010 from the TUC.

The Briefing

Behavioural safety is the name given to a number of types of programmes that aim to improve safety by changing the behaviour of workers. It is also called '*behavioural modification*' or '*behaviour based safety*'. It was been around since the 1930s and is most common in the UK in production industries such as the chemical and energy sectors – but aspects of it are used elsewhere.

This briefing is intended to help union representatives respond to any behavioural safety initiatives within their industry or workplace.

What is Behavioural Safety?

Behavioural safety programs vary considerably. Some have the behavioural element as just one component of a wider safety management framework, others see changing behaviour as the prime focus. Most initiatives that are called 'Behavioural Safety' in the UK are not really behavioural safety programmes at all but simply contain an element of attempting to change workers behaviour through training and other interventions as part of a risk reduction programme.

What is central to all behavioural safety systems is the belief that injuries and illnesses are a result of 'unsafe acts' by workers and to prevent these unsafe acts management should target specific behaviours and aim to change these based on observing and monitoring workers.

Many behavioural safety programmes also are linked to punishing 'bad' behaviour, such as if a worker has an injury or rewarding 'good behaviour' such as an 'accident free' period.

All full behavioural safety programs follow a similar process.

- They begin with site observation including individual feedback. The observer monitors the worker and notices both safe and unsafe behaviours. At the end of the observation, the observer will fill in a checklist with the safe and at-risk behaviours they noticed along with the date, time and location of the observations.
- The observer commends any safe behaviour by the worker and explains, one by one, the unsafe behaviours the worker was doing. They both discuss the unsafe behaviours until the worker agrees to try the suggested recommendation made by the observer. The worker's comments and reasons for the at-risk behaviour is recorded along with the suggested safe behaviour.
- Reports are collated for a steering committee to analyse and recommend practical solutions. These reports flag-up trends of at-risk behaviours and in which location they are taking place.
- The steering committee, which often includes union or management-appointed worker representatives, discusses and analyse report findings.
- The committee then produces a set of recommendations to tackle workers' behaviour which go to senior management for approval and implementation.

Many programmes are developed by management consultancies are most often quite expensive to operate and almost all of them require considerable input from managers.



The two best known, are the **Dupont 'Safety Training Observation Program' (STOP)** and **BST's 'Leading with Safety'**. Both were developed in the United States and follow the ideas of an insurance executive called *Herbert Heinrich* who reviewed thousands of accident reports completed by line managers.

From the reports Heinrich reviewed, he classified 88% of all accidents as '*man failures*' – that is, injuries and illnesses caused by worker errors. Heinrich's data does not tell why the person did what they did to cause the injury and did not question the line managers' claim (unless it was to reclassify it upward). Since then other behavioural safety companies have made even higher claims. Dupont, who developed STOP also say that 96% of injuries are caused by unsafe acts and that **just 4% by unsafe conditions**.

This conclusion is disputed by almost all other health and safety practitioners who say that the main cause of injuries is *failings in the management of health and safety*, and that you cannot simply classify an injury as being caused by one single cause, as normally it will be caused by multiple factors that result from a failure to implement a safe system of working. According to the HSE, **70% of workplace deaths and injuries are caused by management failures**.

The opposing views on what causes an injury are partly explained simply by different ways of looking at it. If a worker in an abattoir slips on an unclean floor the employer may say it is because the person was not looking where they were going despite having been warned about the danger of slipping. A safety professional may claim that it was because the worker did not have the right shoes to protect against slipping. A *safety representative would argue the slip happened because the floor was unclean*.

Problems with behavioural safety

Behavioural safety is founded on the wrong premise – that *workers cause injuries*, rather than management failures. In fact, before an 'unsafe behaviour' can cause an injury there has to be a *hazard*. All injuries and illnesses are a result of exposure to a hazard – if you remove the hazard, you eliminate the risk of exposure.

Because behavioural safety is based on observation it often misses what actually happens in the workplace. People act differently when they are being observed than when they are not.



Often, when a worker is left by themselves, they may remove protective equipment, or not follow the procedures they are meant to. A system based on risk reduction would ensure that the hazard was removed or minimised. It is better to develop a system that is '*idiot-proof*' rather than have a health and safety system that is based on a worker doing what they have been told and trained to do.

As behavioural safety focuses on the end point of a chain of events that lead to a worker doing something, it does not address the question of who makes the decisions about work speeds, productivity levels, shift patterns and how they relate to safety. For unions, the decisions made at board-room level can have much more effect on injury rates than what individual workers do.

One of the main proponents of behavioural safety is oil company BP. Following the Texas City explosion, which killed 15 people, their first response was to blame 'human error'. Subsequent investigations have indicated that the disaster was a result of management failings and there is a perception that BP's focus of the behaviour of their workforce meant that they took their eye off the process safety ball. A report a year before the explosion reported that, on one BP site, '*when asked about the incident investigation process, many (interviewees) view it to be more punitive in nature, a process that does not look to the root cause of an incident.*'

Most genuine behavioural safety programmes are introduced by management consultants who sell it to a company that is often not really sure what it wants or what is involved. These 'off the shelf' packages are unlikely to be what the employer is actually looking for and will not address issues such as *management behaviour*.

While behavioural safety programmes can reduce injury rates, this is often a result of the considerable management or consultant effort, and if the same effort were put into removing risks then it is likely that much greater benefits could be achieved. Also, in the US, there is evidence that some of the reductions in injuries are a result of *reduced reporting*.

Most behavioural safety systems concentrate much more on safety and either ignore, or fail to fully recognise, the health effects of work. They are also *time-consuming, expensive and difficult to maintain*.

The Law

The law in Britain is very clear. It is laid down within the **Management of Health and Safety at Work Regulations**. Hazards must be identified through a risk assessment and any risk removed or reduced 'as far as is reasonably practical'. In reducing risk an employer has to go through what is called a '*Hierarchy of control*', which is a ranking of which part of the process they have to do first. This is:

- Elimination
- Substitution
- Isolation
- Reduction
- Safe Systems of Work
- Good Housekeeping
- Information, Instruction, Training & Supervision

Provision of Personal Protective Equipment

Behavioural safety turns the hierarchy of controls on its head as behaviour modification programs favour *PPE* and *training* as the main ways of preventing injury. Because of this, many pure behavioural system programmes *do not conform to UK or European law*.

Links with injury recording

Although many companies say that they do not link injury reports with disciplinary action, a lot of schemes ensure that those who have an injury are advised on 'corrective action' and if they have more than one, the worker is labelled an 'unsafe worker'.

In the US 'Accident Repeaters Programs' are common which identify those that have more than one injury and offer counselling, but give a warning after a further injury and disciplinary action if there are any more. This leads to workers failing to report injuries or near misses, especially those that do not require time off.

Behavioural safety programmes are also often linked to reward programmes. These reward either individual workers, or groups of workers, for not having an injury or for achieving lower injury and illness rates. Again these can lead to under-reporting of injuries. Where prizes or bonuses are offered to a group of workers, such as a single department, it can lead to resentment by work colleagues against an employee who is injured, as they may be blamed for the others losing their bonus, even though the employer is to blame.

Trade union view

Because union health and safety representatives are based in the workplace they know about how work is done and how injuries happen – unsafe workplaces caused by inadequate risk assessments, bad systems of controlling hazards, poor training, too many demands, and corners being cut.

It is not worker behaviour that should be the focus of action to improve safety but *management behaviour* – management are in control of work and the workplace. It is they who make decisions about workplace health and safety, not the workers, and it is management, directors and owners who ultimately should be held responsible for any breaches.

The way to prevent injuries and illnesses is to remove the risks caused by hazards in the workplace. That means doing a risk assessment and, where there is a risk, acting on it. You prevent someone who is operating a guillotine from cutting off their hand by ensuring the machine is properly guarded and the blade cannot operate if there is any obstruction, not by teaching the operator to keep their hands out of the way.

The same is true of health issues. Work-induced hearing loss is best preventing by reducing the noise rather than either giving workers ear protectors or advising them to stay away from noisy areas.

Should we ignore trying to change behaviour?

Absolutely not. Reinforcing safe ways of working can be an important vehicle for reducing injury and illness and how people act helps determine a safety culture. Training and information for workers are a key part of any attempt to manage of health and safety and is strongly supported by trade unions.

However it is not a substitute for removing or controlling the risk. That must be the priority and hazards control must be based on risk assessment. Once methods of controlling hazards are in place it is important that they are explained to workers who are also taught how to use equipment safely, including and personal protective equipment if necessary.

A report on behavioural change in the UK oil and gas industry concluded 'Behavioural modification is not an alternative to a vigorously applied conventional safety management system. Sound engineering and systems should be in place before attempting to use behavioural modification programmes to further improve performance.'

How do we change behaviour?

- Strong health and safety culture
- Lead from the top
- No-blame culture
- Workers given information
- All workers trained in both the need for safety and the application of the organisations policies
- Workers consulted through their unions on all important issues.

Attempts to reinforce a safety culture can be confusing to safety representatives who may find that what management are proposing under the heading of 'behavioural safety' is simple *training* and *consultation*, which they *welcome*.

An HSE briefing on **safety culture** states 'Many companies talk about 'safety culture' when referring to the inclination of their employees to comply with rules or act safely. However, we often find that the culture and style of management is even more significant, for example a natural, unconscious bias for production over safety, or a tendency to focus on the short term, or being highly reactive'

Checklist for unions

Whatever system your employer is using they must still seek to remove or reduce risk as far as is reasonably practical through risk assessment. Any other safety programmes are secondary to that.

- If your employer is using a behavioural safety programme you should get advice from your union.
- Your rights to a safety committee are not removed just because the employer has a behavioural safety programme, even if safety representatives are involved in the steering committee. Make sure you have one and that regular reports come to it.
- Make sure that all injuries, illnesses and near misses are reported and recorded.
- Speak to safety representatives in other companies in your industry or sector and find out what safety management systems they use. Compare experiences.
- Support genuine attempts to change the safety culture through union involvement and training.

Resources

Because most material on behavioural safety is written by the companies that develop the programmes, there is very little research available, especially in the UK.

Hazards Magazine has produced useful links on the issue, including articles it has produced. They can all be accessed at:

www.hazards.org/bs/

The HSE produces a checklist for employers which, although not dismissive of behavioural safety, does highlight some of the problems:

www.hse.gov.uk/humanfactors/topics/behaviouralintor.htm

Their briefing on safety culture is at:

www.hse.gov.uk/humanfactors/topics/07culture.pdf

For an academic view go to:

www.efcog.org/wg/ism_pmi/docs/Safety_Culture/Hopkins_what_are_we_to_make_of_safe_behavior_programs.pdf

The Unions at **Dupont** produced their own criticism of the company's scheme:

www.bhopal.net/Walking_the_Talk.pdf

GDPR AND HEALTH & SAFETY REPRESENTATIVES

SOME EMPLOYERS ARE USING NEW DATA REGULATIONS to stop union Health and Safety Representatives getting information they are legally entitled to. Few people can be unaware of the **General Data Protection Regulations (GDPR)** that come into effect this Friday, if only because of the emails that we are all getting from organisations we have never heard of asking us to agree that they can keep emailing us.

The 1977 Safety Reps and Safety Committee (SRSC) Regulations are very clear about what we are entitled to. Regulation 7 basically states that employers “*have to make available to safety representatives the information.....necessary to enable them to fulfil their functions.*” There is an exception for information that relates specifically to an individual unless they have consented. The HSE Code of Practice to the Regulations lists what information is covered, and it is pretty comprehensive, including *information on accidents, audits* etc.

A lot of employers are now saying that the GDPR restricts the information they can supply. Examples of this include refusing to hand over information from accident report forms, instead saying they will just give quarterly reports, or instructing their auditor to stop sharing their Safety Audits with safety representatives on the grounds they contain some personal data. **This is nonsense.** These employers are making no attempt to gain consent for sharing the information or, if consent is withheld, anonymising the information.

This seems a deliberate attempt to try to stop union representatives getting information they need. Just giving general information with no detail makes these reports utterly useless, as the health and safety representative can't properly investigate unless they know who the member is.

GDPR does not change the information that can be given to union Health and Safety representatives *in the least*. Both the SRSC Regulations and the 1998 Data Protection Act already restricted personal information being given out, which is why employers had to anonymise it or get the permission of the individual. In fact, the official accident report form published by the TSO has a box asking the person to consent to the information going to the safety representative.

HSE confirmed that “*Government Legal Department advise that the implementation of the EU General Data Protection Regulation should not adversely impact safety representatives carrying out their functions within the Safety Representatives and Safety Committees Regulations. Employers are required to provide documents and information requested by safety representatives under Regulation 7 as before .*”

In other words, if an employer is now refusing to hand over information, either they should not have been giving it out before, or they are using the GDPR as an excuse.

So Safety representatives can still get all the information that they need. If an individual is mentioned, they can be asked to give consent or the name can be withheld. Information on any injuries, near misses or occupational diseases can still be given to representatives, as can any audit or other reports or the results of investigations.

If your employer does try it on and says that GDPR somehow trumps the SRSC Regs then ask them where in the GDPR it says that they should *not* provide the information covered in Regulation 7 of the SRSC Regulations.

Of course, GDPR *will* affect safety representatives. Handling personal data, including membership information requires that all information must be kept *securely*.

For electronic information, many representatives use their employer's system and they usually follow the security standards operated by the employer. If, however, you are keeping information on your own computer, make sure that you are following the requirements of the new regulations. Many unions have published advice to workplace representatives on GDPR.

The same applies to paper information. Regulation 5(3) of the SRSC Regulations requires employers to give “*such facilities as the safety representative may reasonably require*” for safety inspections. Regulation 4A2 of the SRSC Regulations gives Safety reps considerable powers to demand facilities to enable them to carry out their functions effectively. At the very least, Health and Safety representatives can demand a locked filing cabinet and any other secure facilities they need to keep data secure.

TUC Education did a webinar explaining the implications of GDPR for unions in March which is available on YouTube:

GDPR and Health and Safety representatives

www.youtube.com/watch?v=Wd2GNBhxhkl

Hugh Robertson

FOR INFORMATION:

Hazards campaign **Greener Jobs Alliance**

Air pollution – A Trade Union issue
Friday, October 19th, 2018 from 1.00pm – 4.00pm

Air pollution in the UK is a public health emergency. Over 40,000 people die each year from causes linked to the air that they breathe – more than obesity and alcohol combined.

Workers are exposed to and create pollution to fulfil contractual obligations to employers. It is an occupational health issue that employers take little responsibility for.

Attending this course will help you to:

- Examine why air pollution is both a workplace issue and a public health one
- Find out about air pollution busting Citizen Science techniques
- Create action plans to deal with workplace exposures
- Create action plans to meaningfully engage in air pollution with local councils
- Share experience, knowledge and ideas

Lunch Provided

University and College Union
3rd Floor, Alpha Tower
Suffolk Street Queensway
Birmingham
B1 1TT

Registration is required.
Please confirm your attendance by email to:
janet@gmhazards.org.uk

For further information please contact Janet Newsham on Tel 0161 6367558

BFAWU CREDIT UNION



**Credit
Union**

THE BFAWU CREDIT UNION was the first 'national' Credit Union set up in 1997 with the 'common bond' being membership of the Bakers, Food and Allied Workers Union.

The aim was – *and remains* – to assist members in financial problems, to encourage savings and to keep members out of the hand of money lenders. Its aim also was to assist members in short term financial problems that ordinary Banks would not help as the loans being sort were of small amounts and short term loans-no money in that for Bankers.

Credit Union members save and borrow for many reasons. It may be for that family holiday; for that emergency purchase; for a wedding or funeral expenses and many more. Savings are made at regular (weekly or monthly) periods as are repayments on loans. And, unlike Banks, interest is paid on the reducing repayment figure not on the whole capital borrowed.

Most employers who recognise the Union agree deductions from wages/salaries, so it is an easy way to save. Savings can also be made by direct Bank payments. Joining the Credit Union could not be easier. A simple application form is all that is needed for members of the Trade Union (see opposite). And membership is open not only to our members but we run a *junior section* where savings can be made on behalf of children and grandchildren.

Is my money safe?

Obviously, as we are dealing with members' money, security is of prime importance. The Directors of the Credit Union are elected for a two year period at the Credit Union Annual General Meeting. This meeting also sets the Rules of the Credit Union which can be seen on the Credit Union Web Page:

www.bfawucreditunion.org.uk



Christmas, Birthdays,
children getting married –
any special occasions?

Don't get caught in the payday loan trap

The Credit Union is regulated by the Financial Services Authority to ensure it is run correctly. There are also independent Accountants and Financial Advisers to protect Credit Union money. Behind that, and giving full support, is the Union itself.

Credit checks are made before loans are made so as to ensure loans are being made correctly. However, the Credit Union recognises that, at time, difficulties arise. For example, redundancies happen and people get sick. In these days of reduction in hours members income can come under strain. Members having such trouble in repayments can reschedule their repayments to meet their new circumstances. This can be arranged after discussion with the Credit Union about changed circumstances. The Credit Union is there to help in times of difficulty.

The Credit Union is your organisation – run for and by members

So what are the details?

There is a minimum savings floor of £2 per week or £10 per month. Members can take out a loan of double what they have saved after three months, triple what they have saved after twelve months and, after two years membership the loan limit is £3,000. Once a member applies for a loan and credit checks take place the loan will be in the member's bank account in three working days. Once accepted you pay an initial £5 non-returnable membership fee and thereafter a £2 per annum to cover general administration. Interests on loans are charged at 2% per month charged on a diminishing balance. The length of repayment is up to two years but members can pay it off quicker if they so choose.

Members receive an annual statement of account either by mail or electronically. A call to the Credit Union Office in Welwyn Garden City will give an updated account detail.

The Credit Union paid members a 2% Dividend in December 2017 on member's savings

The Credit Union is a major benefit for Union members and their families. Many are the examples of this benefit. Loans can be raised for holidays, household items such as fridge's, Televisions, family celebrations etc. There are many reasons for Credit Union members raising loans. Christmas, for example is one of the busiest times for the Credit Union as members take advantage of the loan arrangements and the easy repayment terms. There is really no way such loans can be arranged by Banks on such easy terms and loan repayment arrangements. And it is a positive way to stay out of the clutches of usurping money lenders.

Who owns the Credit Union?

With over 900 members the BFAWU Credit Union is a first class member benefit. It is a members-based and members-run organisation. Set up to assist Union members and to counter the dangers of loan sharks it has, in the past 20 years helped thousands of members and their families at time of need.

Credit Union Rules are decided by the Annual General Meeting and voted on there by members. The AGM also elect the Board of Directors who hold office for 2 years. The Board of Directors meets quarterly with the financial subcommittee meeting in the months between the full Board meetings. No remuneration is paid to Directors who are all volunteers elected by the membership.

The Credit Union is an ideal forum for members to help each other through this unique savings and lending club-a club that you own and control. All applications for loans are dealt with in the strictest confidence. The Credit Union has a strong complaints procedure if members feel they have not been treated properly. The reason for loans is for the member to decide. The Credit Union operates a Credit Committee to approve exceptional loans as long as the loan is within guidelines.



The whole idea of the Credit Union is to assist members in affordable loans at cheap rates that keep them out of the hands of loan sharks, expensive repayment agreements and to give peace of mind at difficult times.

Now is a good time to join the Credit Union and applications are welcome. Why struggle to make ends meet by falling into the hands of loan sharks or by paying high interest rate returns? Why look to discredited Banks for assistance for that one off purchase or holiday? Here are Union members saving and lending to each other. *That is what trade unionism is all about.* So come and join us.

JOIN THE CREDIT UNION TODAY

Membership forms are available from your Branch Secretary, Union Regional Offices or from:

BFAWU Credit Union,
 Stanborough House,
 Great North Road,
 Welwyn Garden City,
 Herts. AL8 7TA

Tel: 01132 057509
 Email: admin@bfawucreditunion.co.uk
 Web: www.bfawucreditunion.org.uk

To conform with money laundering regulations, applicants will be required to provide a photocopy of either their **driving licence** or **passport** – together with a copy of a letterhead confirming their address (eg. *a utility bill*) and confirmation of their Union Membership number.

You could start by copying and completing the enquiry form below.

YES! I would like more information on the *Bakers, Food and Allied Workers Union Credit Union.*

Name: _____

Address: _____

Post Code: _____

Branch: _____

Union Membership Number: _____

Contact phone number: _____

Email address: _____

AGM

The BFAWU Credit Union will be holding their **Annual General Meeting** in Southport on **Monday 11th June**

It will be held in the Conference Centre at **12.30pm**

It is open to *all members* of the Credit Union.

Pauline Nazir
 Secretary

Regional Merit Awards

IN REGION 5, WE HAVE HAD a great reaction to the introduction of **Regional Merit Awards**, designed to bring organising and Health and Safety to the forefront of everyone’s agenda.

Those recognised for their dedication to organising are;

- **John Wake** Branch 582 (pictured below)
- **Sean Molloy** Branch 558 (pictured below)
- **Lee Wren** Branch 504

Each has encouraged a large number of non-members to join the union – meaning their branches have become stronger as a result.



iphone pic

Those who have been recognised for their contributions to Health and Safety are;

- **Adrian Hyde** Branch 582 (pictured below)
- **Sean Molloy** Branch 558 (pictured below)
- **Ian Somerville** Branch 504

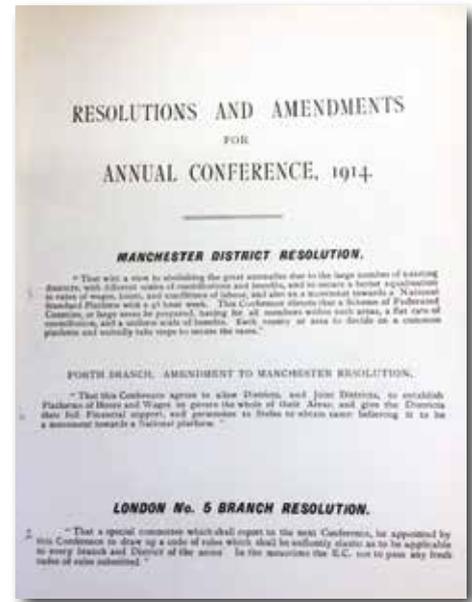
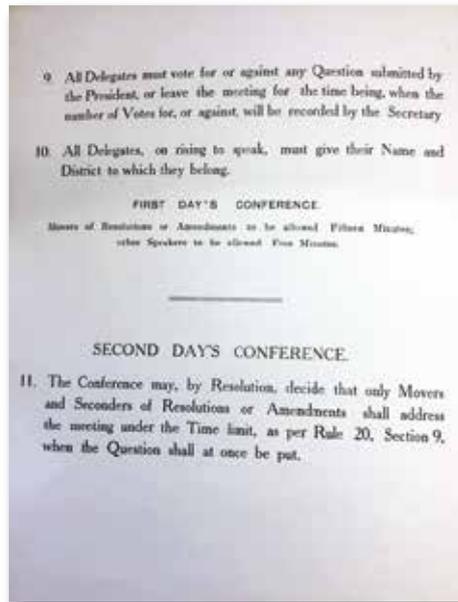
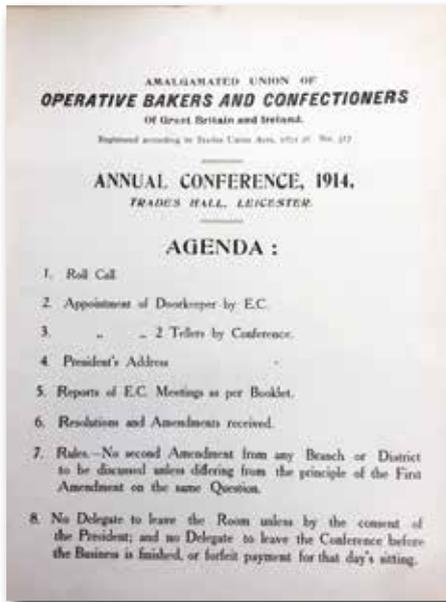
All three have been proactive in their workplaces putting measures in place and highlighting issues, keeping members safer as a result.



iphone pic

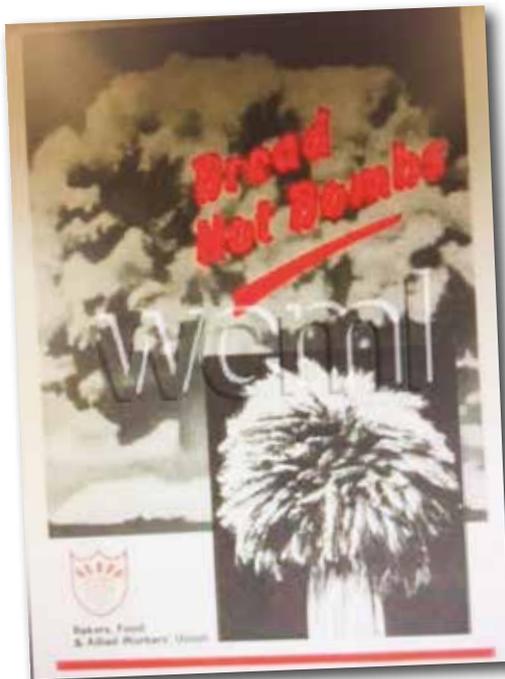
Sarah Woolley
 Organising Regional Secretary
 Region 5

MOMENTS IN HISTORY: 2



The Final Agenda for the 1914 Annual Conference on the eve of the First World War

Motions included Staffordshire's contribution: 'That the Constitution of the Union be altered to admit women bakers and confectioners as members, and that the EC make provision for organising the women working at the trade.'



EARLY (1950s) FOODWORKER COVER counter-pointing a wheatsheaf with an atomic mushroom cloud with the slogan 'Bread not Bombs'.

The watermark, 'WCML' shows that the original is held in the **Working Class Movement Library** at Salford.

As well as news and information about the union and the industry, **Foodworker** has never shied away from the big issues of the day throughout its history – and supports the pursuit of justice for all in all fields.

Extract from HANSARD 2nd December, 1974 The Bakers' Dispute

Mr. Madel (by Private Notice) asked the Secretary of State for Employment whether he will make a statement on the dispute in the baking industry currently interrupting bread supplies.

The Secretary of State for Employment (Mr. Michael Foot): The Bakers' Union has instructed its members employed by members of the Federation of Bakers in England and Wales to ban Sunday and overtime working from 1st December. I understand that in addition some 20 per cent of bread production at federation plants is being lost today because of unofficial strike action.

Industrial action has followed the rejection, by ballot, of an improved offer by the federation for a new annual settlement. This would have established a new minimum rate for the main baking grade of £30 for a 40-hour week. The union is seeking, in line with its conference decisions, £40 for a 40-hour week, the end of Sunday working and a fourth week's holiday. The federation bakers produce about 80 per cent of all bread supplies in England and Wales, and the action will give rise to shortages, particularly on Mondays.

I understand that, following the breakdown in negotiations on Friday, the Conciliation and Arbitration Service has been in touch with both the federation and the union and has offered its assistance. I very much hope that an acceptable settlement can be quickly agreed, either with the help of the service or by the use

of the industry's agreed procedural arrangements, which finally provide for arbitration.

Mr. Madel: I am grateful for the Minister's reply and for its length. As he says, this is a serious dispute which, if it goes on, will affect everyone. Are the management and the union willing to let the Conciliation and Arbitration Service try to find a solution? If both sides of the industry are so willing, will the Minister ask the union to suspend industrial action pending investigation by the CAS?

Mr. Foot: As I have said, the CAS is in touch with both parties and has agreed to assist if it has the opportunity to do so. I understand that the union executive is to meet today. I hope that it will not decide to escalate industrial action. I also hope that the CAS offer 1115 will be acceptable and that we may seek a settlement by that means.

Mr. Golding: Is the Secretary of State aware that the extent of the bitterness can be assessed by the fact that the moderate bakery workers in North Staffordshire this morning backed the unofficial strike 100 per cent.? Is he also aware that the workers are totally dissatisfied with an offer which would mean that they would have to work 40 hours in days and nights to earn £30 a week, and that they think that they should not have to work more than 40 hours to earn a reasonable living wage?...

POLITICS FOR THE MANY

OVER THE PAST FORTY YEARS it has become increasingly evident that to strengthen the interests of labour, there must be wholesale political reform.

What we have witnessed with increasing frustration is a tug-of-war between different UK governments playing politics with workers' rights – the Conservatives often sweeping into power to undo gains which had been made.

It is the adversarial style of British politics which allows this to happen. But in fact the problem runs deep into the fabric of everything which goes on at Westminster.

The current way of doing things is desperately rigged against workers, laid bare in a report from *Politics For The Many*, campaigners fighting for reforms.

One of the biggest issues holding back the voices of workers is the voting system. In the most recent of these last year, a staggering 22 million people's votes did not count towards electing the winning MP.

The result is that seats in Parliament do not match how people voted. It means the most important decisions in the country are being made by politicians *who fail to represent* huge swathes of the public.

Furthermore, the voting system is rigged specifically against Labour. Under proposed new constituency boundaries, the problem of 'electoral bias' means the Conservatives will only need a lead of 1.6 per cent to win a majority (*less than they won by in 2017*) – while Labour will need more than 8 per cent.

These problems persist when crossing the corridor from the House of Commons to the House of Lords. It is astonishing that in a 21st century democracy there is an unelected chamber bursting at the seams with more than 800 members, many of whom are cronies and retired politicians.

Politics For the Many propose shaking up these outdated political institutions.

A fair, proportional voting system would help to foster a consensual political system, where unions and civil society are included as key players.

Democracies with more consensual structures are more progressive, have larger welfare states, lower rates of prison incarceration and lower economic inequality. All EU countries with embedded trade union rights have high union density and extensive collective bargaining coverage, and *all use proportional electoral systems.*

This is because, when every vote counts, parties don't just pander to wealthier swing seats and a handful of influential voters. **They have to win the support of workers across the board and invest in communities that have previously been left to decline.**

It is a whole new way of doing things, but the change required is relatively small. And we are not talking about a radical, untested system. Proportional Representation is already being used in Scotland and Northern Ireland.

Beyond this change to the way votes are translated into seats, *Politics For the Many* is setting out the case for an *elected* second chamber to replace the archaic House of Lords. They are seeking fair constituency boundaries which reflect local communities and an extended franchise to incorporate 16 and 17-year-olds.

Trade unions have long been at the forefront of demands for a better democracy. The issues set out here are the latest frontier.

It's time to replace Westminster's broken set-up with a politics for the many.

Adele Andrews

THE RON TODD AWARDS

IN OUR LAST ISSUE (SPRING 2018), we highlighted the honours paid to some of our young activists at the Ron Todd Awards. **Shen Batmaz, Steve Day and Tom Holliday** (BFAWU Community Organisers) received their award *for Inspiring Young People.*



Since then, many of you have asked for more information about these awards.

Education outside the classroom is the backbone of growing the movement and ensuring that the fight for social justice is placed firmly in the heart of local communities. So visit:

www.rontoddfoundation.org/

Todd Talks

We know that education is more than books, it is about real people, sharing their stories, inspiring social action.

Todd Talks are a series of debates which seek to target those who are feeling disconnected and alienated from politics, with the aim to re-engage them with the principles of practical solidarity.

The debates explore the issues that were important to Ron, remembering the quote *"the past we inherit, the future we build"* and seeks to put this into action through combining national and local speakers, within communities where Ron had a connection, together with a call for action that promotes social change.

You can be at the awards!

The memorial lecturer presented the awards that celebrate the people in our communities who support, and further social justice on 10th March. The winners of this year's Ron Todd Foundation Awards were:

Socialism of the heart – Eric Lee, founder and editor of *LabourStart*, an online news and campaigning website for the international trade union movement.

www.labourstart.org

Peace – Walter Wolfgang, a socialist and peace activist. Vice-President and Vice-Chair of the Labour Campaign for Nuclear Disarmament. www.labourcnd.org.uk

Social Justice – Helen Steel, an environmental activist known for her pursuit for justice in the 1997 McLibel case and for her involvement in the *Police Spies Out of Lives* campaign.

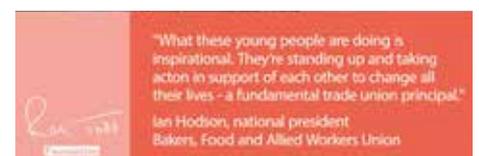
www.policespiesoutoflives.org.uk

Equality – Aderonke Apata, a Nigerian Gay rights activist and a vocal critic of Yarl's Wood Immigration Removal Centre after spending over a year in the facility.

www.facebook.com/Asylum4Aderonke/

Inspiring young people – *McStrikers*, members of the Bakers Food and Allied Workers Union who led the first strike of McDonald's workers in the UK in 2017.

www.bfawu.org/mcstrike



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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.