

**BAKERS
FOOD
AND ALLIED
WORKERS
UNION**



FOODWORKER

SPRING 2015

**Vote for
FAIRNESS!**



**May 7th
2015**

Vote Labour!



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EDITOR'S NOTES

"If you want your voice to be heard, then we have no choice but to vote Labour"

Ronnie Draper @ronniebfawu

IT'S JUST A MATTER OF WEEKS before we all have a say as to what shade of government will rule the country for the next 5 years and the need for everyone to vote has never been more apparent.

It is easy to sit back and say I'm not voting because they are all as bad as each other or that I'm going to lodge a protest vote because I feel let down by the big two parties. I have to say there is an element of truth in both of those views, but the cost to you as an individual could be *catastrophic*.

Champion of the Working Folk

Late last year there was a surge in support for UKIP and the 'lad's lad' Nigel Farage, but since we have got onto the start of the campaign trail that popularity appears to be waning. Behind the veneer of the toothy smile, fag dragging, beer-swilling leader, there is a died in the wool Thatcherite, a one trick pony hypocritically condemning everything European whilst earning his living from that very area. Dig down even further and you will find an ex-merchant banker who condemns banks and pretends to understand what *working people* want.

His latest media opportunity revolves around removing some of the race equality issues in the workplace as though he is a surgeon cutting away some terrible growth. This is the man who says we should not have our hands tied by European laws because they restrict our right to perform and undermine the sovereignty of the country.

There will be some of our members saying '*and quite right too*', but let me remind you of some of the protections you have in the workplace. In 1997, when Labour signed up to the Social Charter, European legislation gave you for the first time the right to guaranteed holidays, the right to not work excessive hours etc.

European laws strengthened Health and Safety in the workplace with the renowned 'Six Pack', seen by UKIP and the Tories as a *burden* on business – not as much-needed protection for the health, safety and welfare of workers.

Not Coalition – just Tory mini-me!

We shouldn't just concentrate on UKIP, however, because the greater risk to the working class of this country is a return of this uncaring, heinous, arrogant Tory government. I won't call it a coalition as the Liberal Democrats sold their souls and most of their policies for 5 years in power, hanging onto the coat tails of Cameron and his scumbag party ensuring that every dirty deed that their Tory masters wanted to hit us with got through with a majority.

Another 5 years will see £80 billion further cuts to public services, austerity galloping on unabated and the probable destruction of our NHS. They will try to curtail the power of working people to fight back by introducing even more draconian anti-worker legislation. No doubt there will be some giveaways as Osborne tries to erase the memory of 5 years of Tory destruction.

Wow, the economy is....?

Don't let them tell you that the economy is booming because it is only *their* economy that thrives. Those at the bottom of the earnings pile suffer the indignities of *zero hour contracts*, *zero pay Workfare* schemes, *bedroom tax*, exorbitant rents from private landlords and usurious interest rates charged by Tory loan sharks. They promise that they will build 200,000 houses and give a 20% discount to first time buyers but in reality it means little. If you don't have steady contracted work or you earn too little, you cannot get a mortgage and so these rash promises become distant pipe dreams.

We need council housing with affordable rents and we need them *now*. When Thatcher made it possible for people to buy their own council houses, she should have ensured they were replaced *one for one*. Instead, she capped councils, preventing them from spending the capital, gave tax cuts to her friends and left the rest to the mercy of private landlords.

Selling off our Nation

The Tories, just like UKIP, are a bunch of self-serving shysters. They have privatised everything we owned from the water that falls from the sky to the fuel that heats our homes, from the transport that moves the population around to the companies that make communication possible. All these are now in the hands of their rich friends and, as a result, are vastly more costly to us, the consumers. If the Tories are returned to power then expect to pay for private health care in 5 years time. They are already selling off lucrative parts of the NHS and making a return to the public sector nigh-on impossible.

What's left to build on?

Let's not pretend that a Labour government will be the knight on the white charger riding to deliver everything we need and want, but the commitments to abolish zero hour contract, scrap the bedroom tax, build council houses, reduce tuition fees, protect our NHS and freeze energy tariffs has to be a pillar to build on.

Ed Miliband is the most sincere candidate as far as working people are concerned. If they raise taxes on the rich and cut hand-outs to the wealthy to aid the passage out of growing poverty to thousands of families, that is only what a fair society *should* do. However, more than a million people visit food banks, thousands are evicted because they cannot afford the Rachman-style rents they are charged and millions of workers claim welfare benefits *simply to make ends meet*. This is not what we expect from a nation boasting economic growth and wealth beyond imagination, so let's get a government that will divide the pie a little fairer.

Use your vote wisely and look beyond the media bias. If you want the continuation of the most right wing government in living memory and the continued path of austerity, then feel free to vote Tory or another party. ***If you want your voice to be heard then we have no choice but to vote Labour.***

Ronnie Draper
General Secretary



NATIONAL PRESIDENT IAN HODSON

IN RECENT MONTHS, I HAVE VISITED several branches up and down the country and spoken to a number of our members in order to find out what is happening at their respective sites.

I asked what impact the government's austerity measures have on their lives. Issues raised include the lack of affordable homes, low pay and short hour working. Others centred around workers pressurised into working excessive hours, loss of sick pay and attacks on retirement benefits.

My visits highlighted the fact that BFAWU members need our Union to be more determined than ever in terms of improving their lives and not being afraid to take action where it's needed. They are sick of the threatening, bullying attitude of managers and tired of the incessant dumbing down of their skills and erosion of their terms and conditions.

Members want an end to the relentless campaign of blame, divide and rule peddled by our politicians day in and day out. They take a dim view of the demonisation of the disabled and unemployed. They feel work should pay enough to live on comfortably and the taxpayer should not be topping up the poverty pay being trickled down by highly profitable companies. They believe that governments (and those *wishing* to govern) have an obligation to commit to a **living wage**.

According to government statistics, unemployment is falling and jobs are plentiful. If so, why do workers feel so undervalued, vulnerable and insecure? History shows that when jobs are easy to come by, employers feel obliged to improve terms and conditions to retain skills. If jobs are in such rich supply, wages should be *climbing* not falling; terms and conditions should be *improving* not eroding and *full-time contracts*, not zero hours, should be the norm.

The reality, is that the figures aren't what they seem. The **one million new jobs** 'created' by this government are merely former public sector ones transferred into the private sector – and most new jobs offer only part-time or zero hours contracts. The figures don't include those claiming Jobseeker's Allowance, those on 'Workfare' or those under sanction from the despicable, target-driven Department for Work and Pensions.

Unfortunately, employers see no need to play fair or offer decent terms and conditions because they believe workers are too weak to demand their fair share. The mantra trotted out by managers to disgruntled workers is *'feel free to leave; the jobcentre's full of folk who'll have your job'*.

Politicians since the 1980s have relentlessly stripped workers of the ability to fight back through anti-Trade Union legislation, underpinned by a culture of fear, blame and uncertainty.

As a direct result of this, we have a mainly apathetic workforce who simply want to keep their heads down, not rock the boat and stretch their pay as far as it can go. Many of them are saddled with debt as they struggle to meet the high cost of energy and food whilst dealing with small children, rents and mortgages. Despite this, the government and its simpering media have somehow managed to convince vast swathes of people that we're now living in Shangri-La, despite the so-called 'recovery' not yet reaching those on the coal face.

Another myth propagated by the government is that the economy has finally been fixed and we can all sleep soundly in our beds, safe in the knowledge that Cameron and co are in total control. If this is true, why then has the Chancellor, George Osborne continued to balance the books on the backs of the poor with £25 billion worth of budget cuts planned after the general election?

Why are local councils particularly in the North-West, North-East and Midlands areas still having to make millions of pounds worth of savings year in and year out, with public services being reduced if not slashed and countless public sector workers being thrown on the dole? If the economy is doing so well, why have wages stagnated to almost Victorian levels?

The question is who has the economy been fixed for? Is it the 99% at the lower end of the pay-scale or the 1% of earners at the top? I have a pretty shrewd idea...

Since 2010, the general public have been brainwashed to accept that there is no alternative to austerity. The media have ensured that this propaganda is poured into us on a daily basis via TV, radio and newspapers – to such a degree that anyone offering the merest hint of an alternative is branded a 'looney-leftie Trotskyist' and a threat to our 'recovering' economy.

The media powers that be have ensured that we remain subservient and passive by inundating us with cheap distractions and banality. It's as if the entire country is in a coma.

The truth is that there are alternatives to austerity that are realistic and credible. A minimum wage of **£10 an hour** would ensure that people have better spending power, giving the economy the shot in the arm it so badly needs. A £10 an hour minimum wage would also ensure that our taxes could be used for what they were *intended* to be used for, such as funding our public services, schools and hospitals, rather than topping up poverty pay. Indeed, it would significantly reduce the welfare bill and while we're at it, I say scrap the **youth minimum wage**.

Let's go even further and commit to a programme of building affordable homes, whilst clamping down on the pus-filled sore of tax avoidance, committed by those at the top who care not one jot for the consequences that their greed has on the rest of us. Is that so radical? I'd say it's worth at least a try.

Health and Safety

One of the areas where the BFAWU has always led the way is in the field of Health and Safety. This isn't about banning conkers from school playgrounds or cancelling church fetes because the prize marrows are too big. For our members working in bakeries, factories and shops, Health and Safety really is a matter of life and death. Our recent Health and Safety project with Greggs has been fantastic to be involved with. It's been interesting to learn about the issues that our members face in Greggs' shops (with *verbal abuse* being a big issue). No worker should ever have to tolerate *any* form of abuse, and we will be taking a zero tolerance approach, with our representatives being asked to make further investigations where necessary.

Sticking with Health and Safety, I recently attended a Safety Conference in Region 5, and while thrilled that over fifty BFAWU representatives took part, I was concerned to learn how some employers are bullying our members back to work, despite being unfit. This is a clear breach of trust (not to mention *duty of care*) that needs to be stopped. Employers must be made to understand that we're dealing with human beings here, not machines. That's where our Safety Reps and Safety Committees come into play. All we ever ask as a Trade Union is for our members to be paid properly and treated fairly in a *safe working environment*. **If employers aren't prepared to pay us that courtesy, we should be prepared to take direct action in order to attain it.**

This year's general election should be one of the most interesting, if not vital ones in recent history. It's been a long five years for working people, especially those in our industry, and in May we will have the opportunity to let those in power know what we think and what we want.

Many people will say that the mainstream political parties are nothing more than cheeks of the same backside and I know that many feel totally disenfranchised from UK politics. I believe, however; that there is a clear choice between the Conservatives and Labour.

The Conservatives are a party funded by millionaires and big business, intent on plunging us into another five years of champagne and oysters for those at the top and abject misery for everyone else.

Labour is a party founded by Trade Unions that, despite its flaws, is transparently funded (mainly by working people) and far closer to the needs of BFAWU members

Ed Miliband may not be as slick, or as photogenic as David Cameron, but his content is significantly better, particularly with regard to the NHS, Sure Start Centres, tax avoidance and zero hours contracts. It's also worth noting that the BFAWU has a number of key supporters in the Labour Party who have ensured that the concerns of our members have made the political arena on a regular basis. The government are so frightened that Ed Miliband might actually win the election, their friends in the media have engaged on a mission to make him look as unelectable as possible. In fact, the pro-Cameron/anti-Miliband bias thus far, even among so-called impartial institutions like the BBC has been absolutely staggering.

It isn't my job to go around telling people how they should and shouldn't vote. After all, we live in a democracy and it is each person's prerogative to vote for whatever and whomever they choose. However, what I would say is that if you have not yet registered to vote, do so as soon as possible and take part. Also, please ensure that you are clued up on who and what you are voting for. Go online, read manifestos and make an informed choice.

Sadly missed

Finally, our Union has produced many fantastic characters over the years and it's always a sad occasion when long-serving stalwarts pass away. We recently lost two real BFAWU titans in **Olive Molloy** and **Bill Bellamy**. Olive was an amazing woman, with her encouragement, support and sense of fair play. She was strong, determined and held in the highest regard within our organisation. When Olive spoke, you listened. She will be sadly missed.

Bill was a fantastic character. Most people will remember him as an institution of Annual Conference, which he always lit up with his remarks when he took to the rostrum. He was a fearless man who had no qualms about challenging and questioning what he thought was wrong, or unfair. He was what this Union should be all about.

Olive and Bill will both be fondly remembered by the BFAWU for the contribution they made to both our Union and to the Labour Movement – and we thank them and their families, for allowing us the opportunity to share in their lives.

Solidarity

Ian Hodson
National President

THE VALUE OF TRADE UNIONS

DOUG NICHOLLS, GEN. SEC. of the GFTU, argues that the most astute politicians are the 99% of the population who are working people and it is their organised voice in unions that is the most important.

TRADE UNIONS ARE BIGGER, older and stronger and more popular than all of the political parties put together.

There are thirty times more trade unionists than political party members. Add our families and those who benefit from our work and it is fair to say we represent the entire workforce. For every job there is a relevant and informed union. A union like the PCS is bigger than the Labour Party. We are the largest voluntary organisations in Britain. Unions exist because of the voluntary commitment of their active members.

Our roots go back long before the formation of the Conservative and Liberal parties and of course in 1906 unions, including the GFTU, created the Labour Party to campaign for trade union rights in Parliament and accountable MPs.

Democracy

Our roots go deep into the democratic struggles of Britain. Trade unions are inseparable from the age-old struggle for democracy, equality and liberty. Today we are dangerously close to the illusion that it is MPs and their parties who tell people what to do – a new inversion of democracy, orchestrated by the financial elite and the press. They suffer from a deeper illusion that they create our wealth so politicians should do their bidding. **Only workers create wealth and our political voice is the loudest.**

The struggle for universal franchise was associated with active citizenship, public services, free education, eventually free health care, nationalised industries and utilities, a collective caring culture and a welfare state. Our socialist values created society. It was a hard, generational struggle opposed all the way by big business

Trade unions were central to more extensive democratic participation and power at the workplace and government. They helped civilise the country from rulers content to keep the majority of the population in poverty, disease and ignorance. We now demand the fulfilment of the democratic struggle and votes for all at 16 years of age and control of our country through a new, clear, written constitution that supports the *people* and not *profit*.

Collective bargaining and equality

At the high point of trade unionism in the late seventies, inequality was at its lowest and pride in the national and public ownership of key areas of the economy gave a sense of purpose and direction to the nation.

Our unions pioneered religious and political tolerance and anti-racism. We united workers in Scotland, Wales and England when employers wanted to divide and break up the nation.



We have been at the forefront of the struggles for peace and given strong assistance to thousands of just causes around the world.

It is hardly a surprise that trade unions have been the number one target for the forces of reaction. Heavy industry and engineering were sacrificed to try and destroy the NUM and AEU, print and steel workers. Utilities and public services were privatised for three decades to weaken collective social obligations, boost profit and weaken public sector unions. Organised labour had to be destroyed they said. **They failed.**

Our leaders are now more popular than any politicians and many were elected by voting supporters six and more times greater than those who voted for the Prime Minister. **No-one** voted for the coalition government in 2010.

Our values put the rulers of our country to shame. The most astute politicians are working people, 99% of the population, we should have greater power. Those genuinely committed to the majority will first and foremost remove the legal shackles on the trade unions and enable the people to end the madness of the market.

Unions are massive providers of adult education, raising skills and offering chances for members to return to learning as well as develop political and economic understanding for active citizenship. Few politicians appreciate an educated, organised working class.

TV programmes are brought to us by BECTU technicians through communications technology engineered by Prospect members. Actors we applaud are in Equity, footballers in the PFA, cricketers in the PCA, reporters in the NUJ, musicians in the MU. Our children are taught by teaching union members, our services staffed by union members, our planes flown and crewed by union members. There is hardly a health worker from consultant to cleaner who is not unionised. Who administers your contact with local and national government? **Union members.**

We're still here!

Despite the most anti-worker legislation in the Western world, despite continual lies and distortions in the media, despite a complete lack of education about trade unions in schools and universities, despite food banks for the working poor, despite daily attacks on collective bargaining, despite the loss of manual workers in the leadership of the movement, we are not just 'still here' – we remain a determining voice, **the largest social force in the country.**

The voice of the people, the democratically agreed policies of the unions for manufacturing renewal, re-nationalisations, public investment, and regulation of the finance sector, will win through. *Austerity lite* is not an option. **Unions make democracy (and us all) much stronger.**

Doug Nicholls



JOIN OUR MOVEMENT

WELCOME TO BFAWU. SUPPORTING WORKERS FOR OVER 100 YEARS

OUR WORK

CAMPAIGNS

MEMBERS CENTRE

BLOG

OUR NEW WEBSITE

A CENTRE FOR INFORMATION, MEMBER SERVICES AND CAMPAIGNING FOR FAIRNESS AND JUSTICE FOR OUR WORKERS

WE HOPE BY NOW you have seen our new website – and hopefully signed up to it. By joining the website you will be kept up-to-date with what we are doing and it will also give you an opportunity to give us feedback and take part in campaigns that are about improving working people's lives.

Campaigning on the Issues that matter

One such campaign was recently launched via North East TUC as part of a national campaign for decent jobs and pay fortnight. The event was organised by regional TUC officer Beth Farhat. The launch included Tim Roach, President of CLASS and Dave Anderson MP – as well as Ian Hodson and Paul Phillips, *Youth Fight for Jobs*.

The well-attended event also took part in a Q&A session where issues ranging from low pay, lack of council housing and the disconnection of the people from Westminster and the forthcoming election.

There was also a call to reinstate **Candy Udwin** – recently dismissed for taking direct action to stop the privatisation of Britain's art and culture – something that will fall into the hands of wealthy individuals if we allow it to happen.

We also sent a message of solidarity to the Fast Food Workers who will be again taking strike action to raise the minimum wage in the USA a fight for \$15 – like our fight for £10 it's about saying employers not taxpayers should be responsible for paying their employees and profitable company's should be obligated to pay their workers not just their shareholders and CEOs.

We will be joining the demonstrations across the UK in solidarity but also as part of a *worldwide* call to improve pay for all workers. *We hope you can join us at one of the demos and make your voice heard.*

Solidarity!

Ian Hodson



Solidarity with our US Fast Food Colleagues – and Candy, too!



A giant Valentine Card makes our feelings very clear to MPs



Hilda Palmer (Hazards Campaign) addresses an H&S meeting

SAYING 'NO' TO ZERO HOURS CONTRACTS

ON THE 21ST NOVEMBER, Labour MP **Ian Mearns** put forward the **Zero Hours Contract Bill** to Parliament. The purpose of the bill was to seek to protect those on zero hours contracts by doing the following:

- Making sure people on zero hours contracts are treated on a comparable basis to workers on fixed and regular working hours contracts
- Making it so that people on zero hours contracts have **72 hours' notice** of a request for them to work and the same to cancel work – if this notice isn't given, employees should be paid **150% of the rate** they would normally be paid for the working period in question
- Making sure that, if employment is cancelled *without reasonable notice*, employees will still be paid for this work regardless of whether they have worked the shift
- Forcing employers to offer a fixed and regular hours contract after 12 weeks of working on a zero hours contracts – if the employee wants it.

To support the bill, a demonstration was organised outside Parliament with speakers from GMB, TUC, UCU, Unite the Resistance, the *fast food rights* campaign, Youth Fight for Jobs, the National Shop Stewards Network, MPs (including John McDonnell, Ian Lavery and Ian Mearns) and myself representing the BFAWU.

We all spoke about the effects of zero hour contracts. The MPs covered and explained the reasoning behind the bill:

- Since the Coalition has been in power, the number of people on zero hours contracts has risen to **1.4million**
- Originally, zero hour contracts were designed to be used for *short term* or *seasonal* work in a niche labour market but the reality now is that they have become the norm now across many sectors.

Unscrupulous employers use them to exploit workers and to further increase their obscene amount of profits.

Lauren Usher from the TUC spoke about their commitment to the motion passed at congress around zero hour contracts and David Braniff-Herbet from the GMB spoke about his anger around zero hour contracts – the effect they have on young people: on their living standards, their opportunities and their self-worth and self-belief. Christina Paine from UCU talked us through their fight over zero hour contracts highlighting the fact that the issue goes further and affects far more people than the ConDem government and media would have us believe.

I spoke about my disappointment with the bill – I thought it was a good starting point but asked the question, '*why should people have to wait 12 weeks until they could have a proper contract why couldn't they have one straight away like myself and my members?*' I finished by demanding **£10 per hour** for all workers regardless of age. The speakers from the fast food rights campaign and Youth Fight for Jobs thanked the BFAWU for the work they have done around the campaign and spoke of the work and activity that's going on in America.

After we had all left to go and warm up (it was absolutely freezing!)The bill was presented to Parliament. Unsurprisingly a lack of cross-party support meant the Bill was not able to complete its 2nd Reading and has now effectively fallen. However, all is not lost even though the bill has fallen after the first reading, it has forced the debate in Parliament and if Labour come into power then this will be a piece of legislation that they will use to control and get rid of exploitative zero hour contracts.

I would like to thank Dave Dash, Pat Rowley, Adrian Stewart, Chris Lay and Keith Hutchinson for coming down on the day and withstanding the freezing cold and damp weather to support the demo and myself speaking.

More days of action are being planned and it would be great to see more members of our union out there supporting them – Could you do a local one where you live?

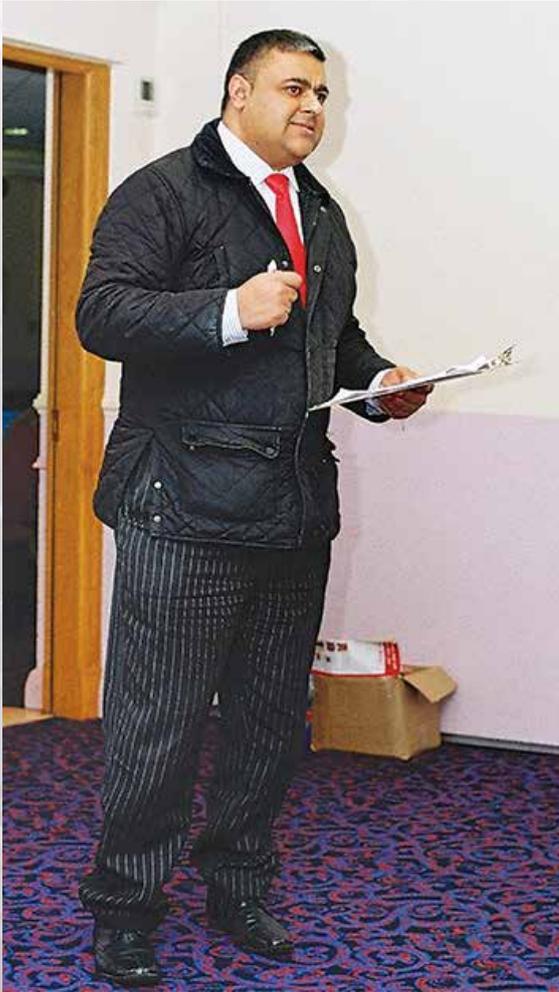
Have a look at the **Young Members Facebook page** or speak to your FTO or Regional Office for more information.

Sarah Woolley



Stalwarts all in spite of the cold – We can defy low pay and zero hours – we're Hungry for Justice!





George Atwall opened the meeting and I joined Lukasz and Damian at the top table

POLSKA

I HAVE RECENTLY HAD THE PLEASURE of attending events set up under the banner of **Polska** which was originally set up by Marcin Hinz in 2006 supporting Polish workers coming into the UK, offering them support and encouraging them to join the BFAWU.

This has led to a fantastic opportunity for the BFAWU to engage with the many workers in our industry that came from Poland. However, because of the successful work done by Polska (led by our organiser **George Atwall** – who has put a team of reps together to speak and interact with these workers), it has now broadened to include others who are assisting workers coming across from all parts of the EU.

This has given our union a huge opportunity as many of the workers entering our industry are usually at unorganised workplaces and, as we are finding in many cases, on exploitative *zero hour contracts* with minimum wage and few workplace benefits.

At one of the recent events organised by George, it was chaired and translated by our Executive Council member, **Lukasz Bemka**, and assisted by **Damian Sawa**. I must say Lukasz did a fantastic job, not only promoting our union but translating the contributions from the invited speakers (including having to translate *me* which, as most of you know, is probably no easy task).

Our union should be proud of its association and the work it's doing to support people who are not only having to come to terms with living in a different country but with many of the dodgy practices carried out by cowboy bosses who have no moral problem with exploiting working people.

Ian Hodson



Campaigning in Ireland...

IRELAND HAS SUFFERED due to Austerity and the bailout.

Like the UK, the cuts have not been targeted at the wealthy but at the workers and those living in poverty. Although many employers *have* been able to afford to increase wages, they have chosen not to – using the crisis as an opportunity to force pay down rip up hard won terms and conditions and introduce zero hour contracts and their own version of workfare.

Funny how this attack on the working class mirrors what has happened in the UK and proves the lie that Austerity has been caused by spending on our public services.

The cuts are due to bailing out the wealthy who would have stood to lose everything if our taxes hadn't been used to bail them out. Our reward from them was to attack, destroy and remove our rights. Is it not time it stopped and we saw our fair share.

Our members in Ireland spoke about their concerns and their issues but like workers in the UK they have had enough of being kicked and employers need to wake up to the growing anger and desire to fight back.



Some of our Irish members meeting to raise their concerns, while [below] Lorna describes the practices of her boss in her Glasgow diner.



... and Scotland too

SATURDAY THE 14TH OF MARCH saw a public meeting of the **Fast Food Rights Campaign in Glasgow**. With an excellent platform of speakers including Neil Findlay MSP, Ian Davidson MP, Dave Moxham STUC, Lorna (BFAWU member and fast food worker), Apryl Walcott (BFAWU EC member) and the National President Ian Hodson. The meeting was chaired very professionally by Jennifer McCarey from Glasgow Trades Council.

The meeting was opened by Ian Hodson who challenged the MPs to take up the fight for **£10 an hour**, end **zero hours contracts** and **scrap the youth rate** stating, *'We never got anything from politicians that we didn't force them to deliver.'*

Neil Findlay, MSP, applauded the campaign for the way it has got into the heart of the community and got the trade union movement back to grass root organising. Neil has also been at the forefront of the campaign in Scotland by submitting EDMs in the Scottish Parliament on behalf of our union.

This was echoed by Ian Davidson MP who has invited some of our young members in the fast food industry down to Parliament as part of a focus group.

The campaign in Scotland is running in tandem with some of the wider issues such as the **Living Wage Campaign** promoted by the STUC. This was illustrated by STUC Assistant Gen Sec, Dave Moxham, stressing the social importance of organising young workers in the fast food industry so they can transform and inspire the union movement for future generations.

Apryl Walcott delivered some examples of her own experience working in the Fast Food Industry. Conditions in McDonalds were extreme to the extent you *'are rushing about non-stop on a four hour shift, earning a wage that you simply couldn't live on'*.

Our final contribution was from one of our new members, **Lorna**, who works in a small diner in Glasgow. Lorna talked of the conditions which she and her colleagues face day-to-day: *"Our boss creates a climate of fear, not just with zero hour contracts, but of losing our jobs"*. One example of this was the extremes which Lorna's boss would go to instil fear by dictating the radio station everyone listened to – anyone changing the channel would be disciplined!

Finally I would like to thank the people who took the time out on a busy Saturday in Glasgow to attend the meeting. The meeting was a great success and a precursor for the **International Day of Action on 15th April**.

Mark McHugh
Union Learning Organiser

ED MILIBAND'S MESSAGE TO OUR MEMBERS

IT'S OFTEN SAID IN POLITICS that an upcoming election is 'the most important of a generation'. But on 7 May this year, it really is true. The choice couldn't be starker, between a *failing* plan and a *better* plan for working families.

It is failing because they chose to prioritise helping a few at the top. While millionaires have been given a tax cut, working people are on average £1,600 a year worse off than they were in 2010 – this is the first Parliament since the start of the 1930s where living standards have got *worse*.

The NHS is in crisis. Waiting times are up, it is harder to see your GP and there's a crisis in A&E departments. At the same time they have wasted billions on the disastrous reorganisation through the Health and Social Care Act.

And work has got harder. Whether it is zero-hours contracts or stagnant wages, a Tory government is showing once again that they just don't understand that Britain succeeds when working families succeed.

We know what five more years of the Tories would bring. They have an extreme plan to cut spending back to the levels of the 1930s, before there was an NHS.

Labour has a better plan

It is a plan to rebalance the economy so that people feel the system works *with them* not against them.

- A plan to rescue our NHS.
- A plan to give working people the respect they deserve.

For decades, we have been told that as long as the economy is growing and those at the top are getting richer, the wealth will trickle down and we will all feel the benefits. The past five years have shown that simply isn't the case – if you stand up only for a privileged few, it turns out life doesn't get any easier for working people, it gets harder.

That is why we need a better plan for working families: for living standards, for the next generation, and for the NHS.

Making our economy fairer has to start by getting those with the broadest shoulders to bear the biggest burden. So, a Labour government will bring back the 50p tax rate for the richest in country

whilst helping those who need it most by reintroducing the 10p tax rate for lowest earners.

We will get 200,000 homes built a year by 2020 to boost the economy and build homes for working people and families across the country. And we will introduce rules to stop companies and agencies exploiting their workers by paying them effectively below the minimum wage – wherever they come from.

Labour government can deliver an economy that works for working people.

Our plan offers a better future for the NHS. Under the Tories, the health service is in crisis, with spiralling waiting lists, cancelled appointments and not enough GPs. Meanwhile they have wasted billions on damaging reorganisation, putting profits before patients.

Labour's plan will invest in and improve the NHS. We will save our treasured national service by introducing a Mansion Tax on houses worth over £2 million to pay for thousands of new doctors, nurses and midwives, so it has the time to care for you and your family.

As the old adage goes, you can't trust the Tories with the NHS and it is truer now than it has ever been. It won't survive five more years of the Tories and only Labour can defend it.

But if we are to build a stronger economy and rescue our NHS, we need to defend people in the work place.

- That means increasing the minimum wage and fighting for a **Living Wage** for everyone – whether in the public or private sector.
- We will review the legislation around **working temperatures** to make sure that you and your colleagues are protected from danger whilst in the work place.
- And it means tackling **zero-hours contracts**, ensuring that if you work set hours over a 12 week period, you will have the right to a permanent, fixed hours contracts.

A Labour government has a better plan to tackle insecurity and uncertainty at work.

But we can only do these things if we are in government. This could be the most important election of our lifetimes. **So make sure you vote, and make sure you vote Labour.**

Ed Miliband



Lisa Nandy MP



THIS IS THE MOST IMPORTANT general election for a generation.

In Wigan, far too many people are struggling for work and those in work are stuck on agency or zero hours contracts with low pay and few rights.

YOU'D HAVE TO HAVE BEEN on the dark side of the moon this week or so not to have noticed the growing scandal engulfing HSBC, HMRC and variety of rich and powerful corporations and individuals.

Let me start by saying I see tax as the glue that bonds our society. This issue is about equality of treatment for everyone and therefore a matter that is fundamental to basic, social and economic justice.

I understand that if our politicians fail to tackle this matter properly, then we not only undermine our ability to provide a fairer, more equitable society via the redistribution of wealth and the public services we deserve. We also undermine and weaken the very fabric of our democracy itself.

In my opinion this issue is inherently linked to the economic and political narrative that has dominated our country the past 35 years.

It is a creed that extols the virtue of the individual over and, at the expense of, the common bonds of society.

One that despises the role of the democratic state in most spheres of the economy and prefers instead the creeping rule of trans-national corporations and wealthy elites.

It is a philosophy that sees tax as something to be shunned and avoided. One that sees wealth creation not as a collective, co-operative endeavour but a private activity whose rewards should be enjoyed predominantly by a select few.

With youth unemployment at record levels, too many young people are forced to take any job even if it exploits them. The BFAWU Campaign on the Fast Food Industry came at just the right time for young workers in Wigan who are among the worst affected by the casualisation of the workforce.

But we also need government that will tackle the scourge of zero hours and insecure agency work that has become a permanent feature of our labour market.

When I stood alongside BFAWU members on the picket line at the Hovis Factory in Wigan many workers told me about the huge impact this has on families who struggle to predict their income from one week to the next, can't get mortgages and are often left without enough to live on at the end of a hard week's work.

It was heartening that so many people came out to support the workers at Hovis – care home workers, college lecturers, call-centre staff – all touched by the same problems across the country.

A future Labour Government will support them by stamping out exploitative

To that end I see this issue as not just one of the fundamental issues of this forthcoming election but also one that goes to the very heart of the moral, political and economic degeneration this country has witnessed since 1979.

Below is what a future Labour Government has promised to do as regards tax avoidance.

- Strengthen the HMRC with a comprehensive root and branch investigation into its culture and practices
- Invest more resources into HMRC to enhance its capabilities
- Take action on tax havens
- Ensure complete tax transparency
- Stop corporations exploiting loopholes to shift profits offshore
- Stop abuses which allow supposedly dormant companies to trade with tax impunity
- End tax scams in the construction industry
- Introduce a genuine deterrent to aggressive tax avoidance schemes

On a personal level I would also like to see legislation that helps developing countries tackle tax avoidance. Some of those already promised by Labour (above) should achieve this. But also legislating to force companies to publish key data for every country they do business in will also help.

I also agree that a significant amount of the money raised through these measures

zero hours contracts, guaranteeing young people who are out of work for more than a year a paid job and raising the minimum wage. We'll stop the sort of unfair choices that saw low-paid workers lose their tax credits, while millionaires were handed a tax cut of £2000 a week.

This is an economic necessity. Britain cannot build its way to prosperity off the backs of the poorest. Every pound that goes into the pocket of a worker on the minimum wage is spent in our local economy, not stashed away in an offshore tax haven for the super-rich.

It's also morally the right thing to do. Ultimately this is a fight for respect and dignity at work. In 2015 we should not accept anything less.

That's why this May I hope workers across the country will send a clear message to Cameron and Osborne that we **reject** their economic plan, and elect a Labour Government so we can start to govern in the interests of *all of us*, and not just a few.

Lisa Nandy MP

Labour Member for Wigan

Clive Lewis



should be used to fight poverty both here and abroad.

I believe taken together we can begin to rebuild trust in our democracy and tackle poverty. However, I do not believe this will be an easy process. Powerful, vested interests will not simply roll over and accept this. They will fight back... and they will fight back hard and dirty to those who stand up to them.

Ultimately both visible and vocal public support will be needed to see this through to the end. ***This is one for the long-haul.***

Clive Lewis

PPC for Norwich South

THE BEDROOM TAX will catch another million people and cost families £3,800 if the Tories are re-elected

I first realised what a devastating impact the bedroom tax was going to have two years ago when one of my constituents, a woman with a chronic illness, told me that it would leave her with just £18 to live on after she'd paid rent and utilities. So I thought I'd see if it was possible to live on £18 a week – see my video diary here www.youtube.com/user/HelenGoodmanMP. Of course it isn't possible and on the last day I ran out of food.

In the last two years nearly one million people have been subject to this change – costing them on average £700 a year. Over half report having to cut down on essentials and we've seen an explosion in the use of food banks.

I met a woman who was unlucky enough to have her job hours cut at exactly the moment the bedroom tax was introduced. To avoid going into debt she gave up her family home and slept on the sofa of her daughter for 9 months.

The cruelty of the bedroom tax is illustrated by the fact that two thirds of those paying are disabled or have a disabled person in the family.

What will Labour do?

This is why Labour has pledged to abolish it as quickly as possible, if we win the election. If the Tories win again, the average bill over the life of the parliament will be £3,800 and in London this rises to a staggering £5,300.

I'M PROUD TO BE A SOCIALIST and trade unionist and I'm proud to be the Labour Parliamentary candidate for my local area – East Leeds – at the General Election on 7th May. East Leeds is my home and my family have lived and worked in East Leeds for over 100 years, ever since arriving as immigrants from Ireland.

I'm proud to have worked with the BFAWU for years before local Labour Party members in East Leeds chose me to be our General Election candidate. As a trade union lawyer I represented BFAWU members in Employment Tribunals. And as a political and trade union activist, I've campaigned shoulder-to-shoulder with BFAWU members on issues vital to you.

The BFAWU is supporting the campaign to get me elected as the Labour MP for East Leeds and that means a lot to me because the BFAWU truly is a fighting union that puts the trade union motto '*Agitate, Educate and Organise!*' into practice, day in and day out. You're a member of a union to be proud of.

Helen Goodman MP



All the time, new people are being caught in this net and the government's own figures show *one million people* not currently paying will be caught if the Tories win again. This is because people often find that under the Government's rules they are treated as having a spare room if their children leave home or someone in their family dies. People's circumstances change all the time – *so all 6.5 million tenants in social housing under pension age are at risk.*

Why don't people move?

When the government introduced the bedroom tax they said it was to give people an incentive to move to smaller units and

free up larger homes for families. But only one in twenty has moved. This is because there is a shortage of one- and two-bedroom flats.

Moreover, the government *knew this* when they introduced the bedroom tax. When it was introduced, there were 1.7m households on the waiting list in England – of whom 870,000 wanted one bedroom flats. The original impact assessment forecast 660,000 people would pay a total of £480 million. *This shows how cynical this move was.*

Of course there *is* a housing shortage and in the long run we need more houses, including affordable homes. That's why Labour is also committed to building 200,000 homes a year by the end of the parliament if we win.

Tory Welfare Waste

The madness of this scheme is also illustrated by the fact that there are now at least 1,500 empty *larger* homes (especially in the North) which people just cannot afford to rent while they are doubling up with family members in overcrowded conditions.

The Tories and Lib Dems introduced this measure together. **Only a Labour Prime Minister in Downing Street will guarantee that the bedroom tax is abolished.**

**Helen Goodman MP
Labour Member for Bishop Auckland**

If you have experience of the Bedroom Tax which you would be willing to share as part of our campaign, please email:

bonnie.burke@parliament.uk

Richard Burgon



If ordinary people don't take part in the political process, it only suits the super-rich and those at the top. Having everyone use their vote poses problems to the privileged 1% who run the show in that the 99% might just use their vote to turn the tables on them. However, if working people get so fed up that they don't vote at all then that solves the 'problem' for the privileged 1% and leaves them free to carry on – enriching

themselves at our expense and handing over our public services to fat-cats and profiteers.

We need to fight for the election of a Labour Government on 7 May. We need to fight for an end to austerity economics, which has meant the bankers ran off with their profits and we got stuck with their losses. '*Neoliberalism*' (described as '*the desire to turn the entire world into private property*') – is the economic model that has made life worse for ordinary people here in Britain and across the globe since the 1970s. Neoliberalism is the enemy of ordinary people and we must fight it locally, nationally and internationally.

This is a fight that can only be won if the mass of ordinary men and women roll up their sleeves and get involved. It won't be easy, but together we can win. This year's General Election is one part of that bigger fight. I look forward to fighting alongside the BFAWU and its members.

**Richard Burgon
PPC for East Leeds**



Justin Madders

I AM PROUD to have been a friend of the BFAWU for many years and hope that along the way I have managed to help some of your members obtain justice.

As an Employment Lawyer I have seen every kind of situation in the workplace and whilst many Employers have a decent working relationship with their workforce and the union, there are others who are content to treat their employees as a disposable commodity, having no regard to the human cost of unemployment. The last 5 years have seen an acceleration in the casualisation of the workforce, encouraged by the Tories who see employment rights and health and safety as 'red tape'.

I want to see this direction very emphatically reversed. The Beechcroft report which was published in the early years of this Government proposed a 'no fault' dismissal regime which would have spelt the end for any semblance of employment protection we have left. We were fortunate that it wasn't implemented but that is our fate should we allow another Tory Government in through the backdoor in May. The NHS will continue to be dismantled and privatised, the bedroom tax will continue to penalise some of the most

Justin has promised not to take any other paid work if he is elected as the area's new MP. His statement follows a series of allegations over recent years about how MPs have risked a conflict of interest by seeking or taking paid work from outside organisations.

Justin has also backed the call for a ban on all MPs holding paid directorships and consultancies. In a letter to David Cameron, Ed Miliband called on the PM to 'consult on legislation to introduce a statutory ban on such positions, as well as imposing a strict cap on all outside earnings by MPs.' He confirmed that he

vulnerable and we will see more and more people both in work and not having to rely on foodbanks just to survive.

We need a Government that works for everyone in society, not just the privileged few at the top. I want to see an end to exploitative zero hours contracts, an end to people being locked out of obtaining justice because of employment tribunal fees and a minimum wage that ensures those in employment are properly rewarded.

Under a Labour Government we would give a jobs guarantee to long term unemployed young people and we will create thousands more apprenticeships by requiring every major firm who does business with the Government to offer them. We will support young families by extending free childcare to 25 hours a week for every 3 and 4 year old. Most of all though, we repeal the Tories Health and Social Care Act and ensure the NHS is based on collaboration not competition. GP appointments will be guaranteed and with the recruitment of more doctors and nurses we will end the perpetual crisis in A & E which is only set to worsen under the Tories.

Too often it is said that all political parties are the same and it doesn't make any difference who you vote for. Tell that to the disabled person losing money every week because of the bedroom tax, tell that to the person stuck on a hospital trolley for hours on end because of the Tories handling of the NHS, tell that to person having to go to the foodbank just to put be able to feed their kids. No, there are differences, big differences, but things will only change if people vote for it

I grew up in this constituency and I live here with my family, so I see it an incredible privilege to be able to stand to become the local MP. Therefore my only interest is to spend as much time as I possibly can championing this area."

**Justin Madders
PPC for Ellesmere Port & Neston**

would include this in the next manifesto. Commenting, Justin Madders said:

"I'm proud to have built a successful career in the real world outside of politics, defending the rights of working people to be treated fairly and with dignity at work.

But my focus is now on representing the people of this area, I am happy to confirm that I will not consider taking any other paid work if I am elected. I will be a full-time MP.

A good constituency MP, doing the job properly simply can't have time to do anything other than represent the area."

YOUNG MEMBERS REPORT

IN THE 2010 ELECTION, 76% of over-65s voted, which was nearly double the turnout among 18–24 year olds where the figure is a paltry 44%. This government hasn't even pretended to be on the side of young people, whether they be students or workers.

Young workers are more at risk of exploitative zero hour contracts. Home ownership is a distant dream for most young workers and we are left paying a small fortune to landlords. A number of young graduates and young workers have had to work for free, with unpaid internships, when trying to climb the career ladder. We've seen the trebling of tuition fees from £3000 to £9000, with the average student leaving university with a debt of around **£38,000**.

Furthermore, a recent poll has shown that up to 70% of 18–22 year olds would be most likely to tick a box backing '**none of the above**' – if and when they do vote, come May. Research has also suggested that the turnout rate for young people in the UK is one of the lowest in in EU.

If more young people voted, no political party could afford to simply brush aside young people's issues. We would be treated with the same political clout as older voters. ***It is our job to make ourselves the next government's priority.***

Please make sure you are registered to vote and please take the time to vote come May 7th

Finally, it has now been 30 years since the end of The Miners' Strike and whilst fighting for our own working rights, we should take a minute to think about those brave men and women who tried to take on Thatcher, her government and her lies.

As always, if you have any issues, contact me at apryl.walcott@bfawu.org



CREDIT UNION UPDATE – JOE MARINO



15 January 2015

Full Time Officers

Executive Council Members

Branch Secretaries

Dear Colleagues

CREDIT UNION Update

The BFAWCU 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.

So how are we doing? The Table below sets out our record over the past year:

Approved Loans for 114 members October to December 2014 equalled £118,380.00

Total of 464 Loans in 2014 totalled £526,190.00

Approved loans (400) in 2013 totalled £609,832

The Credit Union is a major benefit for Union members and their families as the table above shows.

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.

Application forms are available from the Credit Union Head Office, Stanborough House, Great North Road, Welwyn Garden City, Hertfordshire AL8 7YA

Pauline Nazir, Secretary

Joe Marino, Chair.

JOIN THE CREDIT UNION TODAY

Bakers Food & Allied Workers Credit Union Limited is authorised and regulated by the Financial Services Authority. FSA Number 213873
 Registered Office: Stanborough House, Great North Road, Stanborough, Welwyn Garden City, Hertfordshire, AL8 7TA
 T: 01707 259455 F: 08715 037932 E: admin@bfawucreditunion.co.uk W: www.bfawucreditunion.co.uk



BEHAVIOURAL SAFETY – A REFLECTION

WITH OVER 20 YEARS BFAWU Safety Rep experience (including national H&S experience), I retired about 18 months ago and now reflect on this experience. I attended the union courses and, as a project engineer was also trained in management H&S courses: NEBOSH, ISOHH and other courses, including controlling contractors. One of these extra courses, 'Behavioural Safety', left a lasting memory – *Why do staff do things that lead to accidents?*

Accidents occur usually due to 'Acts or Omissions', either by unsafe or unintentional events. This can be by either direct or indirect actions. Accident occurrences can be either *immediate* or *later* (say, the next on-coming shift). Now let's break down our firm conviction that accidents should not happen to us or work colleagues.

Not following a Safe System of Work (SSOW)

For each task, a risk assessment should be done. A SSOW is then done by a competent person to control any hazards arising out of this. Training is given with an acceptance that the trained staff can carry out the task. If they then chose to 'do it their own way' (to save time or they feel it is *better* that way), there could be an increased likelihood that an accident occurs from this.

Control measure: Ensure SSOWs are done and that only suitably trained staff perform the task. Ask that risk assessments and SSOWs are reviewed at least *annually*. It is difficult to defend members not following SSOW and is worth periodically reminding members of this at Branch meetings.

Workload pressures

Working hard (perhaps without breaks) to meet wagon departures, particularly after breakdowns of plant, can make staff work more hazardously. High volumes, being tired and having someone on your back not helping out, is *unrewarding*.

An example – work in progress/materials not stowed correctly, partially blocking gangways. Staff load some dollies with trays higher than normal so they push them instead of pulling them. They now have restricted vision and collide with the badly stowed stock and the dolly tips over on them.

Control measure: Raise high volume issues at your regular company/union H&S meeting so you can plan better for these circumstances. Review the correct supervision/staff levels and discuss contingencies that may be necessary in reserve. Any accident that arose directly from high volume working should be on the agenda at the next H&S meeting.

Inadvertent acts

These actions are either out-of-character errors or are caused by a sequence or combination of *unforeseen events*.

'Out-of-character' is usually caused by *absentmindedness* (day-dreaming/talking to others/thinking about current problems).

Control measure: None – this is down to supervision of staff.

A member with an illness or complaint normally meaning exclusion, comes into work (due to money issues or Bradford points clocking upon their absence record). This is highly likely to affect their performance at work.

Control measure: Staff should feel at ease to discuss this with the Team-leader/manager (or at least a union rep), so that less onerous work can be found until the issue is resolved. Members who 'bottle-up' issues do not help themselves or the company.

Combinations of unforeseen or '*out-of-the-blue*' events occasionally happen – and staff say this hasn't happened before. For example: A cold store which has been shutdown to be cleaned now has puddles of water (normally squeegeed out, but missed). The next shift loads up the store and turns it on; over night the puddles turn to ice, hard to see as the lighting in this store is not good. A member enters the store to remove some materials and slip/trips on the ice, hits his/her head on the way down, partly due to worn-out footwear.

Control measure: Always investigate all the contributory hazards so that new procedures can be put in place. In this case:

- A signed check sheet by the cleaning staff to include 'Floors acceptable? Y/N'.
- Adequate lighting of production line to be added to Pre-start check sheet.
- Regular checks of footwear by supervisory staff and stocks of suitable protective footwear always available if required.

Summary

I have seen H&S managed from both union and corporate viewpoints. Unions are usually protecting members from hazards and the company looking at the bottom line – *will it affect the company?* Always remember that accidents really hurt your company hard; not only from higher insurance premiums, but may also be coming under the radar of the HSE. A good H&S climate is highly rated by the company.

Steve Greatwood
No 3 Region

HAZARDS CAMPAIGN COUNTS THE REAL DEATH AND ILLNESS TOLL OF WORK IN GB

FOR 2012/13 THE HSE provisionally reported **150 fatalities** in workplaces that *must* report deaths to HSE & Local Authorities – but this excludes the majority of workers killed at work, and ignores all those dying from poor working conditions, so must NEVER be used as a total of workers killed by work.

Under this deregulating, enforcement-slashing, rubbishing of workers' Health & Safety Coalition government, work deaths went up and stayed up initially (they usually go down in a recession), then declined to 2009/10 levels and in 2013/14 now give the lowest on record at **133**.

- **Plus** about **150–300** suicides due to the pressures of work (suicides up by more than 10% in current economic crisis) see www.hazards.org/cryingshame
- **Plus** Members of the public killed by work activity = **70**.

Hazards estimates those killed by *work-related illness* each year in GB (the bulk of the iceberg of work-related deaths) at **up to 50,000**, including:

- **18,000** by work-related cancer – with **12%** (8–16%) of these, we estimate at least **5,000** due to *asbestos cancers*.

Region/ Country	Fatals 2013/14*	Fatals 12/13	Fatals 11/12	Fatals 10/11	Fatals 09/10	Fatals 08/09	Fatals 07/08	Fatals 06/07	Fatals 05/06
Scotland	20	22	20	15	23	26	32	31	32
North West	15	15	25	25	19	22	23	33	31
West Midlands	12	14	18	13	9	12	18	33	12
London	10	13	8	17	11	20	28	19	15
South East	10	22	17	14	15	15	24	35	23
East of England	9	16	19	20	10	12	19	19	19
South West	14	12	16	8	17	22	28	24	17
Wales	7	8	18	11	7	5	15	14	13
Yorkshire	17	15	14	24	23	24	16	10	21
East Midlands	12	7	8	16	12	12	18	14	13
North East	6	2	5	6	3	9	7	5	11
Total GB Fatals (Includes deaths unallocated to regions)	133	150 (+ 4)	173 (5)	171 (2)	152 (3)	180 (1)	229 (1)	241 (4)	212 (5)

HSE Reported Worker Deaths by Region and Country in Great Britain in recent years (* 2013/14 provisional only)

The HSE only records fatalities at work which are reported to HSE and L.As under RIDDOR. UK Statistics Authority assessment of HSE's compliance with the code of practice for official statistics, May 2010, states: 'HSE does not produce an overall figure for work-related fatalities in Great Britain.' and recommends they 'investigate the feasibility of producing statistics on the total number of work-related injuries & fatalities'.

The TUC estimates about **20,000 work-related illnesses/deaths** but accepts this is at the lower end of realistic.

Hazards Campaign estimates of deaths due to work-related incidents (the visible tip of the iceberg of work-related harm in GB in 2013/14) are as follows:

854–1,290 workers killed in work-related incidents **plus 70** members of the public = total **986–1,433** as follows:

- 33 workers reported to HSE & L.A. under RIDDOR (as above))
- **Plus 50 Workers** killed at sea and in the air [estimated]
- **Plus 583–880** killed in work-related road traffic incidents: lorry drivers and some on their way to work plus others killed in those road traffic incidents (one third to half of total Road Traffic fatalities of 1,760 are work-related)

- **Heart Disease** – contributing 20% of work-related deaths due to stress, long hours or shift work – up to **20,000**
- **Respiratory Illness** –15–20% of which obstructive lung disease – about **6,000**
- Other diseases including restrictive lung diseases – about **6,000**

Hazards Estimates are that **140 people a day** (or **6 per hour**) are killed by work in Great Britain **every year**.

Compare this with 532 murders last year and 620 British soldiers killed in Iraq and Afghanistan over 11 years.

The UN International Labour Organisation estimates that, worldwide, more people are killed by work than war every year: **a minimum of 2.3 million are killed by work EVERY YEAR**.

For the reasoning behind the realistic estimates by Hazards Campaign of total work-related deaths see 'The Whole Story – Safety and Health Practitioner December 2008':

www.gmhazards.files.wordpress.com/2011/06/the-whole-story-shp-december-20081.doc

Major Sectors Only	Fatalities 2013/14 provisional*	Rate per 100,000 2013/14	Fatalities 2012/13	Rate per 100,000 2012/13
Construction	42	1.98	40	1.94
Agriculture	27	8.77	31	9.45
Waste & Recycling	4	3.33	10	8.21
Manufacturing	14	0.49	21	0.75
Extractive	3	n/c	2	n/c
Utilities	2	n/c	2	n/c
Services	41	0.17	44	0.17
Total All sectors	133	0.44	150	0.51

HSE 2013/14 provisional figures, worker deaths by sector 2013/14

NOTE: This does not include worker deaths on roads, in air or at sea, suicides or members of the public.

People injured at work 2013/2014

According to HSE RIDDOR reports:

- **77,593 injuries** (compare 2012/13 = 78,222, 2011/12 = 111,000)
- Major injuries accounted for **19,707** (22,000) with **58,515** more than 7 day injuries (compared to 88,731 over 3 day injuries in 2011/12)
- There were **629,000** self-reported injuries

Due to Lord Young 'Common Sense, Common Safety', recommendation RIDDOR was amended from April 2012 and employers now only have to report over 7 day injuries (but still record over 3 day injuries). **HSE estimates this resulted in a loss of 29% of injury reports.**

Due to RIDDOR changes it is now impossible to see whether injuries are going up or down.

- There has always been massive under-reporting under RIDDOR. This is now exacerbated by the change from over 3 day to over 7 day reporting, reductions in the incidents and injuries needing to be reported and, possibly, HSE's Fee for Intervention.

In 2013/14 The number of people suffering ill-health due to work was **2.0 million** (2010/11 –1.9 million) according to the **Labour Force Survey**.

- **28.2 million days** working days were lost in 2013/14 (27 m in 2011/12)
- Of these, **23.5million** (22.7m) were lost to *illness*, **4.7million** to *injury* (4.3m). 2011/12 figures in brackets)
- One person dies of occupational cancer every hour throughout the day (by the HSE 'unrealistically low estimates') – more than 2 every hour by Hazards campaign estimates.
- HSE-reported **Asbestos deaths** for 2012: **2, 535 Mesothelioma** deaths (up from 2,360 in 2011/12) with at least the same number dying of *lung cancer* – with over **400 asbestosis** deaths.

Good health and safety is not a 'burden on business' it's a burden on us!

The cost of the harm caused by poor workplace health and safety, (i.e. deaths, injuries and illnesses – with over 70% of these caused by *poor management* according to the HSE) is recorded by the HSE as **£14.28 billion** in 2012/13, at 2012 prices.

This does not, however, include long latency illnesses like cancers. Each *incident fatality* costs **£1.5 million** and each *occupational cancer* costs over **£2.5 million** (DEFRA costing).

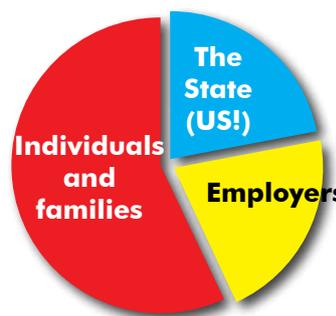
So, even taking HSE's gross under-estimate of 8,000 work cancer deaths per year would must add £20 billion to this figure, making it over **£30 billion per year.**

If we use Hazards figures, this would make it nearer **£60 billion per year.**

Who Pays?

We do!

Of this cost, according to the HSE:



- Individuals and families pay **57%**
- The state (us, tax payers, the public purse!) pays **22%**
- Employers (whose criminal negligence caused the damage in the first place) pay just **21%!**

Sources

HSE Cost to Britain: www.hse.gov.uk/statistics/cost.htm

HSE Statistics: www.hse.gov.uk/statistics/

Annual Statistics Report 2013/14:

www.hse.gov.uk/statistics/overall/hssh1314.pdf

Hazards Campaign November 2014

Hazards

Contact us:
 Tel: 0161 636 7557
 email: info@hazardscampaign.org.uk



WHETHER YOU WERE a Yes or a No for devolution in Scotland, there was a greater victory on the 28th January 2015. The Scottish Parliament announced a moratorium on the granting of planning consents on all unconventional energy developments in gas and oil – which includes **fracking**.

Although this is just a *suspension* on these practices, the Scottish government will be able to research and *then* decide what is best for the people of Scotland – so long as there are no pay-offs from the energy companies and the people of Scotland are allowed their say in the final outcome of the decision.

At the same time the British government in parliament voted on the **Infrastructure Bill** which was *passed* – although Labour MPs did manage to insert amendments to the Bill that would tighten up the process.

Labour MP for Bolton Yasmin Qureshi said, *"The public have serious concerns about fracking that need to be listened to. In Lancashire where the council is set to decide on whether to allow fracking imminently, two thirds of the public are opposed. The government should follow the example of New York and bring in a moratorium so that the risks of fracking can be properly assessed"*.

Friends of the Earth and **Greenpeace** were disappointed in the decision of Lancashire County Council, in accepting

to defer the decision on two fracking applications so that new evidence can be provided by Cuadrilla.

Why can't the government look after the people, who put them into the positions they are in, and *listen* to their constituents and the fears that they have on fracking.

It has been said that the GMB and Unite the Union, two of our largest unions, spoke to labour MPs and asked them not to support a ban on fracking. This goes against their own Conference policies – that they made in 2014.

Only 51 Members of Parliament voted to ban fracking and also voted to have a moratorium although a new clause has been accepted to strengthen the rules around the regulations.

New Clause 19: Hydraulic Fracturing Necessary Conditions

No hydraulic fracturing cannot take place:

- Unless an *environmental impact assessment* has been carried out;
- Unless *independent inspections* are carried out on the integrity of wells used
- Unless *monitoring* has been undertaken on the site over the previous 12 month period
- Unless site-by-site measurement, monitoring and public disclosure of existing and future fugitive emissions is carried out

- In land which is located within the boundary of a groundwater source protection zone
- Within or under protected areas
- In deep-level land at depths of less than 1000 metres
- Unless planning authorities have considered the cumulative impact of hydraulic fracturing activities in the local area
- Unless a provision is made for community benefit schemes to be provided by companies engaged in the extraction of gas and oil rock
- Unless residents in the affected area are notified on an individual basis
- Unless substances used are subject to approval by the Environment Agency
- Unless land is left in a condition required by the planning authority, and
- Unless water companies are consulted by the planning authority

It can still however, use the practice *under your homes* as the bill was not allowed time to debate this.



Peter John Fox
National Vice President

THE SUMMER OF 2013

The workers at Hovis in Wigan
Were fighting but not for more dough.
The boss wanted zero hour contracts,
The bakers in Wigan said "NO".

The call were put out to the unions,
The workers would fight for their fate.
The day of the battle was looming,
It started at Katrina's Gate.

The wagons and trucks were all coming,
The bakers weren't sure what to do
Till some other trade unionists showed them,
Then they all stopped the trucks getting through.

We marched around Wigan to Whelley
With banners and flags and full voice.
We were proud to support Hovis workers
And knew that we'd made the right choice.

They were out for more than a fortnight,
The pickets were strong and well run.
After three weeks the bosses were shaken.
The workers at Hovis had won.

Hovis workers are truly amazing,
No one can say they are plain.
When fighting they're truly self-raising
And prove themselves time and again.

The workers at Hovis in Wigan
Returned back to work, none too keen.
But they'll never forget the fight that
were shown

In the summer of 2013

Babs Hennessy
April 2014





ALYS CUNNINGHAM
OF
THOMPSON
SOLICITORS

EXPLAINS YOUR RIGHTS
TO
HOLIDAY PAY

TRADE UNIONS FIGHT FOR WORKERS' RIGHTS to stop big business extracting every last ounce of labour and dignity from workers for the sake of their profit margins. It's no wonder the Tories and the right wing press attack unions whenever they can. Many of the rights workers enjoy are the products of hard-fought campaigns by the trade union movement.

Take **holiday pay**. The TUC first began campaigning for paid holiday leave for workers in 1911. It was not until 1938 that government bowed to trade union pressure and allowed some workers the right to *one week's paid holiday per year*. But it took a newly elected Labour government to stop five years of Tory mucking around and introduce in 1998 the **Working Time Regulations** from the European Union which guaranteed workers a minimum of *4 weeks paid holiday* in each leave year.

What am I entitled to?

Although first agreed in 1993 by the European Union the new rules were ignored by the then Tory government because of their hatred of anything that comes from EU.

It took a Labour government to increase workers' minimum holiday entitlement by a further *1.6 weeks* in 2007, giving us the current minimum paid holiday entitlement of **5.6 weeks each year**.

When taking annual leave, an employee is entitled to be paid at the same rate as their normal pay and that includes *regular overtime payments*.

The law on holiday pay in relation to overtime was made clearer in November 2014 when the **Employment Appeal Tribunal** found (in a case brought by Thompsons for *Unite the Union*) that trade union members who regularly worked overtime at the West Burton power station site (in Nottinghamshire) had been shortchanged by engineering firm Amec and industrial services group Hertel because they didn't include overtime in holiday pay. This meant that they earned significantly less when they took up their legal entitlement to annual leave.

'Normal' Pay includes overtime

Despite attempts by this government to scupper the ruling, and water it down, the Employment Appeal Tribunal's decision firmly established that workers who are regularly required to work overtime as part of their job – which means that their normal pay includes overtime pay – should also have overtime pay included when their holiday pay is calculated.

If a worker is not paid the holiday pay they are legally entitled to, they can bring a claim to the Employment Tribunal for a breach of the **Working Time Regulations** and/or unlawful deduction of wages. If the worker is found to have been underpaid, the Tribunal can order the employer to pay up. The time limit to bring claim is three months less one day from the date that the employer failed to pay the employee the correct amount of holiday pay.

5 million workers on overtime

Currently there are estimated to be around 5 million workers who do voluntary or compulsory overtime. This ruling will ensure that hardworking and hard-pressed employees struggling through a cost of living crisis get more in their holiday pay packet. Just like in 1911, in 1938, in 1998 and in 2007, it has been trade unions at the heart of the fight for workers' rights. Now, in a general election year, unions continue their fight to stop the Tory-led government's attempts to undermine holiday pay and many other workers' rights. Time and again it's been proved that it's only a Labour government which can protect employment law in the way that workers deserve.

If you think you have been paid incorrectly whilst on leave, you should raise this with your **trade union representative** who will be able to check if you qualify for more.

Alys Cunningham
Thompsons Solicitors



D-I-V-O-R-C-E

ACCORDING TO THE Office for National Statistics (ONS) there were 118,140 divorces in 2012.

This equates to 13 divorces being granted in England and Wales every hour and almost half of those occur in the first 10 years of marriage. Divorce is said to be one of the most stressful life events and this is heightened when couples are uncertain of their rights. Divorce is simply the formal legal process that brings about the end of a marriage and it often includes sorting out arrangements for children and dividing family finances including the family home.

Every divorce is different but we have set out some frequently asked questions below:

1 When can I apply for a divorce?

It is not possible to apply for a divorce within the first year of marriage.

2 What are the 'grounds' for divorce?

You must be prove that your marriage has broken down *irretrievably* ie. there's no prospect of a reconciliation. This is done by establishing one of five factors:

- 1 **Adultery**
- 2 **Unreasonable behaviour**
- 3 **Desertion** for 2 years or more
- 4 **Two years separation** – where *both* parties consent to a divorce
- 5 **Five years separation** – the other party's consent is *not required* after five years separation.

3 What do I need to start divorce proceedings?

After deciding which factor is most appropriate the divorce is started by completing a Court form called a *Petition*. You also need the original marriage certificate or a certified copy (a photocopy *will not do*) and the Court fee, currently £410. It is possible to apply for a *fee exemption* in very limited circumstances.

4 What happens next?

The person that starts the divorce is called the *Petitioner*, the other is called the *Respondent*. Proceedings are started in the Family Court. Once the Court has all the documents and the fee, a copy of the divorce petition is posted to the Respondent who is required to complete a form to confirm that they have received the divorce papers. This is called an *acknowledgement of service*.

The Court will then send the Petitioner a copy of the acknowledgement of service. The Petitioner then signs a statement and the Court examines all the paperwork and decides whether the divorce can proceed. If so, a date for **Decree Nisi** is issued.

This is the Court confirming that the divorce can proceed but *is not the final decree of divorce*.

5 When can I get re-married?

Six weeks and one day after the Decree Nisi, the Petitioner can apply for the **Decree Absolute**. This is the final Decree.

If you are planning to re-marry, you should wait until you have this before setting any dates (*things seldom go wrong but it is not unheard of!*).

6 How long does it take?

Usually between 4–6 months if the divorce is uncontested and there are no hitches. It is not usually necessary for either party to actually attend any Court hearings.

7 What if we have children?

As parents, it is generally better for you to calmly discuss and try to agree where and with whom the children will live and when they will spend time with the other parent. There is a legal presumption that both parents will be involved in the children's lives. Discussions should include child maintenance. Advice about maintenance can be obtained from the **Child Maintenance Service** (previously the CSA). If an agreement can be reached there is no need for the Court to be involved.

8 What if we can't agree?

The Court may have to become involved if there is no alternative way, such as *mediation*, to resolve any dispute. Mediation tries reach a fair solution by discussion. An independent mediator helps you to communicate face to face, in an attempt to reach an agreement. They cannot give legal advice and both parties are still entitled to seek advice from their own solicitors.

9 What if there are financial issues to resolve?

Both parties should disclose documents such as *payslips, bank statements and pension details* to prove their financial position.

This makes it clearer to see what is 'in the pot' before deciding how to divide the assets. Finances can still be negotiated by agreement and need not be acrimonious. However, financial affairs *can* be complicated and anyone who feels vulnerable should seek independent legal advice.

10 Can I protect myself before marriage?

Whilst still not technically enforceable in England and Wales it is possible to enter a *pre-nuptial agreement* that sets out how property should be split in the event of a divorce. Each agreement is individually tailored and couples should both seek independent legal advice.

Despite the recession and the end of public funding (Legal Aid) for family matters, family breakdowns, separations and divorces are still a sad reality for 42% of married couples.



For friendly, sympathetic expert advice and reduced rates BFAWU members should contact **Joanna McClean** at Walkers Union on 0844 346 3227 or e-mail her at jmcclean@walkersunion.com



OASIS FOODS LEARNING AGREEMENT

KAREN PLASOM AND I were invited on site two years ago along with Frank Loveday to discuss learning with Mike Wood. We had already dealt with Mike at Hovis, Avonmouth so the meeting was quite informal because he already knew what we had to offer. We were given a tour of the factory which was really interesting. We then talked about Open Days and put dates in our diaries.

Karen and I attended and spoke to the employees about what their needs were and it soon became very apparent that they needed *English* and maybe *Maths*.

We then invited the WEA onto site to discuss learning and dates were arranged for English and Maths assessments. These were very well attended with the company giving everyone time off the line to complete them.

The first course started in September 2013. This was a non-accredited course which ran for 7 weeks to ease the learners back into learning and see if people attended. This went really well and the Entry Level 1 course started in January 2014. By May we had 13 achievements so we held a Day of Celebration where they were presented with their City & Guilds Certificates. We made a day of it with tea, cakes and sweets and a photo opportunity.

We then started a non-accredited course in September 2014 with an accredited course due to start again in January 2015.



Steve Finn shakes hands with Mike Wood after signing the Agreement

I had a discussion with Sandra Smith from HR and it was agreed that we needed a Learning Agreement on site so I took down our draft agreement and we went through it making slight changes and agreed that we would sign it off on **11th December 2014**.

On the 11th, Steve Finn and I attended site along with Mike Wood, Group Operations Manager, Ian Wood, Manufacturing Manager and Sandra Smith, HR. We had a meeting before to discuss the learning on site and how it was going. I suggested that we should look at Maths next which was agreed. We also discussed a learning centre. Mike

said that he would like it near the canteen like it was in Hovis, Avonmouth. I told Mike that I had spoken to John Vickers and he had agreed that we would provide 4 computers, to which Mike was very happy.

We then worked our way through the agreement and once it was agreed Steve Finn and Mike Wood signed it off.

This is a big achievement for Learning Services, signing a brand new agreement on a new site

Let's hope this is just the beginning and we can get more new sites signed up.

Carol Hillaby
Project Worker

BFAWU Learning Services Delivery Team



Carol, Steve Finn, Mike Wood, Sandra Smith and Ian Wood celebrate signing the Agreement (iphone photograph)

R.I.P. OLIVE MOLLOY

AS MANY OF YOU WILL KNOW or have read, we lost one of our most treasured companions and colleagues in January of this year.

The chair of the Standing Orders Committee until illness prevented her two years ago, Olive was an amazing woman, with her encouragement, support and sense of fair play. She was strong, determined and held in the highest regard within our organisation. When Olive spoke, you listened.

She will be sadly missed.

Ian

Olive contributed the following poem to a Christmas edition some years ago. We reproduce it here in tribute to her.



TRIBUTE TO THE MINI PIE

CHRISTMAS STARTED EARLY ON THE MINI PIE
THIS YEAR

It was in fact in June
When management informed us
“We cannot start too soon”

The mince pies started flowing
Like soldier ants in line
Thousand upon thousands
At first we thought, ‘It’s fine’

We started working Sundays
Plus an extra hour each day
Then they wanted Saturdays
(But not for double pay)

We got the double payment
After rowing with the bosses
Who said that ‘paying double time
Would increase co losses’

We’ve worked ourselves into the ground
For little or no thanks
We’ve also had to contend
With Lyons’ biggest cranks

We’ve spent more time at work than home
We’ve created family rifts
But we’ve made sure the pies went out
No matter what the shifts

We’ve got girls on disciplinaries
For setting the wrong code
Sometimes we’ve had no code at all
But we’ve stripped each pallet load

Somebody didn’t understand
What ‘change to Jan’ implied
“Nobody said which year was meant”
The poor machinist cried

And so we had the pies all packed
But dated 12 months late
Instead of Jan 89
We had Jan 88

We’ve got a super checker
Who never gets things *reight*
Can’t count – and books the order out
For 1998

We got her an assistant
A lad named Peter Thorpe
Even then she stamped the labels
Co-po instead of Co-op

Labels have been stamped all wrong
Or not on site at all
Management have blown their stacks
To see their bonus fall

Alex Ross has ‘fuffed’ and ‘fluted’
And stamped up and down
Jim Healey just kept walking past
His face a constant frown

We’ve had cartons which were damaged
Machines that wouldn’t run
Erection problems – gluing poor
All adding to the fun

We’ve fought for trays like tigers
Filled and stacked them heaven high
In fact sometimes it’s looked as tho
We’re declaring U.D.I

‘Trays’ or ‘Packers’ – every hour
We’ve heard the feeders shout
We’ve had people doing every job
To help production out

We’ve had breakdowns on the asses
We’ve worked short-staffed all round
We’ve had pile-ups in the cutters
We’ve lost weight by the pound

Paul thought he’d left his gas on
Shirley ran him home to see –
(I think that it was just to get
A crafty cup of tea)

Joyce shouted till her throat packed in
She had no voice at all
Shirley skated without skates
And had a nasty fall

If the public only realised
What it means to you and me
To get the mice pies out on time
For them to eat for tea

We’ve grumbled, argued, laughed and cried
But through it all comes clear
That they’ll expect the same again
For Christmas time next year

And in between – we’ve done the fruit
So that Kipling couldn’t steal
Black and apple-strawberry
Assorted *and* wholemeal

So now it’s all behind us
We’d just like to say
We hope that we are not too knocked
To enjoy Christmas Day

It’s been a pleasure working
With such great folks as you
We’ve shown them all what teamwork
And togetherness can do

We’ve been more like a family
All the way down the line
So may I wish you all the best
From 1989

We’ve stood the test of time and work
And I think we’ve stood tall
I’d like to say to *EVERYONE*
Well done – and Thank you ALL

Contributed by

Olive Bray (Molloy)
March 1930–January 201

LONG-SERVICE MEMBERSHIP AWARD

THE BAKERS FOOD & ALLIED WORKERS UNION team would like to congratulate **Stafford Hosier** who completed 40 years continuous union membership and thank him for his loyalty and contribution to our union. Stafford joined the union on 5 July, 1971

The most important resources in our organisation are its union members and this important occasion was marked by **George Atwal**, Regional Officer, and **Tina Lambdon**, Union Branch Secretary, presenting the 40 year service award to Stafford at the Greencore Branch, Northampton.

Stafford received a 40 year long service award and a £150 cheque.



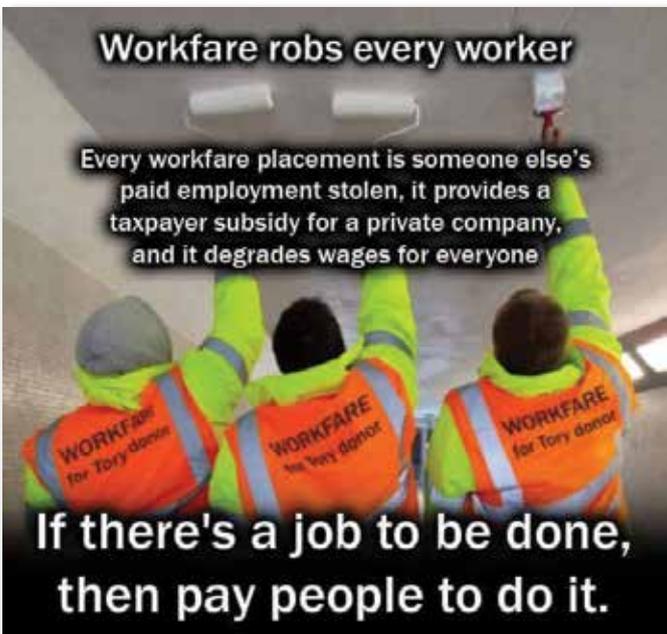
25-YEAR BADGE FOR KANTILAL VADOLIYA

I had the great pleasure of presenting **Kantilal Vadoliya** with his 25yrs Union badge in our canteen at Allied Bakeries, Stevenage in front of several fellow members. It was supported by Frank Loveday and Carole Hillaby.

'Vadoliya' (as he likes to be called) has worked at Stevenage for over 25 years, mostly on the slicing machines but also doing most other production duties.

He is a most reliable member who regularly attends branch meetings and I thank him for his support throughout the years during some very difficult times.

Vince Payne
Branch Secretary



Which Party is it?

- Pro Fracking ✓
- Pro Gun ✓
- Pro Fox Hunting ✓
- Pro Discrimination ✓
- Pro Smoking in pubs ✓
- Pro Tax Cuts for the rich ✓
- Pro aligning with Holocaust deniers ✓
- Anti Human Rights ✓
- Anti Multiculturalism ✓
- Anti Equality ✓
- Anti LGBT rights ✓
- Anti Animal Rights ✓
- Anti Minimum Wage, paid holidays, employment rights ✓
- Anti EU, yet cashes in on gravy train ✓

FOOD FOR THOUGHT

Go on... It could only be UKIP!

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JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION

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

WANT TO KNOW MORE?

BAKERS, FOOD & ALLIED WORKERS UNION FREEPOST RTKG-RJRE-CJAT
Stanborough House
Great North Road
WELWYN GARDEN CITY
AL8 7BR

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

Name (Block letters)

Address

..... Postcode

Contact Phone Email address

Where employed at present.

Occupation

Signature Date

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