



**Covid-19
UPDATE**



Dave Dash, R2



Pauline Worsnop, R4

FINN – ISHED? MORE STALWARTS RETIRE



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EDITOR'S NOTES

"We need to stand together collectively across our industry and demand better because, as key workers who have kept this nation fed throughout the pandemic, we deserve better"

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WE FINISH 2020 in a very different world to the one we started the year in. As I sit and type this, it's cold, dark and snow is drifting through the air. Thousands of people have lost their jobs and thousands more remain on furlough, not sure what 2021 will bring with the uncertainty around how companies (let alone *the government*) will recoup money lost over the last few months.

There has never been a more important time to organise our workplaces and be in the trade union. The vaccine may offer hope to many but the crisis will remain long after we come out of the other side. We need to be ready to stand together collectively across our industry and *demand better* because, as key workers who have kept this nation fed throughout the pandemic, *we deserve better*.

I want to thank every one of the branch reps for all of the work you have done throughout 2020. It's not easy being a rep under normal circumstances, this year has tested our resolves more than normal. Having to deal with your own worries and concerns about the situation whilst protecting the members you represent we know has been stressful, together with being unable to meet and talk to other reps at courses, regional councils or Conference.

I want to remind you that you aren't alone. Our officials may not be allowed on site as regularly but are still at the end of the phone or a web cam to support you, as are our clerical staff, the Executive Council and fellow branch reps and members.

We don't yet know when we will be able to meet physically, but we'll be utilising *Zoom* more for regional council and other meetings. This way, at least, we can talk to one another and get back to sharing our experiences and supporting each other through issues *collectively*.

To the clerks and officials, this year has been strange, adapting to a new way of working is never easy, but you have all done a fantastic job of keeping things going throughout. Working from home is not what any of us signed up for but each of you has made it work. Thank you so much for that.

2021 will see lots of changes, we are still uncertain about the future of the English **union learn** project (see page 17). I urge you to sign the petition and send a message to your local MP.

Access to education is important. Whether you need to develop your English or maths skills or just fancy learning something new, union learn projects across the four nations have enabled tens of thousands of people to develop themselves just as I have over the year. The prospect of losing that due to a political decision from the Tories is devastating. I can assure you we are doing everything we can as a union along with others to push back against the decision and we will keep you updated with progress.

Thank you to our project workers for keeping us educated through the pandemic. I know that, for many, the opportunity to complete a course has kept mental health issues in check at a time where normality has gone out of the window.

We will have our new and improved website for the New Year which is well underway. There are more pages, more resources, more dates and more information for you to use as members and reps – as well as reminders of the benefits of being in the BFAWU.

We are focusing more on working together and rebuilding our engagement with reps and members. *You* are the trade union, not me.

As General Secretary, I am just a person who can [realistically] do very little on my own.. The start of that process is to talk to you about our affiliation with the Labour Party, gathering your thoughts and opinions before we get to Conference. There are other areas – listening to your experiences of bullying and harassment, your knowledge of BAME issues and working towards a greener, cleaner food industry.

We now have the ability to meet members and representatives from all over the UK via *Zoom*, removing barriers that prevented people engaging with us, at minimal cost, for discussions, learning from each other and sharing best practice ideas.

We also need to remember that the far right are working as hard as we are through the pandemic. They are clever, drawing people in, encouraging hurtful and hateful attitudes towards minority groups by stating fiction and lies as *fact*. I want to be clear, as a trade union we represent *workers* and will fight on behalf of people of our class if they are being oppressed and support them in times of trouble wherever they come from because there is only one race, the human race. We have, therefore, started to work on that in the background and fully support the TUC's report around tackling the far right, (see page 15). We will not tolerate racism of any type in our organisation.

Finally, 2021 will again be different as a number of our staff are retiring. I wish **Steve Finn** and **Dave Dash**, both long-standing officials, a long and healthy retirement. Each has contributed a lot to their regions and to the union nationally over many years, gaining the respect of their branches as well as the employers they deal with. They will leave a hole in the organisation, they more than deserve the chance to spend quality time now with their families.

Pauline Worsnop from our Manchester office is also retiring. Pauline was an asset to the office and our pension trustee group, never afraid to say what she thinks and I will always regret asking her about her car! .

Christmas isn't going to be the same this year, if you are worrying about how you are going to get through it please get in touch and we can help get you support.

I look forward to meeting as many of you as possible, ideally face to face, when we can, but in the meantime we'll continue to use digital platforms.

If you do nothing else before this year ends, encourage your work friends, families and friends to join the trade union, **let's start 2021 strong and ready to fight back.**

In solidarity always

Sarah Woolley
General Secretary



NATIONAL PRESIDENT IAN HODSON

“Employers need to understand their duties to our members and their employees. We expect them to treat them with respect and ensure they can meet the requirements of being able to recover or isolate.”

WE ARE NEARING THE END of what has probably been the worst year in living memory for so many. I guess 2020 won't be looked back on with much fondness by too many people but are we right to write the year off completely?

For many in our country, it was an awakening on some key facts. Firstly, *the country can run without its Prime Minister*. Secondly, it wasn't the CEOs, the bankers or media barons that got us through this crisis but the *cleaners, the food workers, the health care staff and the transport workers* that are key to our very survival.

Health and Safety is no longer referred to as red tape but is seen as critical to maintaining a safe working environment and ensuring our communities can survive this pandemic. The Tories, who have done so much to undermine Health and Safety, are being forced to admit its critical role in keeping us all safe.

How have Unions responded?

A recent survey conducted by Labour research showed how vital trade union representatives have been during this pandemic. The results also identified 1 in 4 reps have dealt with *Furlough*, and 57% of these had resulted in better pay. The results showed representatives had worked hard to negotiate 100% pay.

Still, regardless of personal circumstances, all representatives had found they have had to deal with a range of issues arising from the rapid adjustments to working conditions. The survey showed that representatives have been winning for casualised workers too. But Health and Safety has remained the top concern with 73% reporting a lack of adequate PPE being a serious issue for them. To read the full survey results, they can be found in *the Workplace report* (from The Labour Research Department).

When we entered the 2nd Lockdown in England with firebreaks in the rest of the UK, it was hoped that this would enable us back to some normality. It's clear now this is not the case and even with the vaccine on the horizon its likely that we will be dealing with this crisis till at least April.

What about employers?

Employers need to understand their duties to our members and their employees. We expect them to treat them with respect and ensure they can meet the requirements of being able to recover or isolate. The BFAWU has produced **five demands**:

- 1 Sick pay should be paid at 100% of wages (average wages for those who are on part-time/low/zero-hours contracts) and should include when an individual is isolating however many times that may be.

- 2 There should be no penalties for isolating, regardless of the number of times, 100% payment should be received, and no absence process or disciplinary procedure triggered.
- 3 Thermal cameras should be at the entrance of workplaces with a consistent procedure in place to deal with high temperatures if they are identified.
- 4 Covid risk assessments should be publicly published on the company noticeboards and website as a minimum and updated when necessary.
- 5 Regular safety meetings with Health and Safety reps need to happen to ensure consultation and communication is happening to reduce confusion and encourage engagement and best practice.

We feel these are the minimum considerations deserved by those who are serving on the frontline in this crisis and keeping Britain fed.

I also want to make one thing very clear as we observe some employers who have seen this crisis as a golden opportunity to change terms and conditions to freeze pay to fire and rehire. **Any undermining of agreements will be regarded as an attack on our frontline heroes and met with an aggressive response.**

ULF under threat

On the political scene, we are seeing the Tories returning to form by attacking the **Union Learning Fund**, signalling an end to learning in English workplaces. This move will deny working people the opportunity to upskill at the very time education and skill are critical to the UK operating as a sustainable, healthy, economically independent country.

We must recognise this is an attack on every working person which proves the lie that the Tories are interested in *Levelling up*. As in the fight with the North over Tier 3 and the inability to pay 80% until it hit the Southern Tory heartlands, the Tories will never represent our interest. One thing the Tories *have* done though is handed out billions to their mates as usual.

Who's a lucky boy then?

One lucky ex Tory councillor benefitted from a whopping **£276 million** bung for PPE contract (without the need to tender or be vetted) that he has used to buy a new £1.5 million listed Cotswold property, funded his £250k Cornish holiday home and paid of his parents £50k home. Oh, and of course provided himself a £500,000 pay day out of his profits.

Taxpayers cash is being used to fund the lifestyles of their mates whilst those wanting to upskill are left without. **True Tory values** on show – the greed of the few will always be put above the interest of the many.

Turning on its friends

Unfortunately, Labour has chosen this time to fight its members instead of opposing the Government. It's failing to provide leadership at this critical time with a Government that has no clear plan on how we exit the tiers.

I feel if Labour had opposed the Tories, instead of abstaining on the crucial vote, then a government fearing defeat would have offered more support and clearer guidance but knowing Labour was going to just sit on its hands meant it wouldn't have to do anything.

Early 2021 we will be speaking to our members on our relationship with the Labour Party and what it stands for and who it now represents. Your views will be essential in understanding where our political future lies. But I also want to make it clear our Political Fund will continue to be essential to fund our campaigns on issues such as Health and Safety, improving the minimum wage and protecting our NHS amongst many other political campaigns we support. The affiliation to Labour is a small issue in relation to our Political Fund and we would ask members to not opt out but stay in the Political Fund to help us win change.

Whatever happens next in this crisis or on the political front we know it is only our solidarity that will get us through. We understand that our strength comes from standing together and in turn, this leads to us winning in our workplaces and our community.

My message for 2020/21

Lets hope 2021 brings a better year than 2020 so that we can get back to meeting with family friends and for us as a union back into meeting our activists and members.

On a final note, I want to say thank you to all those who have lost their jobs – some due to Covid, but many due to management failure – *thank you for your membership, loyalty and solidarity*. I wish you good luck and better fortune with employers more deserving of the labour you provide.

Thank you to all of our members, activists, Officers and clerical staff for all your support and solidarity this year and wishing you all a very happy Christmas and a Covid-free New year.

Ian Hodson
National President

HAPPY RETIREMENT PAULINE



I FIRST MET PAULINE WORSNOP around 15 years ago, when I was the BFAWU's Branch Secretary at the old **Peter Hunts bakery**. She was the project worker for the Learning Services back then and we hit it off straight away. She was very popular with our members there and helped to secure courses and qualifications for a significant number of them. On the day the bakery closed in 2008, Pauline stayed on site with me and, with Ian Hodson in tow, we cleared out the Learning Centre of all the equipment, to avoid the administrators taking it with them.

In 2010, I was ecstatic to find out that I'd be working with her at the Manchester office as part of the Union's clerical team and over the last ten years, Pauline has been more than a colleague to me – she's been a close friend and confidante, laughing at all my jokes and listening to all of my rants.

Our time together at the office has been the happiest of my working life. She's also proven to be popular with other members of the clerical staff, especially at staff training days, which she always enjoyed.

Over the last three years or so, Pauline's health has taken hit after hit and I've been in awe of her spirit and stoicism, joking that she's like 'the Terminator'. In actual fact, she's been more like Christopher Robin to my Winnie the Pooh and although I'm happy that she's made the finish line in terms of her retirement, I'll miss her warmth, good humour and support in the office terribly. There's no-one that I'd have rather been in the trenches with.

Thanks for a brilliant ten years, Pauline.
Stainte Mhath!

John Stott
BFAWU No.4 Regional Office



THE TIME HAS FINALLY COME to say farewell to the longest-serving full time officer. *The Ruler of Region One* has retired. (Anyone who knows Steve well and who's been present to see him take notes, it has always been with a ruler and pen).

Steve Finn started work for Allied Bakeries, Basildon, in 1969 and immediately joined the BFAWU. Later, in 1979, he received the **TUC Youth Award**, followed by a memorable speech in Blackpool telling everyone how it is. Over the years Steve has seen many new sites open, change ownership and then sadly close. Much of this he attributes to the change in labour requirement due to machinery and computerisation but the customers' diversity of taste in bread and cake has contributed as well.

Steve has looked after thousands of members over the years and been involved in many disciplinaries, grievances, wage negotiations and changes to terms and conditions. Anyone who has been involved with Steve will tell you the same thing. He is beyond doubt an honest, caring and sincere gentleman – a true socialist and supporter of the Labour party.

What about Steve Finn outside of the Union? Well he enjoys holidaying in Turkey, he enjoys traditional English food, and likes to drink special boosting and detoxing teas – only rarely drinking alcohol. He enjoys a bit of gardening but loves his pond and his family hand feed his koi fish.

Don't mention *pergolas*. I can safely confirm Steve has the biggest (we compared pictures). He has also spent a lifetime refereeing Sunday football matches, often 2 games in a day. That's three hours of running around blowing his whistle and he is certainly fit – and probably why he is in the office most Mondays recovering

We shall miss his wicked, dry cockney sense of humour, delivered with his trademark cheeky grin, but most of all we'll miss his vast knowledge and experience. Steve would often tell people how much he loved his job and how he still got a buzz out of signing up a new member or having a good outcome from a disciplinary.

I know you will all join me in wishing Steve a very long, happy and healthy retirement.

article contributed by the new longest-serving official in Region 1
Frank Loveday

HAPPY RETIREMENT STEVE



Pictures from Steve's early days (well, at least the ties improved!) set against the backdrop of Regional Council members who just wanted to say thank you and happy retirement, Steve!



THE POLITICAL DIRECTION of the Labour Party in recent months and the promotion of MPs who worked tirelessly to ensure that the Party lost the 2017 and 2019 elections has given members cause for concern. ***There is a clear agenda to alienate any MP considered to be supportive of socialism and move them to the backbenches.***

Regarding 'Covid-19', rather than oppose the government, Labour have backed them all the way and nodded through their 'strategies' and policies with only the illusion of a challenge, which often demanded more of the same or something worse. Whether it be PPE, lockdowns, the two-metre/one-metre 'rule', moving vulnerable, elderly people into care homes, extending the Coronavirus Act or opening and closing the economy based on weird and wonderful data, the Tories have enjoyed the full support of Keir Starmer's Labour. ***This is despite the thousands of avoidable deaths, job losses and hardships that have arisen from the government's approach to this situation.***

Further concerns have been raised in relation to Labour's apparent support for landlords and their failure to stand up for tenants, along with their abstention from voting on matters such as the dangerous and downright disgusting 'Spy Cops Bill'. With a handful of honourable exceptions, this was a betrayal of the Labour Movement, which begs the question: ***who exactly are Labour representing at the moment?***

The leaked report, which exposed deliberate sabotage within the Party, the recently released reports by ECHR and a downplayed report which revealed that one in four Muslims had suffered racism inside the Party (which is in breach of rules in regards to equality and opposing racism) have demonstrated that there is something rotten at the heart of Labour.

If that wasn't bad enough, the move by the leadership to both suspend and then overturn an executive decision relating to Jeremy Corbyn, was a disgraceful act that has only served to anger and disillusion a large number of party members and activists.

Sir Keir Starmer was supposedly elected as a unity candidate, yet his idea of 'bringing people together' seems to have amounted to nothing more than deliberate, vindictive and divisive attacks on those regarded as being on the 'socialist' side of the Party.

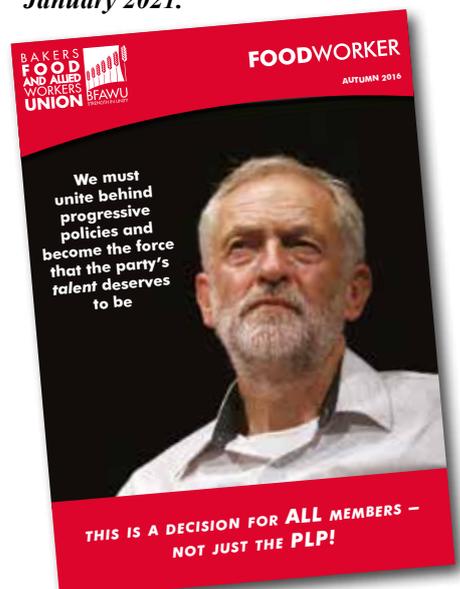
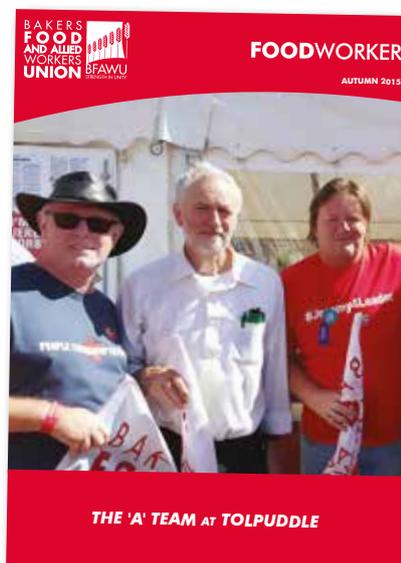
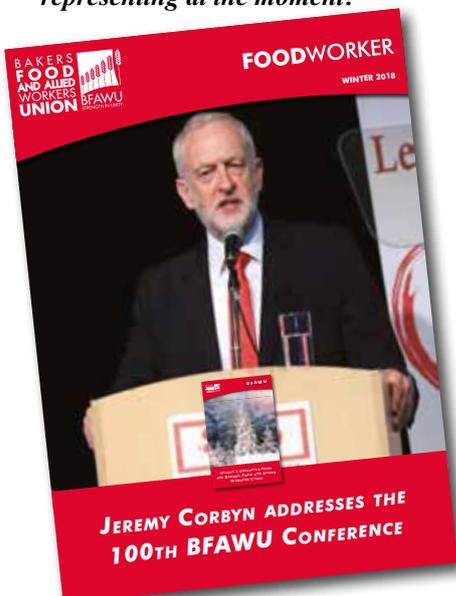
How ironic is this, given the fact that Labour is supposed to be a socialist endeavour. Some might suggest that it's repayment for the support received during his election campaign. Either way, further evidence also seems to show that the Party intends to end its financial relationship with Trade Unions and replace it with money from wealthy individuals and corporations – like Tony Blair did during his time.

As a Union, we have been involved with representatives of the Labour Party over three centuries. Indeed, the first recorded meeting was with Keir Hardie in 1893, following a demonstration of journeymen in London. We also worked very closely with Jeremy Corbyn and John McDonnell in helping to shape Labour Party policy.

However, despite the importance of Trade Unions and the inevitable Covid-related economic plight heading towards working people, ***today, we feel further away from having a political voice than ever.***

This being the case, the Executive felt at its recent meeting (ahead of any motions to Annual Conference to disaffiliate), that we should conduct a *consultation* with our membership. This ensures that we are fully informed and mandated ahead of any decision to remain or leave the Labour Party.

This consultation will commence in January 2021.



Our support and loyalty to Jeremy Corbyn and the Socialist cause gave us an influence which is now ebbing away



WASPI

WOMEN AGAINST STATE PENSION INEQUALITY

LATEST CAMPAIGN UPDATE

ABOUT WASPI

WASPI stands for Women Against State Pension Inequality. We are a Campaign group representing many of the 3.8 million women born in the 1950s who have been negatively impacted by the mismanagement of increases in their State Pension age (SPa), which were implemented by the 1995, 2007 and 2011 Pension Acts.

The WASPI Campaign is fighting to end the financial hardship that 1950s born WASPI women are facing as a result of the maladministration of these pensions changes by successive Governments.



We work with MPs and Peers across all political parties to call for fair transitional State Pension arrangements for all WASPI women. Ultimately, this means a bridging pension and compensation for those affected to cover the period between age 60 and the new SPa.

WASPI recognises that there are small steps along the way to achieve this for all women affected.

Throughout our campaign, we have engaged with hundreds of MPs across the political spectrum to find a solution that works for everyone. Many of the MPs we have met with believe, like us, that a reasonable solution must now be found. We welcome the opportunity to discuss various options.

WASPI do not oppose State Pension equalisation, nor are we asking for a reversal of any Pension Act. WASPI has never supported the option of a bridging loan or reduced pensions for life, and we have actively opposed proposals which offer this.



Information for members and supporters

WHY DID THIS HAPPEN?

The State Pension Age changes

The first increase in women's SPa was introduced by the Pensions Act 1995. The Act legislated for women's SPa to rise to 65 slowly between April 2010 and April 2020. Then, in 2011, the coalition Government announced that the timetable would be accelerated, and women's State Pension age would rise to 65 by November 2018. Men and women's pension age would then rise together, to reach 66 by October 2020.

The WASPI Campaign supports the principle of equalisation of the SPa but does not agree with the unfair way the changes were implemented.

A lack of communication

Many women and their families are suffering huge financial difficulties because of the way the changes were implemented. Some will lose up to £52,000. This also affects British women living abroad who are not entitled to benefits and cannot receive reciprocal medical care until they reach SPa.

This hardship is the result of the Government's poor efforts to communicate these changes to WASPI women. The Government was aware that their communications were having little impact, as they had carried out their own research into this. However, no action was taken despite the fact they knew they were failing millions of women. Information released through Freedom of Information requests by the WASPI Campaign have revealed that the Government waited until April 2009, fourteen years after the 1995 Pensions Act, before it began individually writing to the women affected.

Furthermore, in March 2011, the Government stopped contacting women affected due to the coalition Government's consideration of accelerating the equalisation of the SPa. The changes to the Pensions Act 2011, were finally passed by Parliament in November 2011. The Government began writing to women again in January 2012.

A significant percentage of WASPI women only received a letter advising them of increases to their SPa when they were 59, within 1 year of their expected SPa of 60. Many others received only 2, 3, 4 or 5-years notice.

The DWP's State Pension age review, presented to Parliament in July 2017, pursuant to section 27(6) of the Pensions Act 2014 states that "The Government recognises the need to provide certainty and transparency for future pensioners and this review provides a clear signal that the State Pension age will change. We will build on our communication strategies, making the most of digital technologies, to ensure we have a clear plan for communicating future changes to State Pension age, and to assist with wider financial and later life employment planning. We will also seek to provide a minimum of ten years' notice for individuals affected by changes to their State Pension age". This review is recommending a one year change to the SPa from 67 to 68. Had the same been applied to WASPI women, we should have received 10, 20, 30, 40, 50 or 60 year's notice of the changes to our SPa.

Hasn't the Government already offered transitional arrangements?

When the 2011 Pension Act was going through Parliament, the government had wanted to speed up the introduction of the New State Pension age of 66, which would have led to an increase of 2 years for some women. The Act was amended so that the maximum increase was 18 months for both men and women, and the government say this cost £1.1 billion. These were not transitional arrangements, simply an amendment to the Act.



WASPI, Women Against State Pension Inequality has never campaigned against the equalisation of the State Pension age (SPa). We are disappointed to read comments earlier this week from Chancellor Rishi Sunak and MP Jacob Rees-Mogg.

Our issue is with the lack of notice and misinformation 1950s women received, giving them little or no notice of up to a six-year increase to their SPa, leaving them no time to make alternative arrangements.

WASPI women made thousands of complaints of maladministration to the DWP.

WASPI has nothing to do with the recent Judicial Review and subsequent appeal.

We await with interest the decision of the Parliamentary and Health Service Ombudsman on six sample cases of maladministration currently under investigation.

It is disingenuous of the Government to suggest that this matter is "settled".

The WASPI Campaign will continue to campaign for compensation for women affected who have sustained considerable financial loss, and for whom historic inequalities have been exacerbated in this way.

waspi.co.uk

Can't WASPI women find alternative sources of income?

Many WASPI women face unique barriers to addressing their financial hardship. Reasons for this include:

- Many women affected have no other source of income or a private pension. Until the 1990s, a great number of women weren't allowed to join company pension schemes;
- Many women face difficulties in returning to work due to a combination of age discrimination in recruitment, a lack of age-friendly policies in the workplace and long-term health problems;
- Many women took on caring responsibilities in the expectation they would receive a State Pension at 60, and so have faced difficulties in returning to the work following the delay to their State Pension;
- Some divorce settlements will have been calculated using projected incomes which included women receiving their State Pension at 60;
- A report by the Institute for Fiscal Studies in August 2017 found that the rising SPa left women's household incomes on average £32 per week lower, and "lead to the absolute income poverty rate of women aged 60-62, who are now under the State Pension age, increasing by 6.4 percentage points". The Government's Insolvency Service has reported that insolvencies amongst women aged 65 and over increased by 88%, followed by women aged 45-54 (69%) during 2008-2019;
- At this stage of their working lives, many women have only managed to save a small amount to see them through their retirement. Even modest savings mean that they cannot claim benefits, but must run down their funds to face a retirement in poverty;
- As a result, WASPI women have had no time to put in place alternative financial arrangements to see them through to the new SPa.

But aren't WASPI women still much better off than many younger people?

All generations have instances of wealth and poverty, and trying to decide if one generation is wealthier than another is not helpful, as each generation has challenges. This is not just about the money. This is about the fundamental trust between the Government and ordinary people. The lack of communication from Government to the women affected following the 1995 Pension Act broke trust that had existed for generations.

Our members need compensation to adequately survive their retirement, but this is about re-establishing trust and ensuring future generations, including today's young people, do not suffer in the same way.

WHAT YOU CAN DO

- Join as a member to support the WASPI Campaign
- Join a local group and get actively involved
- Write to your MP using the template letter on our [website](#)
- Tell your friends about the Campaign, join us on [Facebook](#) and [Twitter](#)
- Help spread the word

WASPI is happy to support you with any of the above actions. Please contact us for further information.

WASPI CAMPAIGN HIGHLIGHTS

- Established in 2015, we now have over 120,000 supporters on social media and many more members in our network of local groups across the UK and abroad.
- We enjoy cross-party support, with advocates across the House of Commons and the House of Lords.
- Parliamentarians have continuously advocated on WASPI's behalf on the issues surrounding our campaign. This has been pursued via numerous political channels, raising the significance of this matter through Parliamentary Committees and APPGs.
- An EDM on WASPI was signed by 194 MPs, a WASPI Bill has been introduced in Parliament, and a WASPI petition gained more than 100,000 signatures.
- WASPI held a parliamentary drop-in event which saw over 120 MPs pledge their support to the WASPI cause.
- WASPI successfully secured 2019 manifesto commitments from a number of major political parties to support our campaign.

LEGAL ACTION

- Between January 2017 and November 2018, WASPI began to support thousands of women in making and pursuing complaints to the DWP, then the Independent Case Examiner's Office (ICE) and finally to the Parliamentary and Health Service Ombudsman (PHSO).
- This maladministration complaint against the DWP was based on the Government's failure to properly communicate changes to the SPa. This process was paused for some time whilst the PHSO awaited the result of a Judicial Review brought by another campaign group.
- The PHSO has now announced that it will resume consideration of WASPI's maladministration case. They will do so by looking at a sample of six individual complaints.
- We continue to consult with our lawyers about the process and will be watching the issue closely. We will support the PHSO in any way we can and will continue to offer help and advice for our members.

CONTACT US

If you would like any additional information, written briefings or other materials, please contact waspicomms@gmail.com.

www.waspi.co.uk

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NICARAGUA HIT BY TWO DEVASTATING



OVER RECENT WEEKS, Nicaragua has been hit by two devastating hurricanes.

The first, **Hurricane Eta**, struck on 3 November and the second, **Hurricane Iota**, the strongest in history to hit Nicaragua, struck on 17 November, bringing with it destructive winds and up to 30 inches of rainfall.

The hardest hit part of the country was the **North Caribbean autonomous region** where many of the wooden houses characteristic of the region were completely destroyed.

All this comes at a time when the country is already having to deal with the Covid-19 pandemic and continues to suffer from illegal coercive measures (including sanctions by the United States). Initial assessments indicate that the damage inflicted on the country amounts to some **\$US 742.671m** – equivalent to 6.2% of GDP. Most of the damage is to be seen in paved roads and paths, bridges and infrastructure but 5800 homes were also destroyed and some 38000 homes also suffered damage of some sort.

The cost of the damage to schools alone is estimated at **\$USD 41m** and to hospitals and health centres **\$USD 12.6 m** and there has been substantial damage to the environment. 261 schools have been affected, as well as two technical centres and two university campuses. In terms of the damage to health, there has been damage to two regional hospitals, 3 departmental hospitals, 10 primary hospitals, 19 health centres, 45 health posts and 5 maternity houses. Damage to roads and infrastructure amounted to **over \$USD 350 m**, with roads and rural pathways destroyed or blocked. Electricity supplies and communications were also cut and over one million hectares of forests have been destroyed.

The region most affected by the hurricanes is home to the Miskito and Mayagna people, most of whom make their living through subsistence farming and fishing. The destruction of crops and livelihoods means that an immediate challenge will be feeding tens of thousands of people for three months or more and in the case of farmers, ensuring they have the seeds and inputs to sow new crops. Those working in the fisheries sector have suffered losses of stockpiles, fishing boats, small crafts and fishing equipment.



TING HURRICANES IN TWO WEEKS

In the wake of the hurricanes, the Nicaraguan government rapidly activated emergency procedures through the *National System for the Prevention, Mitigation and Attention to Disasters (SINAPRED)*.

This involved well-established and integrated procedures, coordinated by SINAPRED, at national, departmental and municipal levels and across government departments, institutions and the military. According to a study carried out in August 2020, Nicaragua is among the countries in Latin America and the Caribbean with the best disaster risk management.

Twenty-one people lost their lives during the hurricanes, but this would have been much greater without the swift response implemented by the government. Over 160,000 people were evacuated from their homes following the second hurricane, although as of 23 November, only 8,746 remained in shelters.

All of them received care, attention and provisions. The remainder have returned home and work is ongoing to complete this process with the remaining households as soon as safely possible. Likewise, 95.13% of households now have re-established electricity coverage with just under 5,000 without coverage, compared to more than 314,000 who were disconnected when the hurricanes impacted.

Recovery is continuing, with schools, roads and businesses preparing to reopen. The Government will also distribute 100,000 productive bonds to rural producers affected by the hurricane to help a speedy recovery of the sector, backed up by technical support. Initial government estimates are that 80,000 families have been uprooted or otherwise affected. A major government mobilisation continues across the country involving 40,000 community and medical brigades as well as government personnel.



The **World Food Programme** and the **Red Cross** are providing support. The government has also announced that a team of 350 specialists will be sent to support 19,100 rural producers with sanitation, sowing and harvesting in affected lands.

Likewise, 100,000 technology bonds will go to farmers for the same. The first response of the Government to the emergency caused by the hurricanes, which includes roofs, food supplies and medicine, is being financed as a high priority from the country's national budget. \$USD10 million has also been obtained from an insurance payment. International support, not only for Nicaragua but for countries across the region that have been affected, has been coming in from a number of sources.



These include the International American Development Bank, World Bank, Central American Bank of Economic Integration, to help with relief efforts.

However, the damage is catastrophic and widespread and Nicaragua is going to need help to rebuild.

Trade unions have been at the forefront of relief efforts, sending medical brigades and teams to assist with supplying food and other provisions to those affected as well as carrying out repairs to roofs and roads.

(Apologies for the quality of the photographs, supplied by volunteers in the field.)



5 DEMANDS FOR THE FOOD INDUSTRY

OUR EXECUTIVE COMMITTEE have discussed the measures that would help members in our sector through the next phase of the pandemic and into the future as **best practice** when we eventually come out the other side.

We have agreed the following five demands:

- 1** Sick pay should be paid at **100% of wages** (**average wages** for those who are on part time/ low/zero hours contracts) and should include when an individual is *isolating* – however many times that may be.
- 2** There should be **no penalties for isolating**, regardless of the number of times. **100% pay** should be received and **no absence process** or **disciplinary procedure** triggered.
- 3** **Thermal cameras** should be at the entrance of workplaces with **a consistent procedure** in place to deal with high temperatures **if they are identified**.
- 4** **Covid risk assessments** should be publicly published on the **company noticeboards** and **website** as a minimum and **updated** when necessary.
- 5** **Regular Safety meetings** with Health and Safety Representatives are needed to ensure **consultation** and **communication** is happening, to reduce confusion and to **encourage engagement** and **best practice**.



HEALTH & SAFETY IN LOCKDOWN 2

Lockdown 2 – AS WE ENTER THE SECOND PEAK of the pandemic this means maintaining high standards of protection for our members.

We posted the following on Facebook and our website earlier in the year. We feel it's worth publishing our safety advice and links again.

- More frequent safety meetings
- Staggered start times
- Relocation of hand washing facilities to outside entry points
- Installation of internal washing stations
- Temperature checks on workers
- Ensuring the provision of PPE risk assessments to build in social distancing measures

Moving forward, we expect that:

- Employers put measures in place to notify anyone who may be at risk, through having come into contact with someone who has notified them that they have symptoms
- Full sick pay is provided in these circumstances
- If anyone does become infected, work areas/places should close for deep cleaning

Don't forget that a trade union is its member. It is critical that members are informed and consulted about improving control of the risk in the workplace and that they have the opportunity to raise concerns and receive feedback and all information that will impact on them. If you have any concerns with your working practices or returning to work, ask your employer for a copy of the Risk Assessment that should have been carried out, also asking them to provide any new working procedure. If your employer is not following the guidelines issued by the Government then you should alert your BFAWU representative or, if you are unable to contact them, then contact your regional officials.

We have provided a bullet point **Workplace Assessment checklist** below to assist in your workplace assessment.

Health and Safety meetings and Risk Assessments

As part of the ongoing process the Health and Safety Meeting should be updated and provided with **Risk Assessments** that have been conducted. These Assessments should be reviewed and improved to ensure all the risks are controlled. Meetings can be conducted daily or weekly, alongside a full Health and Safety meeting, in line with the **Brown Book, Safety Representatives and Committees 1977**.

Further details can be found at:

www.tuc.org.uk/sites/default/files/BrownBook2015.pdf

Workplace Assessment

Workplace Access

- Stop all non-essential visitors.
- Temperature checks at the beginning of shift.
- Monitor congestion to enable social distancing of 2 metres.
- Introduce staggered start and finish times to reduce congestion and contact.
- Remove or disable entry systems that require skin contact.
- Promote good hygiene, wash or clean hands before entering or leaving premises.
- Provide the necessary facilities to do this, warm water soap or hand sanitiser.
- Regularly clean common contact surfaces in reception, office, delivery areas.
- Drivers should remain in their vehicles if the load will allow it and must wash or clean their hands before unloading goods and materials.

Travel Arrangements

- Avoid public transport – only use if there is no choice.
- Car sharing would only be recommended if living in the same household.

H & S IN LOCKDOWN 2 CONTINUED

- Travel alone in own transport if this is available to you.
- Use a bicycle if this is feasible or walk if in walking distance.
- Every effort made to provide additional parking spaces for cars and bicycles.

Enhanced cleaning in the workplace

Enhanced and regular cleaning across all areas of the workplace utilising approved cleaning products includes all building touch points:

- Taps and washing facilities.
- Toilet flush and seats.
- Door handles and pushes plates.
- Hand rails on staircases and corridors.
- Lift and hoist controls.
- Machinery and equipment controls.
- Food preparation and eating surfaces.
- Telephone equipment.
- Key boards, photocopiers and other office equipment.
- Rubbish collection and storage points should be increased and emptied regularly throughout and at the end of each day.

Canteens Cafes and Eating Areas

- Dedicated eating areas should be identified.
- Break times should be staggered to reduce congestion, 2 metre rule.
- Create space and manage sitting 2 metres apart from each other whilst eating.
- Hand cleaning facilities or hand sanitiser should be available at the entrance of any room where people eat and should be used by workers when entering and leaving.
- Keep equipment clean between use, kettles, microwaves etc.
- Ask workforce to bring pre-prepared meals and refillable drinking bottles from home.
- Where catering is provided, it should be pre-prepared and wrapped food only.
- Crockery, eating utensils, cups (unless from dispenser) etc. should *not* be used.
- Payments should be taken by contactless card wherever possible.
- Drinking water should be provided with enhanced cleaning measures of the tap mechanism introduced or alternatives supplied free of charge.
- Tables should be cleaned between each use.
- All rubbish should be put straight in the bin and not left for someone else to clear up.

- All areas used for eating must be thoroughly cleaned at the end of each break and shift, including chairs, door handles, vending machines and payment devices.

Toilet Facilities

- Restrict the number of people using toilet facilities at any one time.
- Promote washing hands before and after using the facilities.
- Enhance the cleaning regimes for toilet facilities particularly door handles, locks and the toilet flush.
- Provide suitable and sufficient rubbish bins for hand towels with regular removal and Disposal.

Hand Washing Facilities

- Ensure soap and fresh water is readily available and kept topped up at all times.
- Provide hand sanitiser where hand washing facilities are unavailable.
- Regularly clean the hand washing facilities and check soap and sanitiser levels.
- Provide suitable and sufficient rubbish bins for hand towels with regular removal and disposal.
- Organisations will need extra supplies of soap, hand sanitiser and paper towels and these should be securely stored.

Changing Facilities, Showers and Drying Rooms

- Introduce staggered start and finish times to reduce congestion, 2 metre rule.
- Enhanced cleaning of all facilities throughout the day and at the end of each day.
- Based on the size of each facility, determine how many people can use it at any one time to maintain a distance of 2 metres.
- Provide suitable and sufficient rubbish bins in these areas with regular removal and disposal.

Other Measures

- Ensure ventilation is fit for purpose in the workplace, allow adequate ventilation.
- Regularly clean the inside of vehicle cabs and between uses by different operators.
- LGV drivers have route planning taking into account available toilet and washing facilities, this will be a unique problem to this situation as public eating places are now closed. HSE Guide here: *Driver welfare and hours* www.hse.gov.uk/news/drivers-transport-delivery-coronavirus.htm
- Visitors to sites should be curtailed unless essential and business critical such as delivery drivers, outside maintenance or repairs.
- Any meeting to be performed via video link/skype/conference call.
- All non-essential staff to work remotely.

- All inductions (if needed) to be undertaken with social distancing and close contact protocols rigorously observed.
- Observe social distancing and close contact between work colleagues.
- Workplaces that are operational need to have daily communication lines.

PPE Procedures

- Re-usable PPE to be thoroughly cleaned after use and not shared between workers.
- Single use PPE should be disposed of so that it cannot be reused.

Facilities for Isolating in the Workplace

- Procedures need to be in place if a worker or visitor has been identified as possibly infected. An isolation room needs to be made available.

A reminder

- If you or your work colleagues contract the virus, follow the Government guidelines on isolation. Ensure your employer reports it using RIDDOR:

www.hse.gov.uk/news/riddor-reporting-coronavirus.htm

Further information can be found at:

- HSE – hse.gov.uk
- Hazards Campaign
www.hazardscampaign.org.uk
- Greater Manchester Hazards Centre
www.gmhazards.org.uk
- Scottish Hazards
www.scottishhazards.org
- Hazards Magazine
www.hazards.org/index.htm

THE STATE WE'RE IN, IT'S A SYN: THAT'S WHY WE NEED STATUS NOW 4 ALL

“The syndemic nature of the threat we face demands that we not only treat each affliction, but also urgently address the underlying social inequalities that shape them—poverty, housing, education, and race, which are all powerful determinants of health.”

**Dr. Richard Horton,
Editor-in-chief of *The Lancet*
(13th November 2020)**

IT'S FRIDAY 13TH MARCH 2020. I watch the woman, around 60 like me, reach for a clear plastic bag of five tomatoes. Just moments before, my bare right hand placed it on the conveyor belt and now, her bare left hand lifts it towards the scales at her workstation. Tapping in her record of its value, she picks the bag up again, bare *right* hand this time, and sets it down before me.



Suddenly, back with a vengeance, an unnameable feeling that first coursed through me last night as I listened to the Prime Minister on TV, now joined by the sound of a sample from a February 2020 radio broadcast that's starting up inside my head: *“There's been a sudden global stock market crash”*, spoken in received pronunciation.

It goes on repeat: *“the global stock market crash... the global stock market crash”*, the soundtrack of a flickering, mind's eye film starring the hand shadows of every person from every stage of every process that created this bag of tomatoes.

Zooming in and out, one after the other, all those hands before ours, the hands of we two women on either side of this counter. What was it he said last night? *“It is still vital, perhaps more vital than ever – that we remember to wash our hands.”*

I shiver, refocus my eyes to see hers, smile, extend my hand towards the bag and mouth *‘Thank you’*. My Covid19 matrix has begun.

Walking in the front door with the shopping and, like me, my 20-something son who's living back at home and just starting a new, very short term, contract, is thinking about last night's TV broadcast: *“Should I meet some mates? A pint and a game of pool after this shift?”*

“Wear gloves,” is the best I can offer.

Fast forward seven months to last Friday, 13th November 2020. *The Lancet* published a study by *Global Burden of Disease (GBD)* explaining why Covid-19 is a *syn-* not a *pan-*demic. That is, it's an interaction between coronavirus infection and a number of non-communicable diseases like heart attacks and stroke, cancers, chronic obstructive pulmonary

disease, asthma and diabetes. The critical fact though, is that more than three quarters of deaths from these diseases (32 million deaths globally) occur where there is poverty and inequality, that is, in low- and middle-income countries. As *the Lancet* editorial made crystal clear, communities will not be protected from future infectious outbreaks and population health will not achieve gains *unless deep, structural inequalities are tackled*.

GBD's scientific study confirms what the Economic Policy Unit first argued on June 1st: **THIS IS A SYNDEMIC**.

On the 4th October 2020, when Prime Minister Johnson claimed our *obesity* is very important for explaining Covid rates he missed out the most important bit, most simply put by the editor-in-chief of *The Lancet*: *“The syndemic nature of the threat we face demands that we not only treat each affliction, but also urgently address the underlying social inequalities that shape them – poverty, housing, education, and race, which are all powerful determinants of health.”*

On 27th March 2020, 14 days after the Prime Minister told us to wash our hands, organisations representing people without status and their allies – including the BFAWU – began the **Status Now For All Network** calling for access to health, housing and food for ALL.

As soon as the first lockdown was announced, our knowledge compelled us to begin to become visible so that Network members can communicate safely. This is people like **Mercy Baguma**, with barely enough money to eat, homeless or living in very overcrowded accommodation, not accessing medical help for fear of detention or deportation and working jobs under the radar, without any protection, even without wages, or basic health and safety.

Through Solidarity, all of us become part of the solution: moving forward so that EVERYONE can become safe and able to look after each other.

Last Friday, Kamran Abbasi of the *British Medical Journal* summed it up: *“the medical-political complex can be manipulated in an emergency”*.

I love tomatoes...



Find out more at:
www.statusnow4all.org/about-status-now

Rhett Moran

BUILDING SOLIDARITY AND WORKERS' POWER

THE FAR RIGHT is often treated as a fringe issue, dismissed as isolated groups lurking at the margins of politics and society. However, not only has the far right grown in strength but its ideas and influence have been mainstreamed and are now reflected in mainstream political discourse.

The TUC recommends the following action – *Join the fight*:

www.tuc.org.uk/TheRiseoftheFarRight

Background

Throughout history, trade unions have been at the forefront of the struggle against the far right and its attempts to divide working people using narratives of hate and blame. Drawing on our core values of unity, equality and solidarity, we will strengthen existing links and build new networks, rooted in workplaces. International solidarity between working people has led to concrete wins.

It is crucial that as the economic crisis hits our members, we don't retreat to looking inward only within national borders and that we continue to build strong global relationships and build workers' power where unions face repression and authoritarian practices. This needs to be the foundation on which we build our work to jointly combat the far right.



Tackling the far right in the workplace

We must identify strategies to leverage our industrial power and engage employers in tackling the influence of the far right in the workplace:

The TUC, Unite, the DGB and IG Metall are developing a programme for working with companies that have sites in the UK and Germany, aimed at developing a model for practical workplace-based action to counter the far right.

We will ensure the learning from this pilot is shared widely.

Unions recognise that, while the workplace is our starting point, we must connect our struggles to the wider community and build solidarity and develop a collective narrative to counter the far right:

Unions need to explore a range of strategies supporting online community organising where ideas can be shared.

They also need to develop industrial campaigns to overcome division and exploitation in workplaces – producing and sharing content.

Solidarity means acceptance

The far right targets its hate at specific groups including LGBT+, ethnic and religious minorities, migrants and refugees, women and trade unionists. In order to effectively combat this, we need to be clear as a movement that, in line with our core value of equality, *we stand with all workers and oppose all forms of hate* without exception.

Trade union organisations should actively encourage members to stand in solidarity with all working people against the far right and ensure there are relevant rules on domestic and international affiliations that reject sympathising with far-right groups and any organisations that promote discriminatory narratives.



The TUC has recognised that the rise of the far right is an international phenomenon and consequently the urgent need to further strengthen international links and the sharing of learning across international borders, and this should include building networks with the broader anti-racist and anti-fascist movement internationally.

Building a narrative, raising awareness

Raising political awareness among workers and communities must be a priority for the union movement in building a compelling narrative to counter the far right. Sustained political education among representatives, activists, members and communities should continue to:

- **address** the history of our movement and our fundamental values
- **connect** our daily struggles to the structural problems created by neoliberalism, which have systematically undermined institutions that support workers' rights
- **challenge** far-right narratives for example on migration, through constructive and challenging debate
- **link history and theory** to the practice of our concrete struggles in workplaces and communities in building a more equal and democratic society.

Combatting the far right is a political question that requires a political answer. Just as the far right has grown in the absence of a progressive alternative to neoliberalism, as the case studies show, it has been successfully pushed back where anti-racist and anti-fascist efforts have been closely linked to the struggle against neoliberalism and austerity. In practical terms this has involved building solidarity networks on the ground to connect the disparate social forces engaged in the struggle against racism, the far right and around various material concerns:

We must continue to articulate a hopeful political narrative that shows how workers' lives can be improved in key aspects such as better jobs, pay, public services and housing. Given the pandemic and economic crisis that impact on members' jobs and lives, it is a key moment for the union movement to outline an inspiring vision for recovery.

Building our evidence base for action

There is limited information about the penetration of far-right organisations and narratives in UK workplaces and trade union membership. The programme of research currently being pursued by the DGB offers a methodological template and useful lessons for undertaking a similar exercise in the UK, which can subsequently inform trade union strategies.

It was beyond the scope of this report to undertake a comprehensive examination of trade union responses to the far right internationally. However, this is an important piece of work that would be useful in identifying the most effective strategies currently being employed and innovative responses to the constantly evolving threat of the far right.

It could be useful to undertake a wider analysis of the growth of the far right internationally and highlight other important case studies, for example in Asia, Africa and other regions.

Tackling the far right online

The role of social media and 'big tech' companies in amplifying far-right narratives demands closer attention from trade unions, both to understand this phenomenon and to formulate an effective response including lobbying for stronger regulation.

We need to build upon work that is mapping the influence of far-right narratives and networks online. By analysing key influencers, recurring narratives, geographic and demographic data, we can identify strategies designed to pull people away from the influence of the right.

The UK lacks the type of progressive media that can match the capacity of the far right. Trade unions should consider their strategy to challenge far-right narratives and corporate power and promote a vision of a different world.

Join the fight

www.tuc.org.uk/TheRiseoftheFarRight





Help us **#SaveUnionLearning** and sign the petition calling on the government to reverse cuts:

www.megaphone.org.uk/petitions/uk-gov-don-t-cut-union-learning

Or scan this QR code to take you straight to the site



SAVE UNIONLEARN

THE GOVERNMENT'S PLANS to cut the **Union Learning Fund** in England means hundreds of thousands of workers will miss out on skills and training.

Since the 1990's Union Learning has given more than 2.4 million people life changing skills and training. Last year alone there were 62,000 workers helped with basic literacy, numeracy and ICT skills.

Why is this important?

I saw first-hand the difference union learning made for hundreds of my workmates and friends. When I heard the news that the government planned to cut the Union Learning Fund, I was devastated.

I thought of everyone I'd supported as a union learning rep and what they would have missed out on without this programme. I thought of the workers getting our country through this crisis, who deserve an opportunity to access education and learn new skills in the workplace.

It's impossible to list all of the benefits of union learning I've seen, but I can honestly say it's changed lives.

Our training around mental health helped normalise talking about it at work. People who missed out at school learned English and maths in union learning courses, skills they'll have for life. And those who came to learning centres and engaged in courses came back over and over again, earning apprenticeships and higher qualifications.

And independent reviews have consistently found union learning to be effective and transformational for the workers who take part, their families, and communities.

The government must reverse its decision immediately.

The future of learning in-work is at stake.

What are they proposing?

The government have announced a 'new skills initiative' which will give everyone a right to access funding for their first level 3 qualification. This means a lot of our membership will be at a disadvantage as they may not necessarily be at the correct level to achieve this, so with our help we can support learners so they too can access this higher level of funding.

But we need your help!

There is currently a Megaphone petition to Save Union Learn. Please:

- **Sign the petition** calling on the government to reverse cuts to union learning and ensure working people can access education and skills training.
- Please go to the link shown on the left hand side of this page to show your support, there are currently over 43,000 signatures but we need more.
- Follow our **Facebook** page **Save Union Learn Funding** to keep up to date and to access the links to the petition and Early Day Motion.



What else is happening?

We've mentioned an **Early Day Motion** to get the Government to reverse the cuts and this has been signed by 87 MPs.

The motion recognises the exemplarily and invaluable role that the Union Learn Fund plays in supporting people to gain skills and qualifications. You can check to see if your MP's name is on the list and, if not, *write to them asking to sign*.

Trade unions have stated that by scrapping the training fund it will harm the economic recovery. It is proven that for every £1 spent on Union learning it returns £12.30 to the economy, every year Union learn delivers £1.4bn boost to the economy.

What's at stake for us?

The BFAWU Learning Services have also received recognition for their hard work:

- This year, **Viorica Secier** won the **Union Learn Award** for *Supporting Disadvantaged Learners* (see next page) while, last year, **Rachel Vine** won the *Supporting Literacy* award.

If you would like to know more about the background to these issues or about the learning opportunities currently available to you, please contact your Project Worker or check out our website at:

www.bfawulovelearning.org



VIORICA SECRIER TEACHING CERTIFICATE

VIORICA, A LEARNING REPRESENTATIVE from Region 3, won the UnionLearn award for *Supporting Disadvantaged Learners*.

“My name is Viorica Secrier. I came to the UK in 2014.

I work in the factory Green Core as a line operative.

In my country I was a teacher of English and I saw that a lot of people who worked on the same line with me didn't know English at all and they don't understand anything of what they are said and when I was asked to become a learners' rep I agreed because I want to help people to change their lives and to integrate easier in the society.

*First of all I decided to go to **Northern College** to have the necessary qualifications. I studied the two levels of Learners representative*

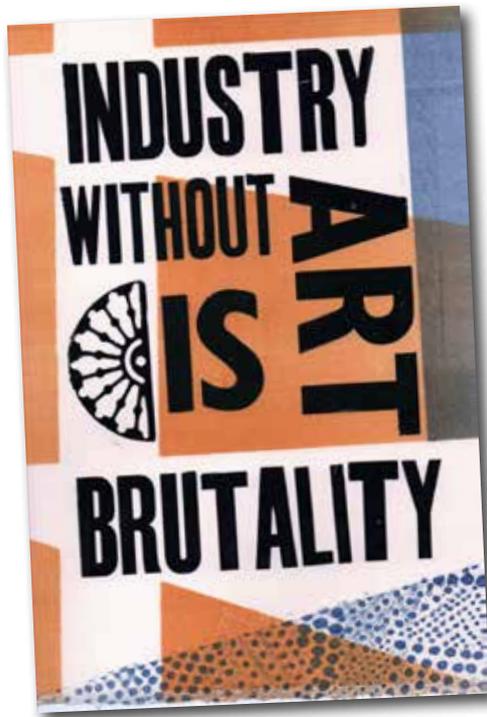
*Thanks to **George Atwall** the regional officer, **Andrew Williams** and **Dumitru Manole** the Green Core branch, the Union Courses, the tutors from the college and **Karen Plasom** who helped me achieve the results in my activity.”*

GFTU GFTU REPS COURSES 2021

1	Shop Stewards Stage 1	1 – 5 Feb 2021	Northern College, Barnsley.
2	New course Equality in the workplace (Level 1) Openly recruited from all unions.	15 – 19 Feb 2021	Northern College, Barnsley.
3	Shop Stewards Stage 2	8 – 12 Mar 2021	Northern College, Barnsley.
4	Health & Safety Stage 1	15 – 19 Mar 2021	Northern College, Barnsley.
5	Negotiating Skills	22 – 26 Mar 2021	Northern College, Barnsley.
6	Shop Stewards Stage 1	12 – 16 Apr 2021	Northern College, Barnsley.
7	Developing Workplace Learners (non-accredited)	26 -30 Apr 2021	Northern College, Barnsley.
8	Shop Stewards Stage 1	7 – 11 June 2021	Northern College, Barnsley.
9	Health & Safety Stage 1	14-18 June 2021	Northern College, Barnsley.
10	Shop Stewards Stage 2	5 – 09 July 2021	Northern College, Barnsley.
11	Health & Safety Stage 2	12 – 16 July 2021	Northern College, Barnsley.

'Next generation' courses: 3-day courses, Unaccredited		
Black, Minority, Asian and Ethnic leaders	8 – 9 May 2021	Northern College, Barnsley.
Developing women role models	10 –11 July 2021	Northern College, Barnsley.

An **Application Form** for the GFTU Northern College courses can be found on the GFTU website (it is supplied as an MS Word document) by following the EDUCATION link: www.gftu.org.uk/education



Work for Sale



Art Without Industry is Brutality
Print Theresa Easton
£19 (inc P&P)



Socialist Sunday School Ten Commandments
Print Graham Moss
£11 (inc P&P)

SOLIDARITY FUND ARTSALE TO SUPPORT MEMBERS OF THE ARTS COMMUNITY

ARTISTS UNION ENGLAND members have set up a **Solidarity Fund** to help those freelance members falling through the cracks and not eligible for government support.

Union members are selling artwork and contributing total sales to the Solidarity Fund.

Help support the fund, **pick up an original artwork and help keep our culture alive.**

Link to Art Sale:

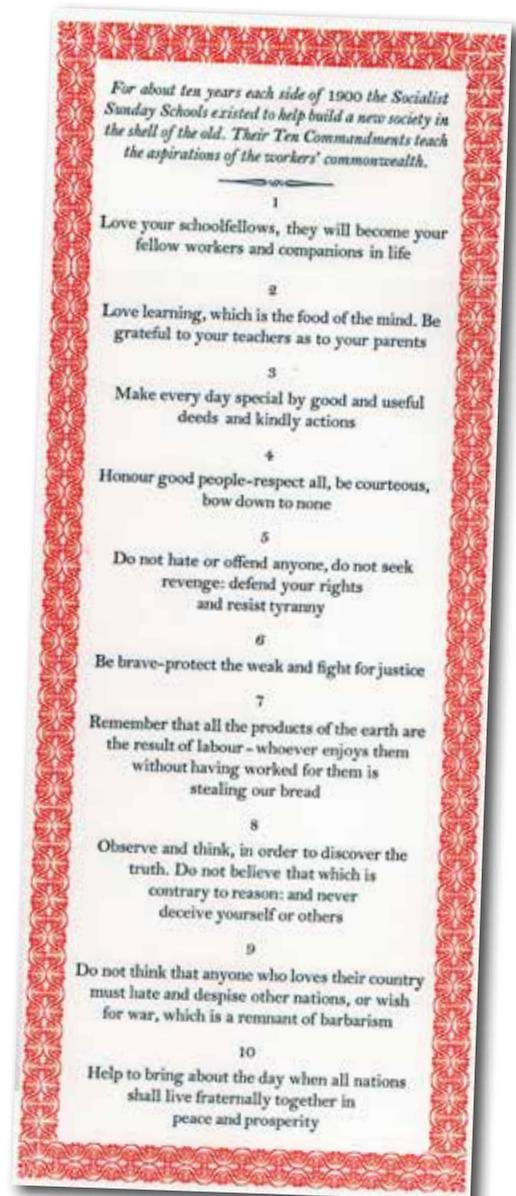
www.maverickbeyond.com/ae-solidarity-fund

Email:

solidarityfund@artistsunionengland.org.uk

Twitter:

@fund_artist



HAPPY RETIREMENT DAVE



OUR COMRADE **DAVE DASH**, Regional officer for the No 2 region has retired after over two decades as a Full Time Official. Dave was first appointed Auxiliary Officer but he was elected as South West District Secretary until the end of districts for regions. After Gloria Martin retired in 2002 Dave was appointed as Regional Officer and has been ever since.

When I first became the Regional Organiser, Dave showed me the ropes by taking me around all the greenfield sites and showing me how he organised in Greggs shops. For two decades we have been working together and, with John, we ran campaigns and had some banter along the way.

Dave had two passions and that was the BFAWU and the Labour party and, without doubt, when Dave got into something, you knew he would give it 100%.

As with us all, Dave wanted a Labour government for he knew it would be better for all working class to have a better life.



Dave always loved his garden and in recent years has got himself an allotment and I know that is where he will be spending a lot off his time.

From us all in No 2 region – Michelle, Frances, John and Gary – **have a happy and healthy retirement.**

Gary Johnston

No 2 Organising Regional Secretary

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Ms L Dinning – Organising Regional
Secretary

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Ms L Graham – Regional Officer

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AL8 7BR

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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.