



WORKERS MEMORIAL DAY

**R.I.P. JIM McLELLAND
OUR TRIBUTES**



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INSIDE THIS ISSUE:

Editor's Notes	2
National President	3
In Tribute, Jim McLelland	4
Clive Thomas Marathon	6
Clive Lewis CND Speech	7
Unite the Resistance NW	8
Friends of Israel Visit	9
New ULR for Belfast	10
Gateway and Beyond	10
Campaign for Labour Democracy AGM	11
Join the Party	11
TUC Women's Conference	12
HEALTH & SAFETY	
Workers Memorial Day	13
FACK Statement	15
Co-op backtracks on promises	16
11 Benefits of a Credit Union	16
Open Letter to Dunkleys	17
Solway recruitment	17
Benefits Justice Summit	18
Historical obituary	18
Julie Blackburn on H&S cuts	19
Union Solicitors	20
Trust your Union Solicitors	21
Andy Law's Headrush	21
Conference Delegates 2013	22
Contact Details	24

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EDITOR'S NOTES

"The majority of people claiming benefits are workers – who claim in order to subsidise the low level of earnings paid by their employer"

Ronnie Draper @ronniebfawu

Crocodile tears

Whilst I didn't watch Thatcher's funeral, I am lead to believe that George Osborne shed a few tears. Pity he doesn't have the same compassion for those people whose lives he is destroying with his lamentable economic policies.

Whilst some big businesses and the rich in our society can evade and avoid due taxes to the tune of £123 billion, Osborne and his cronies can dream up a tax, every bit as evil as the Poll Tax.

The dreaded *Bedroom Tax* is not an answer to solving the homelessness problem that blights our country. It is just another excuse to tax the poorer people in our society, so that Cameron and his cohorts can appease the right of his own party.

I live in a £7m Ski Lodge....

If it would help solve the problem of a general lack of housing, then let's utilise the spare rooms in the palaces we have. Let's give some living space for the homeless in the second and third houses of the rich or on their rambling estates. It will never happen while we have an ever-widening class divide – where the rich get richer and the poor get poorer and nobody in government gives a damn.

Where is the economic sense that caps welfare benefits at 1% and then penalises those with spare bedrooms who have to survive on this pittance, between 14–25% of the value of their rent? The real sting in the tail is that most of these individuals do not have a choice as there is no alternative housing available that matches living quarters to the size of the family. It is a heinous tax that was ill thought out, that will result in mass homelessness, a dramatic increase in poverty and desperation across much of the country.

ANOTHER ANNUAL CONFERENCE is upon us and once again we see the diversity of thinking across our branches when it comes to setting the agenda. Ninety-five motions will make sure that the time allotted will be fully taken up with debate, most of which deal with modernising the rulebook or the effects of government and outside agencies on our day to day life.

April 8th saw Thatcher depart this mortal coil, but her legacy has been morphed into the sinister rag tag coalition that is our government. Her flagrant disregard for working people and all they stand for is being continued and built upon by Cameron, Osborne, Gove, Duncan-Smith, Grayling and the treacherous Lib-Dem crutch.

Building on Osborne's conference speech last year where the demonisation of the poor became the theme for the Tory grandees and the right wing press to suppress public outcry, we have seen a constant stream of attacks on those living their lives dependent on welfare benefits. What Osborne failed to point out is that the majority of people claiming benefits are workers who claim to subsidise the low level of earnings paid by their employer.

A proper living wage

There is something immoral when workers have to claim benefits, while their employer reaps the benefits and takes £millions out of the business in dividends, leaving taxpayers to subsidise their exploitation. There needs to be a serious debate about a proper living wage instead of the pittance offered under the minimum wage guarantee.

If the minimum wage is deemed a liveable wage by members of parliament, then maybe their inflated salaries should be brought more into line with it?

When it comes to the time to vote, people should remember the savage attacks that have been inflicted by the Tories, but should remember that they would not have been able to do it without the traitors of the Lib-Dems – who betrayed their supporters and, even more, the people of this country, for the opportunity of 5 years acting as puppets in government.

A stark choice

As working people we are going to be faced with a stark choice. *Do we fight back against the onslaught being waged upon us or do we meekly accept everything thrown our way and live life on our knees?*

We should expect an incoming Labour government to represent their class in the same way that Thatcher, Major and Cameron have represented theirs but, alas, I fear that may be beyond our wildest dreams. In the meantime, we need to help ourselves. The old cliché of fighting like Lions should become our motto if we are to defend what is rightly ours. Our demands should become manifesto issues and our aspirations more than just empty promises.

Annual Conference is the ideal sounding board for launching our manifesto. We should ensure that our activists have the backing of the membership when debating contentious issues.

Remembering Jim

Conference this year will also be a very sombre occasion as it will be the first year without Bro Jim McLelland who was so tragically taken from us on 16th March.

Jim was not only a fantastic trade unionist, he was also a great personal friend. His warm, friendly character was only matched by his tenacity to succeed. He was always ready to pick up the cudgel to defend the little guy against injustice which at times would bring him problems with those in opposition. So long as the outcome was right, Jim was happy and I have to say I never heard a complaint from anyone who he represented.

I will miss his smiles, the jokes, the few drinks and even his singing on the Karaoke, as I'm sure we all will. We have to make sure that the memory of Jim lives on throughout the Bakers Food and Allied Workers Union by fighting injustice wherever it may be and by supporting each other in struggle.

Long may his spirit influence us all.

R.I.P. JIM McLELLAND

NATIONAL PRESIDENT IAN HODSON

Conference time is here again

IT'S A TIME when delegates from all over the country will turn their attention to the issues they feel we should be dealing with as a union. They will be raising and debating the topics that are being discussed by BFAWU members in branches nationwide. It's an opportunity for everyone involved to express areas of concern that may be impacting on them and their families' lives as well as to shape union policy moving forward.

This year's conference will see us build on the successes of last year's fringe meeting, by holding another two sessions. The first will deal with *organising* – highlighting some of the new ways to strengthen and build branches. It will include an opportunity to understand how members and representatives can become politically active and should be of great interest to those with a keen interest in understanding what it takes to become a local councillor, or even an MP. We will also be holding a *Health & Safety* fringe meeting, which will include a presentation from Hilda Palmer; a leading (and prolific) campaigner from *Hazards*.

The Credit Union will be holding its AGM on the Saturday afternoon and I think we should recognise the work the current directors have done in turning the Credit Union around and ensuring that we offer a significant benefit to our members, with significantly lower interest rates that you simply cannot get on the high street. This is an important benefit that enables our members to avoid the scandalously high rates of interest charged by predatory companies like Wonga.

Joining a union is more important than ever before

Annual Conference 2013 will also tackle the many political issues we face as a union and as working people. The changes this government has made to working people's lives have been huge and it's extremely difficult to find any coalition policy that has actually *benefitted* working people and/or those on low incomes. The raising of tax thresholds gave the better off far more than those earning the least and any of those fortunate enough to have received pay increases have seen them simply wiped out, due to hikes in VAT and benefit cuts.

It's no coincidence that the steady decline in UK Trade Union membership has run parallel with a rise in pay inequality, with workers becoming more vulnerable through the introduction of less secure contracts and easy-to-hire-and-fire agency workers. Joining a Union is more important now than ever and we need to start reversing this trend before it's too late.

Our Union prides itself on removing barriers and supporting its members both inside and outside of the workforce.



Helping our members to learn

Our Learning Services consistently help Union members to achieve as individuals and as part of a team. In spite of the difficulties that workers are facing, they have continued to find innovative ways to ensure our members receive high quality learning in order to attain the skills they seek and need.

The assistance they have provided across so many branches (not to mention those facing redundancy) should be rightfully recognised and congratulated. The Union gives its thanks to Karen Plasom, Lisa Greenfield, Kendra Walker, Carol Hillaby, Janet Goodwin, John Vickers, Mark McHue, John James, Laura Graham, Vicky Watkins and our latest recruit, Louise, for all their hard work in this area.

Innovations in membership

This year has seen the start of an innovative project by our young EC member, Rachel Mullen, who recently held the first *Young Members Forum* in Leeds. By the time this journal has been printed, she will have hosted a second forum in Birmingham where hopefully, we will have launched our new young people's Facebook page along with materials highlighting how being a BFAWU member will benefit them: for example; reduced cost of membership for workers 18 and under, of just a £1 a week.

As a union, we need to consider new and creative ways of recruiting and getting our message out to both current and potential members. We have already held discussions regarding the potential of a *Family Membership Scheme* We have also looked at the possibility of a *Community Scheme*. Discussions on both of these ideas were put on hold temporarily, due to significant changes being made to the legal benefits and the undermining of the legal system itself via the Jackson report.

Now we know how those changes are going to impact on us, we need to review our benefits and continue to work with new partners in order to continually improve what we offer to our members.

Helping members financially

In the last 12 months, we have launched the fantastic *REWARDS* site and also formed a relationship with a new financial services provider, *Lighthouse*, who can help provide our members with superb financial advice and guidance. In addition to all of this, we have formed a new relationship with *Payplan* – who will be

able to offer assistance to members facing financial difficulties for all sorts of reasons, ranging from cuts to working hours and/or redundancy. The growth and sustainability of our Union depends on our ability to provide members with the best benefits available and real value for money and we will continue to work harder than ever in that field.

Where there is discord...

The really difficult issues we face as a country won't be resolved through division and hatred; that only makes things worse. George Osborne's attempt to link the actions of a crazed murderer to the fact that he claimed benefits was as absurd as it was unnecessary, but the fact that the Prime Minister agreed with those remarks speaks volumes about why this government is described as 'out of touch', representative only of a narrow interest that includes millionaires and lobbyists.

The rise of UKIP

Recent elections have shown further discontent, as we have witnessed the so-called 'rise' of UKIP; a party that David Cameron once described as '*fruitcakes and closet racists*'. For once I actually agree with him; their views on immigration are narrow-minded, bigoted and xenophobic. However, on many issues, you would struggle to get a cigarette paper between UKIP and the Conservatives.

What's really worrying is that this party is a product of right wing media, put forward as a straight-talking alternative to Britain's problems. In reality, UKIP is simply being used as a tool in order to try and drag the Tories further to the right. UKIP leader, Nigel Farage made the comment himself on the BBC recently, in one of his many TV appearances.

What people need to be aware of when they see Nigel Farage spouting off on television, or read about him in the national newspapers is that he is an anti-Trade Union, 'true blue' Thatcherite, backed by big city fat cats. His policies favour deeper cuts, more austerity, lower taxes for the rich, a dismantled and privatised NHS and the further erosion of our rights at work, not to mention the removal of the welfare state. His policies on women and children are so Victorian, it would need another suffragette movement to deal with them.

He is also an unbelievable hypocrite. For someone who condemns Europe and 'foreigners' so fervently, it's worth pointing out that his father is French,

his wife German. He once worked for a French bank and he receives £1 million a year from the taxpayer as an MEP. It's also worth noting that last time Farage stood as an MP, he lost out to a candidate accompanied by someone dressed as a dolphin. One thing's for certain; *if UKIP is the answer, I sure as hell don't know what the question is.*

Disillusion with political parties

People are frustrated by mainstream political parties and feel let down by the people who represent them. We need to consider how we best shape our country and whether or not we want our children to live in a nation that is not only divided, but quick to hate and demonise; where we blame less fortunate people for their own plight, rather than the people that caused it in the first place.

I believe that something needs to change. We deserve to live in a country that is fair and has an equal distribution of its wealth. The salaries of company bosses shouldn't be 20 times more than the real wealth creators on the shop floor, nor should the welfare state be used in order to supplement low incomes as employers engage in a race to the bottom.

Tax shouldn't just be a burden on working people – big companies and millionaires should be made to pay their share as well *with no exceptions.*

What can we do?

We encourage our members to get active by attending the meetings, demonstrations and conferences organised by groups such as *Unite the Resistance* and *Right to Work*.

We encourage our members to show solidarity and support for fellow workers as well as writing to local papers and MPs, describing the real damage the weakening of our employment rights is having – dictating where our votes will go. We need to let those in power know that we are prepared to stand with all of those who are being persecuted or discriminated against due to their sex, race, religion or disability.

There is a saying that comes from the mining community; "*if you kick one, we all limp*". It is vital that we protect our rights at work and fight for a fair society and strong communities. It is critical that we join together to build a better and fairer nation, fit for all.

The fightback starts now.

Solidarity!

**Ian Hodson
National President**

IN TRIBUTE: Jim McLelland

ON SATURDAY, MARCH 16TH the BFAWU was shocked and saddened at the sudden death of Jim McLelland, one of our full-time officials in Region 5.

Below is a selection of tributes and condolences that we have received in memory and respect of our colleague, comrade and friend, Jim:



No-one who met Jim could fail to be inspired by his charm, wit and dour determination to succeed. We have all lost a true friend, a trusted comrade, and the movement a great Trade Unionist. The legacy he leaves behind will be memory of the tremendous times we spent in his company and the difference he made to working peoples lives. R.I.P. Jim.

Ronnie Draper (General Secretary)

It was with great shock and sadness hearing the news of the death of a fantastic comrade. My deepest condolences to his family at this very distressing time. My memories of Jim will be the fantastic stories he told. Jim was a family man and a committed trade unionist. He will always be fondly remembered and sadly missed.

Ian Hodson (National President)

I just wanted to say how sorry I was to hear about Jim McLelland. He was so full of energy and obviously cared passionately about his work. It is a real tragedy for his family and just a very very sad thing to happen.

Nena Elliot (Human Resources, Warburtons)

I was extremely sorry to hear about this. I'd never met Jim in the flesh, having only ever spoken to him on the phone when he had some queries relating to Region 4 and/or Warburtons. He was always very friendly, courteous and full of good humour when I spoke with him and it's obvious that he was a popular and respected character within the BFAWU. A tragic loss to the union, but I dare say a more devastating one to his family, who must be heartbroken. Deepest sympathies to all.

John Stott (No.4 Regional Office)

So sorry to hear of this very sad news. Condolences to his family and friends, and not only is this a tragic loss for his family, but for our Union and the trade union movement as a whole. He will be deeply missed by all of us. R.I.P. Jim.

Rachel Mullen (No.5 EC Member)

It's difficult to come to terms with the sad loss of a friend who was always there at the end of the phone for a chat. I think back to the day Sara and Jim got wed and the joy of it all. I can only imagine the impact of such a loss. On behalf of the Region, I would like to send our deepest condolences to Sara and family. May God Bless you and give you whatever comfort is needed at this time.

Billie Gallagher
(No.7 Regional Officer)

I am absolutely shocked. I knew Jim was ill, but had no idea... my condolences to Jim's wife and family. When you think of Jim, all you think of is him smiling and laughing, he will be sadly missed.

Mary Bilbe
(Rep, Unique Prepared Foods)

I remember meeting Jim and the Warburtons Despatch team in September 1997 at the then site in East Kilbride. At that time, all of the team joined the Union. Mark McHugh recommended Jim as the representative for this unit of five. The company then moved to a new site in Bellshill. This site was also a bakery. Membership grew under Jim's leadership. He was totally committed to our Union, calling me at least three times a week for advice. In 1998, he was guest to Annual Conference and made a great contribution in his speech. He continued to make many friends as he was vibrant, passionate and very approachable. It was not long before he became our first FTO representing Scotland. In doing so he started making members and gaining recognition on sites such as Grampian Chickens in Banff, the California Cake Company (know as Lightbody's Cakes), and Dawnfresh Seafood. Jim was a good friend and will be missed by all who knew him.

Alan Milne (No.5 Regional Officer)

On behalf of all in the No.3 Region, we send our heartfelt condolences to all the family of Jim. May he rest in peace. Remembering the good things he did for our Trade Union

Tony Lewis (No.3 Regional Officer)

It is with heartfelt sympathy to the family and friends of Brother Jim McLelland. He was a larger than life, friendly comrade. Our condolences from Branch 417, Premier Foods, Wigan.

Peter John Fox (Vice President)

Both Janine and myself are shocked and saddened by this news. It was very difficult to believe. What an overwhelming loss. Jim was one of the good ones, and he will be sorely missed. Our love and condolences to his family.

Dave Dash and Janine Cockayne (BFAWU Region 2)

What a very sad day. A great loss. R.I.P. Jim my friend, and may God look after you now.

Gary Johnson (No.2 Organising Regional Secretary)

A sad loss both to the trade union and his family. My deepest sympathy and thoughts are with you at this sad time.

Geoff Atkinson (No.4 Regional Organising Secretary)

Absolutely devastated. A great loss to the trade union movement and a sad loss to all who knew him. My condolences to his family.

Jo Knapper (No.5 EC Member)

More tributes to Jim McLelland

It is a sad day and one we all wish hadn't come. No-one will ever know why, but we need to be mindful of his family at this time. A good colleague, friend to all, and passionate about his vocation. We need to respect him and his family. R.I.P. Jim, May you be blessed by God, and sorry fella that life wasn't as kind to you, as you were to life. In solidarity; your colleagues and friends. May God bless you, and take care of you.

John James
(No.2 Regional Organising Secretary)

A truly sad loss. On behalf of Branch 390 (Manor Bakeries, Stoke), I send my deepest condolences to his family and friends, and also to all in his region.

Richard Wainwright (No.3 EC Member)

It is truly a sad day. Devastated.

Sam Vickers (No.5 Regional Organising Secretary)

A very sad day indeed. We have lost a friend, a colleague and an extremely good trade unionist. Condolences to Sara and family. R.I.P. Jim.

John Vickers
(Project Manager, BFAWU Learning Services)

So sad to hear the sad loss of Bro Jim McLelland. It was only a few weeks ago at Quorn, after a long day, we were having a few drinks, laughing and joking. Jim was telling tales of past BFAWU Annual Conferences. Heartfelt sympathy to Jim's wife and family from Branch 432 Allied Bakeries, Liverpool. R.I.P. Jim.

John Owens
(BFAWU Branch Secretary, Allied Bakeries Liverpool)

With deepest sympathy to Jim's family. Find it hard to believe that such a great friend and colleague is no longer with us.

John Higgins
(No.3 Regional Organising Secretary)

To Sarah and all the family; my deepest sympathy and thoughts are with you at this sad time. Jim was a good friend and comrade.

Noel Mullen (No.7 EC Member)

Words cannot describe the tragic loss. Jim was a special friend to me. My condolences are sent to Sarah and family. God bless you Jim, R.I.P.

Frank Loveday (No.1 Regional Organising Secretary)

It was with great sadness that I learnt about Jim's death. I was not long attending Conference when I was introduced to Jim. He was a man of great character – always willing to help his fellow comrades. His tradition with his beloved Scotland was so evident the night we had the haggis, and to see him in his kilt doing his role as a proud Scotsman was clearly visible to us all.

Region 6 will miss him and, on behalf of us all in The Republic of Ireland, May you Rest in Peace, Jim.

David Byrne (Executive Council Member)

Jim McLelland 1965 – 2013



CLIVE THOMAS OF UNION SOLICITORS **WATKINS & GUNN**, has raised over **£4,000** for charity after completing this year's London Marathon.

The 45 year old Managing Partner completed his first London Marathon in five hours and 38 minutes – raising money for **Wooden Spoon**, a rugby-based charity which supports disadvantaged children across the UK. Clive actually doubled his fundraising target of £2,000.

In preparation for the gruelling 26 mile run, Clive lost three stone and had to adopt an unusual training regime. Road running caused all the niggles from his rugby playing days to come back to haunt him and so he had to do a lot of his training running in a swimming pool.

Running through puddles?

Clive said: *"The marathon was a hard but rewarding experience. It was much tougher than I anticipated. It was a hot, sunny day in London – and after all my training in the pool I'd have been better off running through puddles on a rainy day! But the support from the spectators was fantastic and really spurred me on. I'm delighted to have doubled my fundraising target and I would like to thank all the **Bakers Union members** who were kind enough to sponsor me."*

Clive is a member of the Wooden Spoon (Wales) Committee who, over the last 10 years, have helped to fund a variety of projects for disadvantaged children across South Wales, including sensory gardens, play areas, hydrotherapy pool and community rooms.

At the last Wales Union Learning Forum in Cardiff, John James arranged a presentation to Clive by David Roberts, MBE, Paralympic multi-gold medallist, who said: *"Clive has done a great job in raising a considerable amount for the charity. Completing the London marathon is certainly no easy feat and it was a pleasure to make a presentation to him. It is through people like Clive that Wooden Spoon are able to make a difference to so many disadvantaged children in Wales."*

Anyone wishing to sponsor Clive can still do so via:

<http://uk.virginmoneygiving.com/CliveThomas>

WHAT THE LABOUR PARTY NEEDS TO DO TO WIN IN 2015

WHEN I READ MY EMAIL BRIEF from Ben Folley the other week I have to admit my eyes did roll slightly: "Clive, I'd like you to tell us *in no more than 15 minutes* what Labour needs to do to win in 2015."

No pressure there, then.

Clearly no one has a monopoly on wisdom – but it doesn't take too much wisdom to follow your own moral compass when it comes to advocating the kind of politics and policies you want to see your party pursue and, ultimately, win with.

Now I understand, politics isn't quite as simple as that... politics is, after all, the art of compromise. In many ways New Labour was the embodiment of compromise: shedding Clause IV, distancing ourselves from the trade unions, embracing big business, adopting the ideology of deregulation and the hegemony of markets.

Those on the right of the party will claim that compromise won us three unprecedented terms of governance... where the New Labour project was able to make sweeping changes to public services and society at large.

The list of achievements is certainly impressive: *Sure Start*, *The Future Jobs Fund*, the *Building Schools for the Future* programme as well as increasing foreign aid and NHS spending. Impressive yes, but *legacy*, no – The NHS was a legacy... millions of council homes were a legacy... The Open University was a legacy. A legacy is something that is *durable* – New Labour's achievements, I'm afraid to say, were *not*.

In less than two and half years of a Tory-led coalition, many of those achievements have either been left in tatters or, worse, have been used as a bridgehead for the Tories to rampage through what's left of our public services...the **Health and Social Care Act** a case in point.

A Faustian Pact?

So, yes, politics *is* about compromise. But surely the lesson of the last 15 years is that the line between compromise and capitulation is a fine one – and I'm afraid New Labour crossed it. So what about the present? Where has that Faustian pact with neo-liberalism left us?

Well... the unfettered dominance of the market and big business, with individuals little more than *consumers*, competing with one another for a share of dwindling



CLIVE LEWIS

Speaking at the CND Conference, London, March 2013

resources in a global market place where regulation or meaningful co-operation is considered futile. Instead of facing risk collectively as we used to, now we face it as individuals on a turbulent sea of market economics.

It's an ethos that has also been replicated on the international stage.

With nation state vs nation state, each staking claims for a dwindling supply of planetary resources... resources are being used up at an ever-increasing rate for nothing more than consumption's sake.

The public is sick of smoke and mirrors, of doublespeak, of politicians not saying what they mean

In such a world is it any wonder that people actually buy into the creed that we need the threat of thermo-nuclear weapons to ensure our share of the planet's resources – protecting our so called 'national interest'? Because that is where this philosophy is increasingly taking us.

It's the Economy, Stupid

So you'll forgive if I believe we have to approach the next election with a slightly amended plan as regards the kind of politics and policies we need for 2015 and beyond.

Clearly the biggest single election issue at the next election will be the economy. Many in the party are worried

about this because according to most polling samples, *Labour is still not trusted on the economy*.

But the question being asked is a loaded one. Implicit in it is the assumption that the economy in question is the same failed, deregulated model the Coalition are still trying to breathe life into.

The question should actually be, "*what kind of economy would you like to see?*"

Answer that and then you can answer "who would be the best party to run that kind of economy?" Because, believe you me, the vast majority of people in this country are ahead of the curve and the politicians when it comes to their hostility to this brand of free market economics – especially after the last 5 years of turmoil.

Ask "Who would run a fairer, more balanced economy?" and the answer would overwhelmingly be Labour

However, when you look at the party's approach to the economy I'm not sure whether we've quite grasped that fact yet.

Ultimately, New Labour and now the Coalition were found tinkering about with the engine of a car that was actually hurtling off of a cliff.

The smart move is to leave Cameron and Clegg fighting over who controls the steering wheel, deploy the parachutes and get the hell out of Dodge City.

It's so frustrating because time after time Ed Balls and the treasury front bench team have been proven right with their Keynesian centre-left approach to the economy. That being that you *borrow to invest* and you *invest to grow*.

Austerity has failed – period

Austerity – as a policy – by any measure – **has utterly failed**. However, the front bench will only say 'we've cut too far and too deep'; that is, in the short run you borrow to invest but in the long run you still need to cut, still need austerity.

This is a profoundly weak argument, it's bad economics and it's behind the curve of the public mood when it comes to the economy.

It's clear the public is sick of smoke and mirrors, of doublespeak, of politicians not saying what they mean.

Unfortunately it's this same political paralysis – that same ability to look at the arguments, the facts, the reality and still not be able to state the obvious – that could yet see the party sleep walk into Trident renewal.

That's why I'm here today – because CND Labour are instrumental in ensuring that doesn't happen.

Instrumental in ensuring that our party and the public will get to hear the arguments that overwhelmingly make the case for non-renewal of Trident. Because we know the moral, economic, military and strategic case for non-renewal is *overwhelming*.

A matter of principle

I will, however, touch on a key argument I feel makes an overwhelming case for nuclear disarmament.

It's a matter of principle

And the principle is we have no right to intimidate other countries into not possessing nuclear weapons when we have them on such a large scale ourselves.

It's this hypocrisy that undermines the entire Nuclear non-Proliferation Treaty.

It's morally unjustifiable, it demeans our international standing and it prevents us from ever taking the lead on reversing the spread of nuclear weapons.

That escalating spread is in my opinion, the single biggest danger modern civilisation faces.

Research in 2006 demonstrated that even a limited exchange of nuclear weapons anywhere in the world could have catastrophic effects on global climate.

Inevitable?

But it doesn't have to be this way.

There are alternatives and it should be the Labour Party offering them. Whether it's about the economy, public services, trade union rights or nuclear disarmament – the Party has to start with a core belief and act on it if it's to *ever* win the country over again.

- We were once a party of *internationalists*. We should be again – because a party based on internationalism doesn't need to use narrow, selfish language such as 'national self-interest'.
- As internationalists we believe in what is good for the world not just Britain.
- **That's** how you punch above your weight.
- **That's** how you peddle international influence.

That's how you win in 2015!

Clive Lewis

ON SATURDAY 13TH APRIL, **Unite the Resistance** held their first North West Conference at the Mechanics Institute in Manchester. It was a bit nervewracking at 9.30 a.m when we met up to greet the 80 or so people who had registered online to attend (some of the 80 were *ourselves*, the steering committee!). We need not have worried – one of the first to arrive was our General Secretary, Ronnie Draper. He appeared to have the desired effect and people started to arrive to register and part fill the hall. Ronnie was there as a speaker and, alongside him, we had ex-miner, Steve Hammill, together with Sheila Coleman from the Hillsborough Defence Committee.

After the opening speeches, I looked around and the hall was packed! There were almost 200 people! Around the room were banners from various trade unions and organisations who were supporting the event, but far and away the biggest and the best was ours, Manchester District Branch of the Bakers, Food And Allied Workers Union... what a very proud moment!

UNITE THE RESISTANCE

We had a lunch break and there were four workshops available on various subjects – they were all very well attended. The one we went to was about *Fighting for Justice*. It was very informative and thought-provoking. There was a young guy who was on the student demonstration and was attacked by the police with their batons. He had to have brain surgery as a result and then stood trial 3 times before he was acquitted of all charges!

Also there was Steve Aitchison, the blacklisted electrician – boy has he got some tales to tell! Last but not least was **justice4bolton**. This is a group formed after E.D.L. was mobilised in Bolton, in 2010. Unite Against Fascism held a counter demonstration and was attacked by police! It's a long story but one of the police officers is currently in court in York (17th June) on a charge of perverting the course of justice. Watch this space for further news.

When we re-assembled in the main hall after lunch we heard from various speakers including Kevin Bennett, the rebel anti-cuts councillor from Warrington – another very informative and interesting speaker who had been banished to the naughty corner for having the nerve to speak up for what he believes in. SAY NO TO THE CUTS... Well done, Kevin!

All in all, a really good conference. Many thanks to Ronnie for coming along and speaking – also to the Executive Council for helping to support the day. Here's to the next one! By the way, I did tell everyone that this is *my* union, not the biggest but the best. **Solidarity!**

Marilyn McCarthy

MARCH ON THE TORIES

called by **Unite the Resistance**, 29th September 2013

We face the most concerted attack on our public services, jobs, pay and pensions for generations. The Tory-led coalition is committed to austerity as an excuse to drive down our pay and living standards and drive through cuts to our services that even Thatcher never dreamed of.

National action by PCS members, regional strikes by NUT/NASUWT, key local battles like the action by health workers in Yorkshire and the growing wave of protests against the bedroom tax which show that people are angry and want to fight back.

The onslaught on the poor through the Tories ongoing attacks and scapegoating of benefit claimants which has to be stopped. Working people are being asked by a government of millionaires to pay for a crisis we did not cause. We reject the austerity policy of David Cameron's Con-Dem government. We oppose attempts to divide public and private sector workers or to divert public anger towards scapegoats and racism. We declare our solidarity with those fighting similar measures in Greece and around the world.

Unite the Resistance demonstration outside the Tory Party annual conference in Manchester, 29th September 2013

IN APRIL THIS YEAR, myself and **Rachel Mullen** accompanied The Trade Union Friends Of Israel and other trade unionists on a delegation to Israel and Palestine. Our delegation stayed in the beautiful city of Tel Aviv.

Our first morning took us to the south of the country to visit Sderot and a talk by Shalom Halevi. Sderot is only 840 metres from the Gaza Strip. Unfortunately for the town this has meant they are constantly bombarded by rockets sent from Gaza.

the workforce was in the union, **Histradut**. The workforce here enjoy benefits including cash bonuses for national holidays and annual work-sponsored trips away. The people we talked to were very positive about Histradut.

The second factory we visited was a textile factory which was suffering from the growth of the Far East textile market. At its strongest point the textile industry had a 75,000 strong workforce, now it is only 10,000.

the exploitation of young people and has fought hard to get more activists, helping to support youth throughout Israel.

In the afternoon we visited a clubhouse in Ramla, a Jewish Arab City. We were met by two experienced youth workers. They spoke of the hardships within the city and the difficulty of getting children from different backgrounds to mix. They also are working through sporting competitions and through art events and activities.

THE TRADE UNION FRIENDS OF ISRAEL

Last year they had over 2,000 launched against them, about 6 rockets per day. The thought of this happening in this country is unthinkable, so why should it happen in Israel? The terrorists target early morning and afternoon, when they know most damage would be done. From the moment the siren warns the town of an imminent rocket attack, the residents have just 15–17 seconds to find shelter. Over 75% of the children living in Sderot suffer from trauma.

This suffering is being eased by the building of a **community centre**, which allows children to play in safety, without any worries of being injured or killed. It caters for all ages, from a ball pit for toddlers to basketball and computer games for teenagers. It also has two rooms which are used for birthday parties and discos. The Government now ensures that all school buildings are safe – with rocket proof roofs.

We then went to visit two very contrasting factories. The first was the *Tena Nogah* dairy factory, where 95% of

The owner of the factory is very concerned about this, and does not make much profit at all. He is a model business owner who respects his workforce and tries to look after them as best as he can – including supplying free breakfast and a hot lunch.

Tuesday morning saw us visit **Beit Berl**, (the Jewish Arab institute) where we were met by the Chairman, Farok Amror. He talked passionately about their efforts to get Jews and Arabs to integrate and mix more in society. One way they are doing this is through sport.

Also in Beit Berl, we met Nadav Elyashiv, who was from the General Federation of Students and Youth Movement. With over 600 branches across Israel, students and young people join from the age of 14. They are allowed to stay in the Movement until they are 24, with a break for three years for National Service. The Movement has many clubhouses throughout the country, allowing children to mix with others from different backgrounds from an early age. The Movement works hard to stop

If they had more support and more backing (not only from Government but also parents), I think that it would be a great facility for the local community.

Wednesday morning saw us visit the Histradut's headquarters in Tel Aviv. We were met by the Director of the International Department, Avital Shapira-Shabirow. She spoke passionately of the relationship they have with the **Palestinian General Federation of Trade Unions** (PGFTU) and also spoke feelingly about how boycotting Israel and Israeli Trade Unions would only damage the peace process.

We then met up with a Captain in the International Defence Force on the security fence. He explained the work the IDF was doing to protect Israel from terrorism and the importance of the fence. You cannot imagine what it must be like for the soldiers having to defend Israel. They want peace, it is not about being an aggressor – it is about wanting *lasting peace* for the region.

Our afternoon was completed by a visit to the PGFTU headquarters in Nablus, Palestine. We were met by activists from many trade unions and different work sectors throughout Palestine and Israel. They spoke of the hardship they face getting through checkpoints if they work in Israel.

The PGFTU are very committed to the two state solution, and although I can understand why the checkpoints are necessary, I feel that more needs to be done to help Palestinians work in Israel more easily. Equally, I understand it is a very complex situation which will take a lot of negotiation on both sides.

We then went on a visit around Nablus, visiting an olive oil and a sweet factory. This was very interesting and proved how much help and support Palestinians need.



Chris Lay (left) and Rachel Mullen (right) with two Palestinian trade unionists

On Thursday we got up at the crack of dawn to visit Jerusalem and I must say it was well worth it. An absolutely stunning City steeped in history and religion, for a number of different religions as well.

We visited the Western Wall which was incredible, the architecture as we passed through the Arab market (stopped off for a *very* strong Turkish coffee) was amazing. You take in the history and you see its importance for so many people, for so many reasons. I was in awe as I walked around taking in as much as I could.

We met up for lunch with Amir Sagie a member of the Israeli Foreign Ministry. He answered questions about the peace process, the relationship with the UK and Iran. It was a fascinating couple of hours, talking very openly about these issues.

Our last visit of the trip was to **Yad Vashem**, the Holocaust Memorial in Jerusalem. It was a very emotional end to the day as the museum shows the suffering the Jewish community suffered at the hands of Hitler and his Nazi regime. The memorial tells how Jews were killed but also showed the ones which survived. Their stories are harrowing but they need to be told. The museum has an incomplete history of what happened through the dreadful years and they are working to find out about the people who died and suffered at the hands of the Nazis. This was very emotional and quite upsetting. However, to see it made me understand more of what happened and the suffering of the Jews.

So, our trip started and ended with very emotional visits. The suffering in Sderot and looking back at the holocaust bought home how fortunate I am for the upbringing I had in this country. The complex situation between Israel and Palestine means *both* have got to work together for a peaceful solution. I believe it is possible – but only when the two Governments are willing to respect and listen to each other.

It was a trip of a lifetime for me. I didn't know what to expect, I could only go on the reports from BBC, ITV or Sky, but then I learnt that the country has a lot more going for it than the press reports tell you. Israel and Palestine are beautiful countries with a lot of positives. I suggest that if you ever get the chance, go visit them both and make your own mind.

I would like to thank Doreen Gerson, Alex Bjanarson and Tufi for organising and taking us on the delegation.

Chris Lay

Substitute EC Member/Shop Steward

NEW UNION LEARNING REP FOR PREMIER FOODS BELFAST



THE NORTHERN IRELAND UNION LEARNING FUND would like to welcome **Mark Campbell** of Premier Foods, Belfast, to the project as a new Union Learning Representative. Mark came on board after completing an Essential Skills ICT class and has been involved at a recent ULR Conference held by the Northern Ireland ICTU.

Mark was asked to deliver a talk on his recent learning experience and did the union proud by highlighting the good work of the BFAWU ULF within his workplace.

I believe that Mark will bring a new lease of life to the project within his workplace and has the added advantage of having gone through the Essential Skills classes himself to share his experience.

Amongst the guests in attendance at the event were the Minister for the Department for Employment and Learning, Dr. Stephen Farry, ICTU Assistant General Secretary Peter Bunting and Director of Union Learn (England), Tom Wilson.

Laura Graham
Project Manager NI ULF

Gateway and Beyond

Executive Council member, Richard Wainwright asked if we could showcase the learning newsletter, *Gateway and Beyond*, produced by ULRs in his region.



CAMPAIGN FOR LABOUR DEMOCRACY 40th AGM

PETER JOHN FOX
NATIONAL VICE PRESIDENT

After the welcomes and housekeepings, Kelvin Hopkins, MP for Luton North paid tribute to the CLPD, and stated that the CLPD organisation had saved the Labour Party's soul. He then gave a short speech of what was happened in 1945 and how the Labour Party made things better after the war.

Reports from the Secretary, Treasurer, Registrar of supporters, Trade Union Groups, Local Government Group and a new group that they call the *Geek Group* (this involves Twitter and Facebook).

Dominic Curran and Conrad Landin gave an overview of what the Young CLPD was achieving, and how they were building the young CLPD.

A couple of rule changes were proposed and seconded: one to create two new positions on the Executive Council for young CLPD members; the other for young members to pay an introductory subscription of £3. These were both passed.

Christine Shawcroft gave news from the National Policy Forum and the National Executive Committee. She spoke on about progress the right of the party who are on the NPF and NEC.

The elections for the positions of the Executive Council for 2013 then took place. If you blinked you had missed it, as they were all done *en-block*. Our own Pat Rowley was also nominated to the Executive Council in his absence.

Lunch came and went and the AGM was brought back to order.

Chris Mullen sent his speech on a trip down memory lane – the 40 years of the CLPD.

This was read out by Jon Lansman. John then launched the *Charter for a Democratic Conference* so that the delegates at the Labour Party Conference can make more of a contribution in the debates – with more time put aside for this. At last year's Conference only 18% of the time was allocated for the debates. The Charter demands 50% of the time, for motions and rule changes (and voting procedures) to be more democratic.

Ann Pettifor gave her presentation on *The Crisis of International Capitalism*. She told how it happened and how the banks make their own money. She also touched on getting more women to take up roles and representation within the Labour Party.

6 resolutions were taken and passed.

Jon Ashworth MP for Leicester South then gave a presentation on building for a general election, where he stressed that unions should back the Labour Party.

The chair then closed the Annual General Meeting.

JOIN THE LABOUR PARTY AND HAVE YOUR SAY

I JOINED THE LABOUR PARTY a few years ago, disgruntled at what was happening locally and nationally that went against Trade Union Principles. I found where the meetings were held and attended one.

Unsure at what the procedures was. I sat, listened and learned. This was an AGM for my constituency. Voting took place for people I didn't know, and policies were made through motions put to the members. I found this very interesting – but felt I still had lots to learn.

The next meeting was my own Branch, a smaller group of people, which I then got to know and found out that other members had the same views as me.

At a Regional Council Meeting I was nominated and elected to go to the North West Labour Party Conference in Blackpool. We had a problem at Park Cakes in Oldham with the Agency Workers Directive so I found out who was on the Standing Orders and submitted an emergency motion detailing the position of our members. This was accepted and I had to write my speech for it.

Apprehensive at first, I was glad of the encouragement and support of friends that I knew there. The motion was unanimously supported.

I had learned a great deal from this experience.

Then back to my own Branch knowing how to submit motions. I decided to try and implement one on *Fracking*. – this was supported and adopted by my constituency. I have put others in since (some successful and some not), but it is a way of having your say in local and even some national issues.

Let's all have a voice within the Labour Party and maybe, you never know, we might have enough pressure to get our Trade Union and Human Rights back!



Peter John Fox

Poster Power



Thought to be buried in a basement... but now seeing the light of day!

TUC WOMEN'S CONFERENCE 2013



HELENA ENGLAND Region 5 Branch Secretary reports

I WAS LUCKY ENOUGH to be a Delegate at the TUC Women's Conference held at Congress House London on the 13th – 15th March 2013. There were three other Delegate Representatives of the BFAWU: Marilyn French, Lizzy Dinning and Mandy Mason.

This was my first time at the Women's Conference and I did not know what to expect. I found it thought-provoking and interesting – not unlike our own BFAWU Conference in Bridlington. I would encourage any BFAWU Women Union Members to put themselves forward to become a Delegate and have the chance to attend the Conference

The first day was opened by the Chairperson, Gail Cartmail, who welcomed every one to Conference. She introduced the first speaker, Francis O'Grady – the first ever TUC Women's General Secretary. Francis applauded the turnout at the conference and gave the delegation a speech on *Equality for Women in Top Jobs in Business and Politics*. She also gave a good insight on other union matters.

Other visitors to address conference over the conferences days were Claire Courteille (Director of Equalities, ITUC),

Lesley Mercer (TUC President) and Dr Rob Perrwitt (University of Bradford)

Harriet Harman MP, Shadow Secretary of State and Culture, Media and Sport and Shadow Prime Minister, was due to give address to Conference, but could not attend because of other matters that needed attention.

There were around 36 Unions represented at Conference. Altogether, there were around 295 Delegates from the various Unions and Workplaces, with around 63 visitors. Also attending were observers from 14 Trade Councils and 4 Regional Councils

Each Union attending Conference is allowed to Submit two Motions – each dealing with one subject only. There were a wide range of motions, covering all sorts of subjects:

- *Women and Workplace rights*
- *Promoting Women's Rights to Flexible Working*
- *Valuing Maternity*
- *Nursing Mothers*
- *Abortion Rights*
- *Violence against Woman*
- *Impact of Austerity Cuts on Domestic Violence – Support for Victims*
- *Rape Awareness*
- *The Other Side of Domestic Violence*
- *Woman and Mental Health*
- *Universal Credit – Payment to One Adult per Household*
- *Transport Poverty*
- *State Education*
- *Free Speech*
- *Representation of Women in Public Life*
- *Counting Women In*
- *Women in Construction*
- *Tough, but not Intelligent –the Government's Sentencing Plans*
- *Cuts to Education Affecting Women's and Girls Chance to Achieve Equality*
- *Gender Proportionality in the Trade Union Movement*

The motions and the speakers were very good – there were some first time delegates and speakers to conference, but it didn't deter them from speaking – encouraging other delegates, still a bit unsure of standing up, to speak.

Equality seemed to come across as a big issue and concern, which I am not surprised at. We all know women have been and still are fighting for equality in all aspects of life and work

All the motions put to conference and spoken on gave us an insight to issues and concerns for women in life and in the workplace. We heard some real-life issues from women who have been

treated wrongly just for being a woman. It beggars belief that some people still look down at women as the 'little woman who should stay at home and be kept in her place'. *What planet do those people live on?*

If you look back in the past then come forward to 2013, there are some very good examples of what women can achieve. I will give just two, but there are hundreds more

- *Maggie Thatcher* – love her or hate her, you cannot take away her achievement of becoming our first ever woman Prime Minister
 - *Francis O'Grady* is another prime example of today's woman
- What makes them different from other women, what drove them to succeed in what have always been seen as men's roles?

This is what the women's conference does – it gets you thinking about other things in life, like the prejudice some people may have against you just because you are a woman, trying to break into a job that was (or still is) seen as a man's. Women are not encouraged to promote themselves but the conference also shows you what women *can* achieve and gives you encouragement to promote yourself.

We have moved on from the past on some issues, but listening to some of the speakers at conference this is still a work in progress, and will continue to be so until women have more equality in all job prospects and promotions – then the so called 'glass ceiling' may be shattered once and for all

Women have the power to become what they desire. But sometimes life and what life gives you can dictate in the way you work and live, Then equality does not enter the mix, life, work and the issues or concerns they may bring are not all about having equality, they are about having a life balance and for all human beings to be treated equal no matter what their gender is.

Will there ever be 100% equality? Who knows – you have to look at the wider picture and be sensible in what can become achievable and what the reality is.

On a lighter note ask yourself this, will there ever be 100% equality, in the life or the workplace?

In the future and in the workplace it may become achievable but, in real life, it has to be, 'No'.

But why 'no'? you may ask, and the answer is simple:

Until a man can become pregnant and gives birth, We will never be equal



WORKERS MEMORIAL DAY REMEMBER THE DEAD, FIGHT FOR THE LIVING

ON THE 27TH APRIL I set off from Liverpool for our annual visit to the **Workers Memorial Day** service in Preston – a day of remembrance for the family, friends and colleagues of those people killed, injured or made ill by work. With me were fellow BFAWU members from No 4 Region: Jay Mcniven, John Fitzpatrick, Mick, Egan and Paula Jones, Mick's brother Andy and my misses, Shirley.

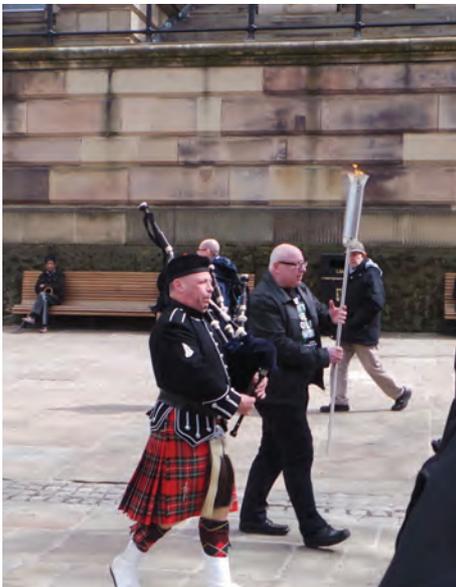
We arrived in Preston on a bright but windy day and met up with BFAWU National President Ian Hodson. The service began at 11.45 with the torch procession and handing over of the torch by Chorley council – with the accompaniment of a piper. At 12 o'clock, a hush descended on Preston Flag Market as Father Timothy asked the congregation to observe a minute's silence to remember those who have lost their lives at work. He then read out the list of names of local workers who had lost their lives at work as the piper played 'Amazing Grace'. The Mayor of Preston welcomed everyone to the Preston service.

We then had a number of speakers, first being Ian Hodson who, as usual, gave an excellent speech. He spoke of the cuts in Health and Safety promoted by this

government in the belief that it is a burden in the workplace. He described how some companies simply disregard H&S and called for us to campaign against these cuts. Campaign do work – the campaign against the Poll Tax worked, the campaign against the 'Pasty Tax' worked, as did the campaign of the **Families of The 96**. They have campaigned for 24 long years and, finally, this is paying off (this campaign is very dear to me as I have campaigned alongside the families).

The next speaker was Sadiq Vohra (MWR Solicitors) who spoke about the devastating impact of the Jackson report.

Next up was Hilda Palmer from the HAZARDS campaign who talked about meeting Ed Miliband the previous day and handing him some Hazards literature to read on his way home (Hilda tweeted Ed later to see if he had read it – but hadn't received a reply). Hilda went on to describe the sad death of Cameron Minshull, a 16 year old apprentice killed after becoming trapped in an industrial lathe, just weeks after starting his apprenticeship. She told us how his mother is beside herself because she encouraged him to take up the job.





A spokesman from the RMT spoke about the dangers faced on the railways after cuts. In some cases, they had been forced to do without the look-out man while working on the track.

After the speeches, we all gathered in a procession to walk through Preston to the Corn Exchange to lay wreaths and flowers at the memorial, followed by prayers. After the moving service we then went to the Stanley Arms for some liquid refreshment. The message we should take home from today is simple: **REMEMBER THE DEAD, FIGHT FOR THE LIVING.**

We should go back to our workplaces and rally our fellow trade unionist. We must fight and campaign against these attacks and cuts on Health and Safety in our workplace. **H&S is neither a burden nor a barrier to business.**

Good businesses and employers recognise it is necessary for the safety of their employees and also makes for better productivity. We do not want the UK to end up like Bangladesh – with horrific numbers killed at work.

John Owens



Pictures from Workers Memorial Day Services in Preston, Chorley and Wigan (Ian with Lisa Nandy MP)

www.fack.org.uk

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fack families against corporate killers

INTERNATIONAL WORKERS MEMORIAL DAY is an opportunity for us FACK families to tell the stories of our lives, which changed irrevocably and beyond measure when our loved ones' lives were cut far too short.

These are loved ones like Cameron Minshull, a 16-year old lad, only a few weeks into his first job, killed in an incident involving an industrial lathe. The HSE Director whose desk this came across has said he thought he was reading a tale from Victorian times. But this was no tale of a bygone era, it is a modern day horror story.

For his family "it still does not seem real, it's like a bad dream". But this is no work of fiction. Because, once upon a time our loved ones left for work, and for them – and therefore us – there will be no living happily ever after.

Yet this ConDem government continues to push through a narrative in which they attempt to convince the public that health and safety legislation amounts to a burden on business, or is a barrier to our young people gaining work experience.

The truth of it is that lack of good health and safety often proves an ultimate and deadly barrier to young people gaining work experience, just as it did for 17 year-old Steven Burke who fell 30ft to his death while working at a water treatment plant or 18 year-old Lewis Murphy who died after suffering 60% burns when he was engulfed in a massive fireball at the garage he started working at on leaving school. His mum and dad found out in court that, as their son was being taken to hospital, he had asked the paramedic if he was going to die. That is a real and enduring burden.

Those of us whose lives are far emptier for the loss of our parents, children, siblings or partners, we bear the burden.

But proactive, preventative inspections have been dramatically

cut and are now banned in the majority of workplaces which are wrongly called 'low risk' as over half of all recorded deaths occur in these sectors. Legislation is being slashed. Approved Codes of Practice are being scrapped and replaced with toothless guidance. Blacklisting for raising health and safety concerns is still rife and the Health and Safety Executive (HSE) is ordered by the government to consider the economy before safety and lives.

Health and safety is not about the fun police, triangular flapjacks or bonkers conkers. It is about a young man who should have celebrated his 7th wedding anniversary this month who was robbed of the opportunity to walk up the aisle. It is about those who are robbed of the opportunity to see their children grow up or grandchildren be born. It is about young boys like Samuel Adams, aged 6, who are robbed of the opportunity to even dream of what they might be when they grow up.

So it is no wonder we FACKers feel upset and angry at repeatedly reading that a death 'could and should have been prevented had the employer ensured...' that proper risk assessments were undertaken, or that adequate training was provided; or that machinery was properly guarded – or that its own written procedures were adhered to, that a *safe system of work* was being followed.

Appreciate that deaths caused by work are far more common than HSE figures would have you believe. Do not be duped into thinking the HSE's headline-grabbing 173 workers killed last year is anything like the whole story.

The Hazards Campaign counts the real cost of work in death, injury and illness: around 1400 killed in work-related incidents (not accidents); and up to 50,000 who die as a result of work-related illness.

That's a total of around 140 work-related deaths a day, 6 an hour.

While FACK families bear the burden of poor health and safety regulation and enforcement, we also feel a tremendous sense of responsibility to you and yours.

So join with us in renewing our commitment to take on the politicians and the enforcement authorities, fighting like hell for the living, and helping ensure that you or yours do not become the next chapter in this story!

Families Against Corporate Killers

FACK was established in July 2006, by and for families of people killed by the gross negligence of business employers.

Founder Members of FACK

Dawn and Paul Adams – son **Samuel** aged 6, killed at Trafford Centre, 10th October 1998

Linzi Herbertson – husband **Andrew** 29, killed at work in January 1998

Mike and Lynne Hutin – son **Andrew** 20, killed at work on 8th November 2001

Mick and Bet Murphy – son **Lewis** 18, killed at work on 21st February 2004

Louise Taggart – brother **Michael Adamson** 26, killed at work on 4th August 2005

Linda Whelan – son **Craig** 23, (and **Paul Wakefield**) killed at work on 23rd May 2004

Dorothy and Douglas Wright – son **Mark** 37, killed at work on 13th April 2005.

For more information, contact:

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Facilitator for FACK
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Manchester
M16 7WD

Tel: 0161 636 7557 or
079298 00240

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CO-OP DOES A TESCO AND BACKTRACKS ON NON-GM FEED PROMISE TO CUSTOMERS

CO-OPERATIVE RETAIL HAD OFFERED its customers chicken and eggs produced without the use of GM animal feed for a decade or more – but when Tesco announced they intended to abandon their similar policy in mid-April, the Co-op followed them, sheep-like, the following day.

This action seriously undermines the Co-op's position as the UK's most ethical supermarket – a reputation gained through pioneering policies on Fair Trade, pesticides, animal welfare and truthful labelling of products. Their record in other fields makes their decision to allow GM animal feed all the more strange.

Tesco (and M&S and Sainsbury's) used the excuse of supply problems and rising costs on non-GM soya from Brazil and the Co-op adopted exactly the same argument. True there have been supply problems from Brazil but this applies to *all* soya not just non-GM. The cause, however, was not the quantities available but *delays* for ships at ports which were running up to 90 days before being loaded. At £10,000 per day these costs soon mount up and soya prices rose by 10% in the year to April 2013. Strangely, non-GM soya prices rose by 25% in the same period and the non-GM premium required has also risen from 10% to 25% despite the same volumes of non-GM being available as last year.

On mainland Europe, many companies make a virtue of using non-GM feed by labelling their products as such. The German dairy *Campina* and the French supermarket *Carrefour* have both managed to hold their promises on non-GM feed – despite the reported supply hiccups.

One significant reason for this difference is that companies outside the UK tend to go for long-term supply contracts. It is the selfsame policy that has meant that Waitrose did not join the dash for GM in April.

This begs the question 'why has the Co-op has not followed suit?'

Such a policy fits well with their ethical trading stance, truthful labelling and environmental protection. Instead, the Co-op has joined the **Round Table on Responsible Soya (RTRS)** which gladly certifies GM soya from South America as 'responsible'.

In signing up to the RTRS, and buying GM soya for feed, the Co-op is supporting large scale intensive monocultures – which employ very few people and rely on aerial spraying of the weedkiller *Roundup* to control weeds in the GM crop. Local people, who have not been displaced by the soya estates, can be subjected to spray drift from aircraft and doctors in Argentina are recording increasing rates of birth defects in the soya belt. What is more, Co-op GM soya-fed products will *not* be labelled as such.

Co-op members may like to raise these issues at members' meetings around the country during 2013 and take the opportunity to remind the current management that the principles of the Rochdale Pioneers should take precedence over financial gain. If they meekly continue to follow Tesco's lead, who will look after the interests of consumers, farmer, food producers, local residents and the environment?

The Co-op, as one of the biggest farmers in the UK, is in a great position to carry out research into home-grown feed so we can avoid the perils and uncertainties of the international trade in commodities like soya. But so far Co-operative Farming has shown *no sign* of taking such a pioneering approach.

Pete Riley
GM FREEZE

11 BENEFITS OF A CREDIT UNION

- 1 The interests of members are served and no-one else as there are no outside shareholders or borrowers.
- 2 Members run the credit union through elected committees.
- 3 As many tasks are performed by unpaid officers, costs are kept low.
- 4 There are no management charges on savings.
- 5 There are no arrangement fees or management charges on loans.
- 6 Currently the rate of interest cannot legally be more than 1% charged each month (APR 12.68%) on the reducing balance.
- 7 Life assurance can be provided on both savings and loans for each member, with the premiums paid by the credit union.
- 8 After the running costs have been met, a dividend can be paid on the shares held by each member.
- 9 Members' savings are protected up to certain limits by law.
- 10 Credit unions can organise activities to educate members in the use of money that gives them greater control over management of their financial affairs.
- 11 **Credit unions are a practical example of people helping others in a community.**



The savings and loans facilities mentioned are subject to the terms of the Consumer Credit Act 1974

AN OPEN LETTER



To all Bakers Food and Allied Workers Union members at Dunkleys, Wellingborough:

Dear Colleague

BFAWU is currently campaigning at your site in Wellingborough and many of your fellow workers have joined the union.

At your site you have legal right to be represented by the Bakers Union in any Disciplinary, Grievance, or matters that affect your Terms and Conditions at work.

We are looking for internal representatives to help promote the union, encourage others to be an active part because the Union is YOU.

If you are a Member of BFAWU please inspire your colleagues to join the union and by working together we can improve your Terms and Conditions.

Lukasz Bemka (Polish Representative)

SOLWAY WORKERS SEE THE LIGHT!

SOLWAY FOODS WORKERS in Manton Wood are finally recognising that being part of the Union movement is more vital than ever. Solway, part of the Two Sisters Group, are arguably one of the most oppressive employers in the United Kingdom, and the BFAWU are no stranger to doing battle with them.

“Being a Two Sisters employee must be like working with the sword of Damocles over your head on a daily basis and the only way to protect yourself is to unite” – that is the message starting to filter through to all the workers at Manton Wood. They are aware of the recent success at the Solway Foods site in Corby (led by the Branch Secretary, Colin Curtis) and the current battle that is taking place, and the potential that they are next!

The campaign at Manton Wood is being led by organising supremo George Atwall, and is being supported by myself, with additional support from Wendy Stanley (Branch Organiser at Manor Stoke), John Higgins and Dave Hunt (who assisted on a blistering cold night!).



Richard proudly flies the flag as he explains the benefits of joining BFAWU to a frustrated worker – shining a light on a cold night are Wendy Stanley, Dave Hunt (Lo-Vis!) and George Atwall



To date the campaign has shown great success and despite the fact that Region 3 is arguably undermanned and under-supported, it still manages to be the epicentre for recruitment . With the wealth of Greenfield sites and Greggs Shops it could easily pave the way to securing our great Union's future, and the fight to bring the benefits and protection of Bakers Union Membership to oppressed employees will continue!

Richard Wainwright Region 3



AROUND 400 PEOPLE attended the 2nd Benefits Justice summit in Central Hall, Westminster, London, on 11th May 2013 to discuss the issue of the 'Bedroom Tax'.

John McDonnell was the first to speak, saying, here like everyone else, he could not take anymore. People attend his surgeries to tell him that they cannot afford to put food on to the table. He demanded that Labour Councils put in place a *no eviction* policy and that everyone, whether in work or on benefits, should be on a Living Wage.

Steve Clark from the Welsh Tenants Association told of the Bedroom Tax destroying communities, with £1 billion pounds taken out of the Welsh economy. Merthyr Tydfil is the 4th worst hit community in the UK – it has a lack of 1 or 2 bedroom properties. They are looking at a rising amount of evictions.

PCS union members are fighting back with strikes and walkouts, says **Chris Bough** (Asst. General Secretary PCS). We live in the 7th richest country in the world yet lose £125 billion in tax revenue through the tax dodgers – and the top 1000 richest peoples' wealth has increased by £180 billion. This exposes Osborne's claim that we are all in it together.

Sean McGovern, Remploi employee and chair of the TUC Disabled Workers Committee,



Jan recently forwarded an email from a lady who's researching her family tree. Her great, great grandfather was some sort of union official in the 1870s, back when we were the **Amalgamated Union of Operative Bakers**.

She was enquiring as to what we were about, so I gave her a bit of a history lesson and offered to send her some old badges.

In turn she's sent us her great, great grandfather's obituary from 1879.

John Stott

BENEFITS JUSTICE SUMMIT



PETER JOHN FOX
NATIONAL VICE PRESIDENT
REPORTS

told of this government making disabled people vulnerable. They are sent for review after review with ATOS, who make out that they are shirkers and skivers. The DWP has blood on their hands through the deaths of disabled people who have had their benefits stopped. The TUC are educating and politicising disabled people, getting groups like DPAC into shaming ATOS.

On education, **Ciara Doyle** explained that every classroom was affected by austerity measures. Children are fainting in the classroom through lack of food.

Truancy is rising – not because children don't want to go but they have no shoes to put on their feet.

Ian Hodson National President BFAWU said that if only employers paid a proper living wage, that would make work pay. He explained the BFAWU National Executive had been debating how we would support a national strike (we are consulting members with workplace ballot).

Spanish Anti-Eviction Campaigner **Albert Portillo** described how, in Spain there had been 500 evictions a day through austerity measures. Wages and salaries had been cut but the cost of necessities had risen. They had thought it would be impossible to stop evictions but, once they had stopped one, they went on to stop 1600.

Sixteen year old **Sarah Counihan Sanchez** told of her family's fight to stay together. With an eviction date of 27th May they don't know if she and her brothers and sisters will have to go into care away from their parents. She also spoke of bullying from other residents.

Maria Brabiner (Salford against the Cuts), warned that the government had declared war on its own people. She had never seen any legislation as bad as the poll tax, but now thinks the bedroom tax is the most evil and vicious legislation.

Three workshops followed on:

- *Build a Local Campaign to win*
- *Stopping evictions: Can the Law help?*
- *Universal Credit: fight all benefit cuts!*

George Massey 1835–1879

Death of Mr. George Massey – It is our painful duty to record the lamented death of Mr. George Massey, which took place on the 15th of April, after a brief but severe illness of two days' duration. Respected and honoured by every member in his Branch, his loss is seriously felt, and a void is left it will be difficult to fill. He always worked for the interests of the Union at large, and more especially for the Branch to which he belonged ("Manchester City Branch"). To show in what estimation he was held, on the day of his funeral a large procession of his fellow workmen, to the number of 150, walked, headed by a military band; through the entire route for about three miles the streets were crowded, the band playing, "The Dead March." Mr Hodson, the general secretary, and Mr. F. Hewitt, chairman of the Manchester Branch, carried peels covered in crepe. On arriving at the cemetery the procession had largely increased. Returning to Mr. Clayton's, Baker's Arms, Brother Hewitt, as chairman of the Branch, spoke a few words relative to our departed brother, when the band played – "The Last Wish," "The Vacant Chair," "The Best of Friends Must Part," &c. It may fairly be said he died in the service of the bakers. He was secretary to the Manchester City Branch, No. 1, trustee to the Amalgamated Union, and secretary to the Manchester District. The whole arrangements were made and carried out with every success by Mr. Clayton, treasurer and jobbing master, to the satisfaction of every member.

"The Bakers' Record," – May 10th, 1879

DISMANTLING HEALTH AND SAFETY LAWS IS NO ADVERT FOR DEMOCRACY



JULIE BLACKBURN OF THOMPSONS SOLICITORS LOOKS AT CLAUSE 61

LAST MONTH THE HOUSE OF LORDS voted to change the law so that in future, even though an employer may have breached health and safety regulations specifically designed to protect workers, the injured worker cannot rely on that breach as evidence of negligence in any claim for compensation.

The government amended the **Enterprise and Regulatory Reform Bill** without consultation – and after the Bill

had been through committee in the House of Commons. It means that the burden of proving what caused an accident will now fall on the injured worker or the family of someone killed, *rather than the employer*.

In future the worker will have to prove what the employer knew (or ought to have known) about, say, a machine being faulty, a corridor being obstructed or a leaking roof causing a slip hazard if they are to recover compensation.

Gone is the ability of the injured worker to point to a regulation that was breached and to ask the employer to explain why. From now on the burden of proof is shifted and the employee has to prove the employer was at fault.

How is an employee to know the maintenance history of a machine? How can an injured worker prove that the employer was aware that rules on keeping routes clear were being breached? The hole in the roof may be an obvious breach of the employer's duty but now it will be the person who slips who will have to prove that the employer knew about it and failed to deal with it.

No evidence was produced to justify the change – and the government accepts it will affect **70,000 cases a year**.

Professor Lofstéd – the working man's friend

Ministers have removed *strict liability* too – where employers are *automatically* liable in rare circumstances (like not having a guard on a machine). Ministers misquoted a review of Health and Safety law by Professor Lofstéd to justify the change and did so in the face of a statement from the Professor making it clear that they were going much further than he had recommended. And, in what is a depressing pattern by this

government, they relied on anecdotes from the business lobby to claim that health and safety regulations are a 'burden on business' and that strict liability fuels a 'perception' of a compensation culture. None of them were sourced and no one was identified.

The amendment, was originally defeated in the House of Lords but was passed at nearly 11.30 at night, when there were few peers left in the House.

So the government got its way in spite of its shabby handling of the issue because our constitution left the ultimate decision in the hands of an unelected chamber, a substantial number of whom had either gone to bed or blindly followed the Conservative and Lib Dem whip.

It's no advert for democracy

It was Workers Memorial Day at the end of April and it's a cause for some celebration that work-related deaths and major injuries in the UK have been on the decline in recent years.

But that trend could be reversed as a result of these changes because employers will be able to argue that an accident wasn't their fault. It is a green light to bosses to sidestep regulations created to protect the health and safety of workers.

Without the ability to enforce regulations in the civil courts there is a risk of a return to the safety standards of Victorian England. But even back then the courts ruled in 1898 that an employer '*had an absolute duty to protect a worker*'. This amendment overturns law around since the Boer War

At a time of cuts, if injured people cannot recover compensation to pay for their care, they will fall back on the NHS. What we will see is effective nationalisation of rehabilitation.

Headrush

If you are a member of BFAWU, have you ever wondered what **Andy Law** does when he's not being a Shop Steward at Premier Foods, Stoke?

If you are a **HEADRUSH** fan (HEADhead?), have you ever wondered what lead singer Andy Law does during the day? Find out more at:

www.reverbnation.com/headrushofficial



DON'T BE PENNY WISE AND POUND FOOLISH!

You will likely have come across desperate adverts from certain lawyers and marketing companies chasing accident claims – *Make a claim with us and we'll give you money up front* or even *We'll give you an iPad!*

Should you believe them?

SOME FIRMS WILL PROMISE you the earth to instruct them because they know that they cannot win business in any other way. They have to buy their clients or woo them with fancy gifts.

That is no way to select your lawyer. Choosing the right lawyer is the most important factor in determining whether or not you will win your claim, how quickly it is settled and ensuring that you get the amount of compensation that you deserve.

Your Union Solicitors have specialist knowledge of the industry you work in, the expertise in dealing with accident claims and are dedicated to serving working people.

They provide an expert service with the highest standards of fairness and integrity at all times. They have well-deserved, hard-won national reputations based on years of successfully pursuing claims for BFAWU members.

Following a change in the law in April 2013, law firms are now able to deduct up to 25% from the compensation they secure for accident victims; something many lawyers are taking full advantage of! Others are promising iPads and

up-front payments to try and sway people into instructing them to make their claim – but only if those claims are straightforward and simple to run of course.

But, rest assured that we, your dedicated Union Solicitors, will not be following suit. We have agreed with your Union to continue to ensure that **you and your family will receive 100% of your compensation**. Use us and there will be no deductions and no hidden costs, just the highest standard of legal advice – absolutely free.

For example if you were awarded £10,000 in compensation high street solicitors will now routinely deduct £2,500 to pay their costs – so you will only receive £7,500. However, if you instruct your Union Solicitors you will receive the full £10,000 of your damages,

Your Union Solicitors will fight hard for you however complex your case.

The choice is clear.

So, don't be penny wise and pound foolish! Trust your Union Solicitors to deal with your accident claim. You won't receive an iPad or a cuddly toy, just the very best in legal advice.

walkersmithway.com

Same people, better coverage

Having worked with the BFAWU for over 100 years we at MWR Solicitors are proud to announce we've taken the step to become part of Walker Smith Way Solicitors – another dedicated Union specialist law firm.

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We believe this merger will offer a far stronger service to our unions' members. It is essential members get advice from legal experts in their field, and we offer a range of specialist services including:

- Personal injury
- Family & divorce law
- Conveyancing
- Employment law
- Will preparation
- Criminal defence

Speak to an expert in Union-based legal work by calling freephone 0800 731 0717 or visiting www.walkersmithway.com



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We'll help you put the pieces back together.

Tens of thousands of BFAWU members have already talked to our expert solicitors about an accident or illness - and they're waiting to hear from you.

Remember, your accident or illness doesn't have to happen at work for us to help you - you might have been at home, on the road or even on holiday*. We can even help members of your family if they were injured outside of work.

Best of all, as a BFAWU member you can access legal support absolutely of charge and be safe in the knowledge that you will always keep 100% of your compensation.

If you or a member of your family have suffered an accident or illness in the last three years, trust your union solicitors to get you the compensation you deserve.

We'll ensure you're not fobbed off with just crumbs.
Call the **BFAWU Legal Helpline on 0333 321 2781**

*where claims can be pursued in the UK courts.
Thompsons Solicitors is a trading name of Thompsons Solicitors LLP, Watkins & Gunn Solicitors, Walker Smith Way and Thompsons Solicitors are regulated by the Solicitors Regulation Authority.



◀ **Have you seen our national advertising campaign? If you need legal assistance, call the BFAWU Legal Services Hotline:**

0333 321 2781

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We'll help you put the pieces back together.

Tens of thousands of BFAWU members have already talked to our expert solicitors about an accident or illness - and they're waiting to hear from you.

Remember, your accident or illness doesn't have to happen at work - you might have been at home, on the road or even on holiday.

From April 2013, the way personal injury claims are funded will change. We urge you to act now before the new rules come into effect, as it could make all the difference.

If it wasn't your fault, we'll make sure you get the compensation you and your family deserve.

We'll ensure you're not fobbed off with just crumbs.
Call the **BFAWU Legal Helpline on 0333 321 2781**

Thompsons Solicitors is a trading name of Thompsons Solicitors LLP, Watkins & Gunn Solicitors, MWR Solicitors and Thompson Solicitors are regulated by the Solicitors Regulation Authority.



TRUST YOUR UNION SOLICITORS

Our specialist personal injury team at Watkins and Gunn have been winning accident claims for Bakers Union members in South Wales for over a quarter of a century. We have a fantastic relationship with them and always make sure that they receive a warm welcome - as well as a top quality service. BFAWU members should also take advantage of all of the other excellent Union Legal Services on offer for all of their legal problems.

Clive Thomas, Watkins & Gunn



Thompsons has been standing up for the injured or mistreated since Harry Thompson founded the firm in 1921. Our commitment to the trade union movement is second to none and we have been fighting for millions of people, winning landmark cases and securing key legal reforms for over 90 years.

We are proud to only ever act for working people, never for employers or the insurance industry; this is part of our ongoing commitment to you as trade union members.



We will continue to invest our specialist expertise into each and every case, regardless of how hard the Government or insurers try to make it to launch a claim. BFAWU members can trust their union legal service to fight for the maximum amount of compensation in the shortest possible time."

Julie Blackburn, Thompsons

As MWR, we have worked with union members for over 100 years. We have taken the step to become part of Walker Smith Way – another dedicated union specialist firm – because we believe it will offer a far stronger service to union members. It is essential that members get their advice, and are represented by experts with the knowledge of the field they work in. We remain committed to fighting for workers' rights above all else and in supporting the BFAWU in the first rate services they provide to their members.



Jane Booker, Walker Smith Way

Despite the government attacks on workers' access to justice, BFAWU are committed to giving a first class legal service to our members. This can only be done if we have a first class team of lawyers supporting us. We believe that the three companies listed above have a proven track record in defending the rights of our members when it comes to compensation claims for accidents at work or indeed pursuing employment rights issues when it has proved impossible to resolve them within the workplace. *'A first class legal service offered by a first class union.'*

Ronnie Draper
General Secretary BFAWU

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95th ANNUAL
CONFERENCE
June 9th – 13th
AT BRIDLINGTON**

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

WANT TO KNOW MORE?

BAKERS, FOOD & ALLIED WORKERS UNION

Head Office
Stanborough House, Great North Road, Stanborough,
Welwyn Garden City, Hertfordshire AL8 7TA

I, the undersigned, would like to know more about the benefits of membership of the above Union:

Name (Block letters)

Address

..... Postcode

Where at present employed

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.