

BAKERS
FOOD
AND ALLIED
WORKERS
UNION



FOODWORKER

SUMMER 2019



WORKERS MEMORIAL DAY
REMEMBRANCE
2019



**WORKERS MEMORIAL DAY
REMEMBRANCE
2019**

INSIDE THIS ISSUE:

Editor's Notes	2
National President	3
The Shrewsbury 24	5
Workers Memorial Day	6
Counterfire: the Levellers	8
Recognition Agreements	10

HEALTH & SAFETY

Accidents at Work Questionnaire	11
HSE Workplan Updates	12
McSTRIKE – end Sexual Harassment at McDonald's.	13
Learning Services New Admin/Learning Centre	14
Miners Lamp Award	15
GFTU Young Members Development Weekend	16
Greggs positions to fill	16
120 years of the GFTU	17
Learning Services, Fyffes	18
Learning Services, Tulip	19
Credit Union AGM	19
Contact Details	20

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EDITOR'S NOTES

**"who will be the best
candidate to appease
the dwindling 190,000
Conservative members and
the 330 Tory MPs' sick right
wing views?"**

Ronnie Draper @ronniebfawu

NORMALLY, MY SUMMER ARTICLE revolves slowly around Annual Conferences and the challenges that we face over those few days in Southport, but this year I will be addressing the massive challenges facing the country in the months to come.

The end of May

The day before writing, I like millions witnessed the crocodile tears of Theresa May as she announced her resignation as leader of the nasty party and sparked a feeding frenzy to become leader of and win the lion's share of what is left of the Tory carcass.

As far as May's tears are concerned there will be no sympathy coming from the keys of my laptop and I like millions of others will sneak a cheeky smile at her timely demise.

It not as if the resignation will bring any relief to the millions who have suffered under the heinous pressure of austerity which has been heaped upon the poorer in our society. There will be no relief from the poverty brought by the mistake that is Universal Credit and the homeless, those reliant on foodbanks, the disabled and the unemployed will see nothing to change the misery.

Runners and Riders

As if things couldn't get worse we are faced with witnessing the equivalent of a Tory beauty pageant to determine who will be the best candidate to appease the dwindling 190,000 Conservative members and the 330 Tory MPs' sick right wing views.

Even worse, once the choice is made we will have them inflicted upon the rest of the 66 million inhabitants of the UK as Prime Minister.

Will it be the serial liar *Boris Johnson* whose political career has been marked by calamity after calamity?

BoJo is the bookies' favourite to make this calamity worse but could it be *Dominic Raab*, whose claim to fame is that he negotiated a Brexit deal, resigned and then voted against the deal he had helped negotiate, only to change his mind and vote for deal the next time the vote came around. *Will they pick him for his decisiveness?*

***It not as if the resignation
will bring any relief to the
millions who have suffered
under the heinous pressure
of austerity***

Also Rans

Or will it be *Jeremy Hunt* who helped to ruin our NHS before moving to the Foreign Office to mess up the rest of the world? Could he mess up government more than he and his cabinet colleagues already have?

What can you say about *Esther McVey*, the car boot sale equivalent of Nigel Farage with the Cilla Black accent, whose right wing, bigoted views would make Genghis Khan look like a moderate?

What about *Rory Stewart* (the ex-Prisons Minister who was moved on by May before having to resign for not fixing the prison service) who said, "*there may be times when Jiminy Cricket would make a better leader than Pinocchio.*"

Personally, I believe Micky Mouse could do a better job than the rag, tag and bobtail outfit we have had for more than a decade. Throw into the mix the treacherous *Gove*, *Hancock* and a host of political never-have-beens and never-will-bes.

Steward's Enquiry

Now whittle them down to the last few and let a few thousand Tory members determine which of the clowns will run the circus.

Europe will be quaking in their boots, Trump will be casting his eye over his next puppet partner and the rest of us will carry on suffering the consequences.

Thank Goodness for Conference

Returning to an oasis of sanity, our 101st Annual Conference will take place in Southport, the seaside resort without the sea.

More than 200 delegates will gather to debate 112 motions covering a wide range of topics aimed at enhancing workers' rights, benefiting the society we live in or protecting our planet, changing opinions, changing rules and changing government.

We will listen to a number of guest speakers which is always a welcome break from the cut and thrust of debate and broadens all our horizons with experiences from political and non-political experts.

One of the highlights of Annual Conference is the presenting of awards to members who have gone above and beyond in the fields of organising, recruitment and health and safety. This year I want to make special mention of Brother **Chris McGill** (below) who has won our *National Union Learner Representative Award*, sponsored by Watkins and Gunn Solicitors.



Chris was also the winner of the Scottish TUC *Helen Dowie Award* as the top ULR in Scotland (our second winner after *Brother Willie Brennan* a few years ago). Chris, a talented musician, has promoted learning throughout his workplace, Warburton's, Bellshill, setting an example that lays down a benchmark for future learning strategies.

Congratulations to all our award winner and thanks to all our sponsors, but *above all, thanks to all our delegates* who make Conference such a special occasion.

Ronnie Draper
General Secretary



NATIONAL PRESIDENT IAN HODSON

"We wanted to leave the European Union because we saw it as a rampant, undemocratic corporatocracy that is completely at odds with the true socialism that a Trade Union should strive for"

BREXIT! BREXIT! BREXIT! That's all we hear from our political classes and the lame-stream media that attempts to socially engineer us. In the meantime, people are dying from the effects of government-inflicted austerity. Bodies are quite literally piling up on our streets, due to the housing crisis and people are committing suicide, due to cuts in welfare and loss of employment. If that wasn't bad enough, we get trolled by newspapers such as *The Times*, who trot out their *Annual Rich List* – a disgusting roster of wealthy individuals who, in many cases, have *doubled* and even *tripled* their wealth as a result of the biggest transfer of wealth from poorest to richest ever seen in this country in modern times.

"in actual fact, the BFAWU made no call to have a referendum in the first place"

Why won't they LISTEN?

The bottom line, is that with honourable exceptions, we have quite possibly the worst political class for generations. The issue of Brexit has given them an excuse to avoid their responsibilities when it comes to the serious matters affecting those on the front-line of life. Whether it's firefighters, the NHS, education, homelessness, workers' rights or poverty, their eyes are conveniently off the ball and the irony is that this is why vast swathes of the population voted to leave the EU in the first place.

For further proof, just look at the way voting went in the recent local elections. More and more people are waking up to the fact that beyond slogans and promises of 'jam tomorrow', our elected representatives just aren't listening and people are making their feelings known at the ballot box, either by way of spoiling their voting papers, voting for local, independent candidates or for parties who they believe have an anti-establishment vibe. This is a stark warning for those who purport to have the best interests of their constituents at heart. The warning signs are there and politicians will ignore them at their peril.

The people have spoken?

The approach taken by politicians and the media since the 2016 referendum has been truly lamentable. Anyone who voted to leave the EU has been labelled as some sort of bigoted idiot who didn't know what they were voting for.

Those who voted to remain are somehow characterised as being intelligent, inclusive, sophisticated human beings, who value the contribution of immigrants and know what they're talking about when it comes to international trade. It's pure Vaudeville. But there's a sinister tone to it all.

Those tried and trusted tactics of divide and rule still hold sway, as individuals such as the Primark Oswald Mosley – Tommy Robinson (*Stephen Yaxley-Lennon*) are thrust upon us – not in the interests of democracy, but to poison and split communities.

The simple power of Google

The likes of Nigel Farage, Jacob Rees-Mogg and others are also still wheeled out in the media for their self-interested 'insights'. Before anyone decides that these people are worth listening to or, God forbid, worth voting for, I'd encourage them to do a few minutes' simple research and to always *follow the money*. The internet really is your friend.

However, it isn't just the right-wing that we need to be aware of, we also need to avoid falling into the trap of believing people like the still-at-large international war criminal, Tony Blair, those pretending to be Labour Party politicians, *Change UK*, the Lib-Dems and others whose role it is to fully support the establishment and provide the illusion of political 'opposition'. These people are charlatans and actors, who like the aforementioned Farage and Rees-Mogg, can be easily exposed by a bit of research.

To stay or not to stay

With regard to the wretched Brexit issue itself, the BFAWU supported *leaving* the European Union – not because we are racists, not because we support Nigel Farage and certainly not because we're thick.

We wanted to leave the European Union because we saw it as a rampant, undemocratic corporatocracy that is completely at odds with the true socialism that a Trade Union should strive for in terms of re-distribution of wealth and public ownership.

However, in actual fact, the BFAWU made no call to have a referendum in the first place. As a Union representing people working in the food industry, we had enough on our hands with zero hours contracts, agency labour, attacks on terms and conditions and other serious matters.

The EU referendum was brought about by David Cameron to end internal Tory Party squabbles and to destroy UKIP in the process. The 'will of the people' never came into it – not for our class anyway. ***We were just left with the fall-out.***

Together we are Stronger!

Collectivism is at the very heart of successful Trade Unionism. Whether that's negotiating for better pay and conditions, taking action against an employer or just working together in our teams and departments at bakeries and sites all over the country, we get nowhere on our own.

It isn't just Trade Unionism though. Look at the communities who come together and see off fracking companies, or groups of local people who stand together to stop a neighbour being evicted. People can be an awesome, immovable force when mobilise. We should never let ourselves be cowed or divided and we should ignore those who try to convince us that collectivism doesn't work.

The elites know fine well where the real power lies, which is why they spend so much time and effort trying to undermine and suppress us. The lone soldier who defeats all the bad guys on his own is just for Hollywood. Leave it there.

From your lips to Jeremy's ear

For years, the BFAWU has campaigned for the end of zero hours contracts, a minimum wage of £10 per hour and the abolition of youth rates. We've often been the only Union to fight for these things.

However, all that tireless campaigning is starting to bear fruit, as the Labour leader, Jeremy Corbyn has recently announced that the next Labour government will deliver these perfectly reasonable demands.

Who's laughing now?

This will hopefully bring about a level of equality, not seen on these shores for decades. This is an achievement that we should be proud of. Despite name-calling and accusations of having 'lost the plot', it now turns out that the BFAWU were visionaries after all!

It should come as no surprise; our members show that they are fully tuned in to the reality of life every day and with our Annual Conference on the horizon, I'm sure that the many motions up for debate will stimulate their grey cells, get conversation going and will ultimately lead to even more progressive policies and ideas for our Union to drive forward.

If you're attending Conference this year or are attending for the first time, enjoy the experience and come say hello.

I'd like to thank all our clerical staff for their continued hard work, ensuring that our Union functions, our full time officers for their dedication and commitment and to all our activists and members who are not only the life-blood of our organisation, but also the torch-bearers of what we stand for.

Solidarity!

**Ian Hodson
National President**



THE SHREWSBURY 24



Shrewsbury 24 succeeds in judicial review against Criminal Cases Review Commission

MAY DAY THIS YEAR was a memorable day for the **Shrewsbury 24 Campaign**. We were able to announce to our affiliates and supporters that we had just won an important victory in our long struggle to overturn the convictions of the building workers who were tried in 1973/74 for picketing during the national strike.

On Tuesday 30 April 2019, halfway through the Judicial Review hearing in the Birmingham Administrative Court, the CCRC conceded the case. It agreed to reconsider the referral of the convictions of the pickets to the Court of Appeal. The pickets had asked the CCRC to refer their convictions on two main grounds:

- 1 Recently discovered evidence that original witness statements had been destroyed, a fact not disclosed to the defence.
- 2 The broadcast of a highly prejudicial TV documentary during the first trial, *'Red under the Bed'*, the contents of which was contributed to by a covert agency within the Foreign Office known as the 'Information Research Department'.

After considering the case and all the evidence submitted by the Campaign since 2012, the CCRC had steadfastly refused to make that referral.

Four of those pickets, *Nick Warren* (for his late father *Des*), *John McKinsie Jones*, *Michael Pierce* and *Terry Renshaw*, together with the Campaign, would not be bowed by this decision and bravely pursued judicial review of the CCRC.

The CCRC defended the proceedings until the day of the hearing. Then, whilst the Campaign's QC was midway through his submissions, the CCRC conceded the case, without raising any arguments against the pickets' case.

On the train home from Birmingham that evening it was my great privilege to be able to contact those pickets not able to travel to court to inform them of the news. They were all overjoyed at the remarkable result. I was also able to inform them that I had just spoken with **Jeremy Corbyn**, who has supported the Campaign for many years, and who wanted to convey his congratulations and best wishes to them all.

This is a magnificent success. We are one step nearer to achieving our goal of justice for the pickets. It has been a very long 13 years since the Campaign was established in 2006, following the premature death of the lead picket *Des Warren* who was jailed for three years in 1973. We have never given up the fight for justice for all the Shrewsbury 24 pickets. The result is a testament to the Campaign and the support of the trade unions and Labour Party to whom we are extremely grateful.

Eileen Turnbull
Researcher and Secretary
Shrewsbury 24 Campaign

www.shrewsbury24campaign.org.uk



WORKERS MEMORIAL DAY



WORKERS MEMORIAL DAY takes place across the UK and the world on the 28th April every year to commemorate those who are killed at work and to demand safer workplaces for all people. *Work should enhance life, not end it.*

This year's theme was **Dangerous Substances**. This focus is welcome because it reinforces the message that it is not just accidents that kill workers.

Far more people die from occupational diseases caused by exposure to substances like asbestos, silica and diesel exhaust than from injuries caused at work.

The TUC estimates that over 20,000 people die prematurely as a result of workplace cancers, lung diseases, and heart conditions caused by work. Over 5,000 of these deaths were a result of just one substance alone – *asbestos*. That compares to 144 killed immediately at work last year.

Despite the huge death toll from occupational diseases such as cancers, traditionally Health and Safety has concentrated on preventing the immediate injuries. That is why it was decided to use the day to highlight the need to stop exposures that can lead to these diseases developing, *often many years after they have stopped using the substance*.

Far too many people work all their lives and then, when looking forward to a long retirement, find they have developed a cancer or other disease that could, and far too often does, kill them. These deaths are just as preventable, and just as tragic as those more visible fatalities that happen in the workplace or on the road.

And those diseases are not a thing of the past. Even today, millions of workers are being exposed to carcinogens at work because of the negligence of employers and the failures of the systems of regulation and enforcement.

Asbestos is still found in hundreds of thousands of workplaces, often hidden and forgotten about until someone drills into it. Millions of workers are still exposed to diesel exhaust and silica. Yet most workers have no idea what chemicals they are breathing in, or getting all over their skin, because their employer has no system for surveillance.

It's shameful that so many are killed at work

According to the International Labour Organisation (ILO) more than 2.3 million workers die every year as a result of occupational accidents or work-related diseases. To put this number in perspective, across the world 167,000 people died in armed conflicts in 2015, according to the latest edition of the *IJSS Armed Conflict Survey*. In addition to this astounding number, each year **313 million** accidents occur on the job resulting in extended absences from work.

The ILO estimates that the annual cost to the global economy from accidents and work-related diseases alone is a staggering \$3 trillion. Moreover, a recent report suggests the world's 3.2 billion workers are increasingly unwell, with the vast majority facing significant economic insecurity: 77% work in part-time, temporary, 'vulnerable' or unpaid jobs.

John Owens





All images from Workers Memorial Day in Preston 2019



REMEMBER THE DEAD AND FIGHT FOR THE LIVING

COUNTERFIRE: IN THE SPIRIT OF THE L

ON 17 MAY 1649 over three hundred Leveller soldiers were jailed in the church at Burford. Their 'offence' was to organise and campaign for radical ideas, for the principles of the English Revolution, and for taking a stand against what they saw as the betrayal, by Oliver Cromwell, of those principles.

On Cromwell's orders three of their number – *Private Church, Corporal Perkins* and *Cornett Thompson* – were taken outside to the churchyard and shot. It took 330 years for the significance of the Levellers movement to be recognised with an annual day of commemoration for those executed at Burford, and celebration of their radical ideas and influence.



Who or what were 'The Levellers'?

The Levellers believed in democracy, equality, free speech, religious freedom and human rights, summed up by their belief that *'all degrees of men should be levelled and an equality should be established'*.

As one of the Leveller leaders, Colonel Thomas Rainsborough, said during the Putney Debates of 1647: *"The poorest he that is in England hath a life to live as the greatest he... I think it's clear, that every man that is to live under a government ought first by his own consent to put himself under that government; and I do think that the poorest man in England is not at all bound in a strict sense to that government that he hath not had a voice to put himself under."*

The movement demanded universal state schools and hospitals to be provided at public expense, three centuries before our welfare state was established.



The Putney Debates, 1647
(contemporary plate)

They called for a democratic republic, and a reformed House of Commons – one that represented the people, and not the vested interests of the ruling classes – over 100 years before such ideals emerged during the French and American revolutions, and two centuries before the Chartists reprised a number of the Leveller demands.

Their equivalent of social media was writing and distributing numerous pamphlets through their active network of branches, inside and outside the army, and mobilising around petitions which they presented to Parliament. Women were active in the movement and published pamphlets in their own names – unheard of up to that time.

Annual Commemoration

In 1974, the Workers' Education Association (WEA) Oxford Industrial Branch reclaimed this piece of history that seemed to be missing from public consciousness, by holding a meeting in Burford in remembrance of the Leveller soldiers executed there.

Tony Benn was also instrumental in establishing this annual commemoration, spoke regularly at the event and wrote about the ongoing significance of the Levellers:

"They believed in the sovereignty of the people, were passionate in their commitment to religious toleration and succeeded in establishing democratic control of the military, at one stage, through their representatives who became known as Agitators."

Since 1974, the event has been through high and lows due to logistical challenges, the attitude of the local (Tory) council and even the excuse of a Royal Wedding in 2018 to attempt to stop hundreds of socialists marching in memory of republicans. With delicious irony, this drew a large attendance determined to celebrate our radical history with a particularly enjoyable snub to the establishment.

History, song and music

During the course of a day of political debate, radical history, song and music, we also remember the *Diggers* or 'True Levellers', whose leader Gerrard Winstanley declared in April 1649: *"In the beginning of Time, the great Creator Reason made the Earth to be a Common Treasury but not one word was spoken in the beginning that one branch of mankind should rule over another."* This sentiment is echoed in Clause IV of the Labour Party Constitution and celebrated by Leon Rosselson in his 1975 song "The World Turned Upside Down".

Music is an important part of the day, this year the crowds joined in with local choirs, the *Sea Green Singers* and *Didcot Red Kites*, performing in the churchyard and sending us off on the procession to the words of the *Internationale*.



Music was an important part of the day

The march was led by **Attila the Stockbroker** and his band '**Barnstormer 1649**' who also finished the event with a performance of their new album, *Restoration Tragedy* – including songs about key battles in the Civil War and characters in the radical movement.

LEVELLERS – EDUCATE, AGITATE, ORGANISE

Speakers included **Ian Hodson**, National President of the Bakers Union, who drew comparisons between our struggles and aims today with those of the radical movements in the 1640s in a deeply divided society. Describing Nigel Farage and Stephen Yaxley-Lennon as the '*Primark Oswald Mosleys*' of the 2019 European elections,



Ian reminded us that the reasons why they are here in our communities is to keep us divided. *"They are the promoters and security blanket for the status quo – they don't represent the working class."*

Political education can take place on many levels. Ian went on:

"It's not talking to you today that's important, it's what you do when you go out of here, it's when you go to the shopping centres and explain to people that actually we don't have to have a society where they shut down libraries, a community where schools suffer from cuts – we can have a better society than that but you must tell them on the bus, when you pick your children up from the school yard to enlighten people and make them aware of the importance of being involved in the political system."

"There are more of us than there are of them, the problem is that they recognise their strength is keeping us in our place... Our strength comes from recognising that we win when we stand together – our history shows that."

www.youtube.be/8VjLE9WQKqo

The following day, **Ciaran Walsh**, Radical Labour Historian and Performer, held one of his Oxford Walking Tours – with an extended section on the Civil War, the English Revolution and the Levellers, Diggers and Ranters.

Thanks to a number of organisations that focus on keeping the Leveller flame burning brightly, an increasing number of books being published about their historic significance, events including *Levellers'*



Organiser **Cathy Augustine** introducing a panel session

Day in Burford, commemorations in Oxford, the *Wigan Diggers Festival* and the support of Trades Councils and TUs, the radical movements of the English Revolution are starting to receive the attention they have long deserved.

John Rees, historian, broadcaster, political campaigner and writer, is co-author of *A People's History of London* and author of *The Leveller Revolution* and *Timelines: A Political History of the Modern World*, as well as National Officer of the Stop the War Coalition and founding member of Counterfire.



John is a regular speaker at Levellers' Day, and instrumental in ensuring its continued place in our socialist calendar, building it into a festival for the many – to take inspiration from our socialist tradition and translate this into 21st century activism.



ATTILA THE STOCKBROKER is a punk poet, multi-instrumentalist musician and songwriter. He performs solo and as the leader of the band *Barnstormer*, who combine early music and punk.

He describes himself as a *"sharp tongued, high energy, social surrealist poet and songwriter."* He has also been called a *modern day Ranter!*

In 2018 Attila, who has always been interested in the history of the radical movements spawned in the aftermath of the English Civil War, wrote and recorded an album, *Restoration Tragedy*, on that theme, combining early music and punk.

He changed the name of the band to **Barnstormer 1649** (the year of Charles 1st's execution and the revolutionary uprisings by the Levellers and Diggers).



7th September
Wigan Diggers festival

www.facebook.com/WiganDiggersFestival/

18th September

Oxford commemoration of two Leveller private soldiers executed for their part in a second mutiny of the New Model Army's Oxford garrison – organised by SERTUC.

RECOGNITION AGREEMENTS

COFRESH RECOGNISES THE VALUE OF UNION AGREEMENT

COFRESH WAS ESTABLISHED in the UK in 1974. The business remains under family ownership.

The company is prepared to invest significantly in people, products, facilities, product category development and branded marketing in order to achieve its stretching growth targets.

Today Cofresh signed a *voluntary recognition agreement* with BFAWU. Both sides are looking forward to the future relationship and are committed to deliver the best service not only to BFAWU members on site, but also all the other employees of the Company.

This approach is a good example of an employer recognising the value of the agreement signed with BFAWU.

**Lukasz Bemka
Region 3**

Top: George Atwall shakes hands with Priyesh Patel (Managing Director, Cofresh) to seal the Recognition Agreement

Below: Rashmita Patel (HR), Varinder Mian (HR Director), Priyesh Patel, George Atwall, Jit Singh (BFAWU) and Nirpal Kulair (HR Consultant)



Lukasz Bemka, George Atwall, Chadi Mousa (Director of HR and Talent) and Melanie Osbourne (Multi-Site HR Manager)

AGREEMENT FINALLY SIGNED AT WEALMOOR, ATHERSTONE

AFTER A LENGTHY PROCESS involving ACAS, BFAWU signed the Recognition Agreement with **Wealmoor**, Atherstone.

Taking into consideration that the ballot results (88.04% of employees in favour of recognising the Bakers Food and Allied Workers Union) were announced on 4th of April 2018, it took 11 months of negotiation to reach the agreement protecting the rights of our membership.

We are looking forward to working closely with the company to secure a better future for our members. The first round of pay talks has already started.

Solidarity!

**Lukasz Bemka
Region 3**



ACCIDENTS AT WORK QUESTIONNAIRE

At CONFERENCE, WE ARE ASKING all branches to help with our understanding of how employers treat our members when it comes to accidents in the workplace. We have recently highlighted the impact of the changes to RIDDOR to the HSE and pointed out some of the under-reporting that has occurred in some workplaces.

We referred cases such as offering to find those injured at work alternative roles or, in some cases, to sit in the canteen so the Employer can [wrongly] claim that it's not a reportable accident. Even if you're not attending this year's Conference, we still need your views and we have produced a questionnaire to assist us.



ACCIDENTS AT WORK

Introduction
 At Conference, we are asking all branches to help with understanding how employers treat our members when it comes to accidents in the workplace. We have recently highlighted the impact of the changes to RIDDOR to the HSE and pointed out some of the underreporting that has occurred in some workplaces – cases such as offering to find those injured at work alternative roles or, in some cases, to sit in the canteen so the Employer can [wrongly] claim that it's not a reportable accident. Even if you're not attending this year's Conference, we still need your views.

Please complete the following brief questionnaire to assist us in understanding how your employer deals with incidents and accident that happen both in and outside your workplace.

- Do you have a company sick policy?
 Yes
 No
- Does your sick pay policy guarantee full pay or less? Please provide a brief overview.
- Does your company sick policy cover accidents that happen in the workplace?
 Yes
 No
 'Only if you meet a certain criteria'
- Does your company sick policy cover accidents that occur outside the workplace?
 Yes
 No
 'Only if you meet a certain criteria'
- If an accident occurs in the workplace and there is a need to be transported to hospital is the injured person accompanied?
 Yes
 No
 Sometimes
 Please provide a brief overview of the person who would accompany an injured person.

- If your accident is considered a reportable accident in line with RIDDOR, does your employer:
 - Always report and keep a record
 - Sometimes report and keep a record
 - Find alternative employment to avoid reporting
 - "Accidents happen but we still display a notice claiming no accidents have occurred".
- If an accident occurs *in* the workplace does the injured person:
 - Always get offered alternative employment
 - Depends on type of injury
 - Never gets offered alternative employment
- If an accident occurs *outside* the workplace does the injured person:
 - Always get offered alternative employment
 - Depends on type of injury
 - Never gets offered alternative employment

Returning to Work Assistance

- Does a person injured *in* the workplace receive additional support by the employer – for example, paid medical care (such as physio) to speed up recovery?
 Yes No Sometimes
- Does a person injured *outside* the workplace receive additional support by the employer – for example, paid medical care (such as physio) to speed up recovery?
 Yes No Sometimes

Reporting Procedures

- Would an accident at work be investigated and would a safety representative be involved in the investigation?
 Yes No Sometimes

Do safety representatives conduct regular workplace inspections?
 Yes No Sometimes

Is there a noticeable difference in how your employer treats accident in the workplace to other accidents or illnesses?
 Please provide a brief overview.

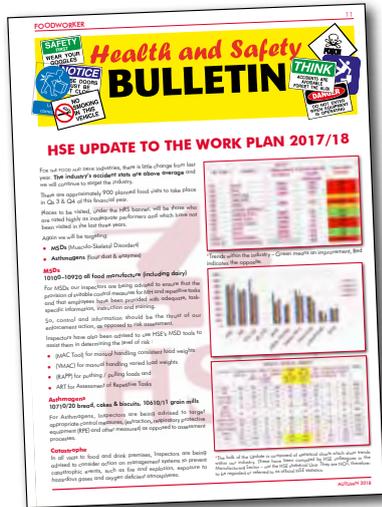
Completed, please return to: **FAO: Ian Hodson, FREEPOST RTKG-RJRE-CJAT, Stanborough House**
 Great North Road, WELWYN GARDEN CITY, AL8 7BR
 and mail to: **ian.hodson@bfawu.org**

What the BFAWU do with the information?
 Information will be shared with HSE and other interested organisations to help improve our support in the workplace. We will not provide any information to outside organisations that identify individuals or employers.

Questionnaires are available from Ian Hodson: ian.hodson@bfawu.org

HSE WORKPLAN 2019/2020 UPDATES

THE HEALTH AND SAFETY EXECUTIVE WORKPLAN for 2019/2020 has now been updated. You'll remember that we showed the last round of updates in our Foodworker Autumn 2018 issue.



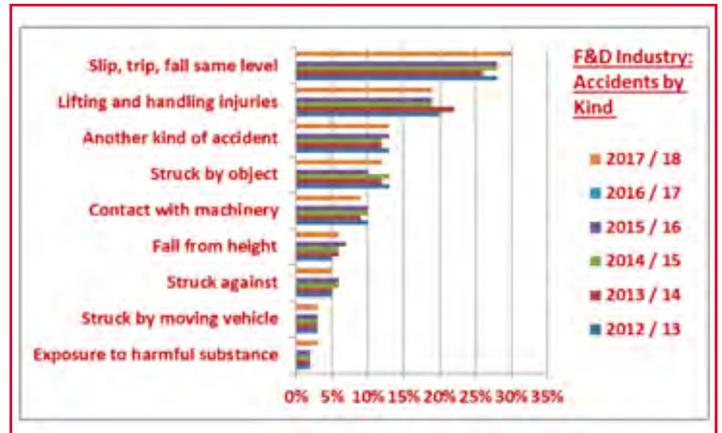
2017/18											
Sic Code	Industry	Contact with machinery	Struck by object	Struck by moving vehicle	Struck against	Lifting and handling injuries	Slip, trip, fall same level	Fall from height	Exposure to harmful substance	Another kind of accident	Total
101	meat	37	109	14	36	140	240	42	20	109	857
102	fish	28	10	3	10	31	42	8	11	15	148
103	fruit, veg	27	52	22	13	60	95	23	11	44	337
104	oils, fats	3				3	6	1		2	15
105	dairy	9	16	3	2	41	84	10	12	20	204
106	grains, starches	11	6	3	4	15	20	7	1	9	78
107	bakery, flour	79	88	12	40	153	231	37	7	50	668
108	other food	51	93	20	37	156	229	48	23	93	753
109	animal feeds	8	7	3	4	8	11	7		10	56
10	food	300	387	82	151	570	508	184	65	417	3134
11	beverages	11	16	7	13	70	70	30	11	38	264
105.11	Total	311	453	89	164	645	1028	214	66	483	3386
105.11	Percentage	9%	12%	2%	5%	19%	30%	6%	2%	13%	100%

Food and Drink Industry Stats 2017/2018 – RIDDOR ACCIDENTS BY KIND

The following areas have been updated with information of special interest to our members:

- Food and Drink Sector Statistics 2017/2018
- Food and Drink Sector Prosecutions 2018/2019

Statistics



Food and Drink Industry Stats 2012 – 2018 – RIDDOR ACCIDENTS BY KIND (TRENDS)

2017 / 18			
Sic Code	Industry	Injury Rates per 100,000 employees	Trend with 2016 / 17
101	meat	1571	8%
102	fish	1243	7%
103	fruit, veg	1267	11%
104	oils, fats		
105	dairy	953	8%
106	grains, starches	724	
107	bakery, flour	1307	9%
108	other food	759	7%
109	animal feeds	300	19%
11	drink	494	1%
10	food	1068	10%
10 & 11	food & drink	960	11%
10 to 33	manufacturing	463	1%

Food and Drink Industry Stats 2017/2018 – INJURY RATES FROM RIDDORS

Inspections and Prosecutions



Food and Drink Industry Stats 2014 – 2018 – INJURY RATES (TRENDS) FROM RIDDORS

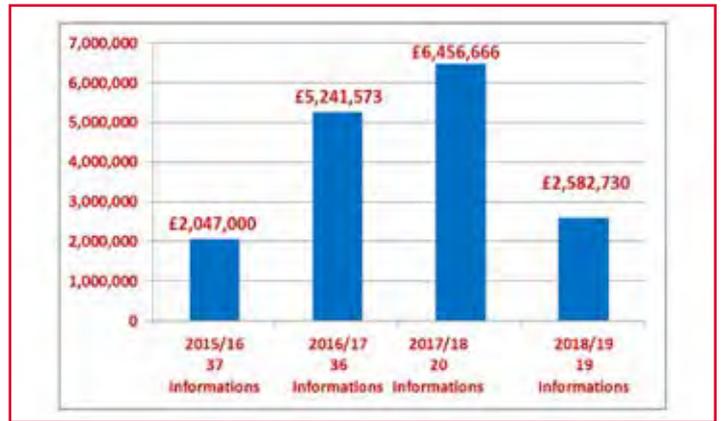
Material Breach Rates												
	101 Meat	102 Fish	103 Fruit, Veg	104 Veg, Oil, Fat	105 Dairy	106 Grain	107 Bakery	108 Other food	109 Animal Feed	11 Drinks	Average MB Rate	Total Inspections
2015-16	42	44	47	33	40	53	45	44	52	34	44	750
2016-17	40	35	41	14	37	37	58	42	46	35	44	1264
2017-18 (April to March)	34	44	32	67	43	53	46	40	38	29	39	656
2018-19 (April to Feb)	44	37	40	25	32	47	55	44	46	38	45	284

FOD Inspections 2015 – 2018 – MATERIAL BREACH RATES

NOTE: The statistics in this presentation have been prepared by colleagues in HSE's Manufacturing Sector. They have not been prepared or are endorsed by HSE Statistics Unit. They are therefore NOT official HSE statistics and should NOT be referred to/used as such.

Year	Reason	101 meat	102 fish	103 veg. fruit	105 dairy	106 grain mills	107 bakery	108 other food	109 animal feed	11 drink	Totals	Fines
	Machinery	5					1				6	
	Transport	1		1	1	1					4	
	COSHH						1	1			2	
01.04.18 to 28.02.19	Fall from height	2		1	1		1				5	£2,582,730 (ranging from £0 to £866,650)
	Scalding				1						1	
	Legionella									1	1	
	TOTAL	8	2	3	3	1	3	1	1	1	19	

FOD Visits and Enforcement Actions 2018– 2019 – PROSECUTIONS



FOD Visits and Enforcement Actions 2018– 2019 – F&D SECTOR PROSECUTIONS

HSE Action Plan

The industry’s accident stats are **above average** and we will continue to target the industry.

- There are approximately 850 planned food visits to take place in Qs 2 of this financial year.
- Places that will be visited under the HRS banner will be those who are rated high as *inadequate performers* and have not been visited in 3 last years.

Again we will be targeting **MSDs** and **Asthmagens** (flour dust & enzymes). Control and information should be the thrust of our enforcement action, as opposed to risk assessment.

Inspectors have also been advised to use HSE’s **MSD** tools to assist them in determining the level of risk.

Likewise for **Asthmagens**: Inspectors are being advised to target appropriate control measures, (extraction, respiratory protective equipment [RPE] and other measures) as opposed to assessment processes.

In all visits to food and drink premises, Inspectors are being advised to consider action on management systems to prevent catastrophic events – such as fire & explosion, exposure to hazardous gases and oxygen deficient atmospheres.

MCSTRIKE SAYS 'METOO'

A UK MCDONALD’S WORKER, **Christine Hayes** from South London, has travelled to the US to call out McDonald’s culture of sexual harassment and stand up for UK McDonald’s workers who face sexual harassment. She will join other workers who have been victims of sexual harassment whilst working at McDonald’s in a protest outside the global company’s HQ on Tuesday 21st May.



Her actions will launch a new phase in the **McStrike** campaign to tackle sexual harassment in stores. Christine is a member of the Bakers’, Food and Allied Workers’ Union [**BFAWU**] whose **McStrike** campaign has seen McDonald’s workers strike for the first time in the UK calling for £10 an hour, guaranteed hours, and for a union. **Ian Hodson**, President of the BFAWU said:

My message to all McDonald’s workers who like me have suffered sexual harassment is that we believe you and we are on your side. By coming together in a union we can have the power to create change in our working environment. It’s time to say 'No More' to sexual harassment.

“Our union has been speaking to workers in McDonald’s up and down the UK, they are telling us that sexual harassment is common-place. Complaints get swept under the carpet and workers are often victimised for raising these issues. McDonald’s deals with sexual harassment by moving abusive managers from one store to another. Workers are paid compensation on the condition they sign non-disclosure agreements to ensure the issue stays hidden.”

Nobody should have to go to work and be told to 'put up' with sexual harassment or be told 'you better have evidence' by their manager like I was. I'm going to McDonald's HQ because I want them to recognise they have a problem and act to solve it. I don't want anyone to experience what I went through. It's the least you can expect that when you go to work you are safe."

Christine Hayes, 30, a McDonald’s worker from South London who suffered sexual harassment said:

Footnote:

US McDonald’s workers in the **Fight for \$15 and a union** campaign have raised the issue of sexual harassment in their stores for over three years. They have spoken out, filed complaints and gone on strike over the issue. The end of 2018 also saw women in the Fight for \$15 movement demonstrating in 10 US cities over sexual harassment in the workplace – *the first known US strike over sexual harassment in over 100 years.*

“I am in the US to stand with other McDonald’s workers to challenge the culture of sexual harassment that exists in McDonald’s. It’s time for McDonald’s to stop ignoring this problem and act.

GRAND OPENING



THE ENGLISH PROJECT is proud to welcome you all to our new offices and Learning Centre.

We now occupy Arthur Scargill's old office in the magnificent NUM Building in the centre of Barnsley. The entire building has a very proud trade union history and is filled with iconic miner's banners and other historical artefacts going back to the 1800s.

On the 23rd of May we official opened our door to welcome people to use our Community Learning Centre.



If you would like to know more about the learning opportunities available, please feel free to contact us:

web: www.data2day.co.uk

mail: bfawuls@bfawu.org

Facebook: [BFAWU Learning Services](#)

Twitter: [BFAWULS](#)

The space needed a lot of love and attention and the team worked hard to make it into the welcoming, warm space we have now.



FROM THIS...



...TO THIS



MINERS LAMP AWARD

ON 30TH APRIL, I was invited to make a presentation to a couple of our activists who were part of a history-making team of workers from Brighthelm and Telegraph and Posthouse Wetherspoons.

Jess and James, young Wetherspoons strikers from Brighton, were awarded the **Miners Lamp Award** by Brighton Trades Council for the courageous action taken in 2018 against this major pub chain.

This heroic strike action resulted in **Tim Martin**, the company owner, bringing forward the wage award to all Wetherspoons workers **by 8 months**. These brave workers made history and, in doing so, benefited thousands of low-paid workers – setting an example to young people everywhere that joining a campaigning trade union benefits them *all*.

Ronnie Draper



Ronnie presents Jess and James with their Miners Lamp Award

ATTENTION YOUNG MEMBERS

GFTU Young Member's Development Weekend 22-24th November 2019

THE WEEKEND SEES the picturesque **Quorn Grange Hotel** in Quorn, Loughborough, open its doors to young trade unionists for an event full of inspiration, opportunity, education and networking, a real chance for young members across the movement to *develop their skills, extend their knowledge and create links with other trade unions.*

The weekend is perfect for our young members – from those who are fairly new who want to find out a bit more about the union movement, to those who are more experienced and active in the union and those who want to connect with other young members from different unions and fill in gaps to their knowledge.

This is an annual event and each year we have success stories of members coming along to dip their toe into the relatively unknown and leaving hungry to be actively involved in their union whether in their workplace, region or nationally. In previous years we've had members attend the event, which has started them on a journey that has seen them progress into paid trade union officials and prospective MPs.

It's a weekend where members can meet others like them from different unions, share their experiences, realise they aren't alone in facing the issues they do at work and understand that collectively they are stronger not only to make a difference in their jobs but actually within the trade union movement too.



The event covers everything from introducing trade unions, the history of the movement, employment rights, campaigning in different forms, politics, media and economics as well as looking at what happens internationally!

The weekend has been organised by young people for young people, a few years ago the GFTU recognised that something different was needed to attract young people into the movement, something that didn't revolve around motions and formal conferences as that can be daunting for any first time attendee! But something that was welcoming, educational and enjoyable.

The development weekend is designed to encourage young people to be active in the movement give them the confidence and the tools to do so whilst validating their knowledge and experiences.

Travel expenses, accommodation costs and food are all covered. You will need to fill in a GFTU application form to attend. For more information please contact:
sarah.woolley@bfawu.org



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Otherwise, please contact
sarah.woolley@bfawu.org
...she'll point you in the right direction.
The union will provide all the training you will need to fulfil the role

Can you help us?



Always Fresh. Always Tasty.

We are looking for
Shop Stewards
nationally within Greggs shops.

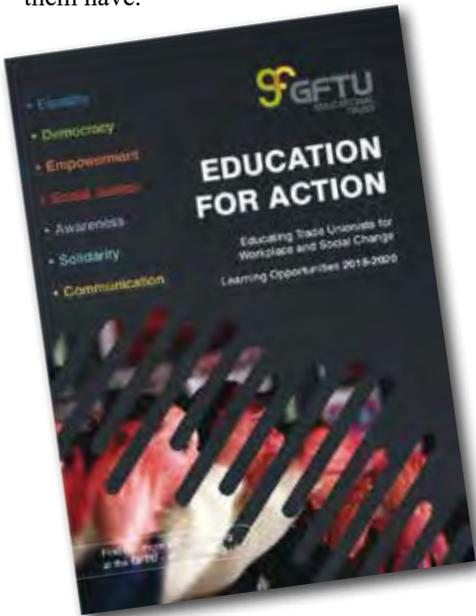
If you're a member and interested in helping other members have a voice then please contact your local shop steward, branch secretary or full time official – their details can be found on the back office under *people*.

Otherwise, please contact
sarah.woolley@bfawu.org
...she'll point you in the right direction.
The union will provide all the training you will need to fulfil the role

120 YEARS OF THE GFTU!

2019 MARKS THE 120TH YEAR of the GFTU, and there have certainly been a few changes since **Mr WJ Davis** chaired the first General Council meeting in London back in 1899!

A lot of work has also happened since the 2017 BGCM held in Stratford upon Avon, and whilst not all of the motions from then have been fully implemented, most of them have.



First amongst these was the launch of the biggest ever educational booklet – ***Education for Action!***

Building work has also begun in order to extend *Quorn Grange Hotel*, moving the GFTU offices into the old nursery building (complete with two, top of the range classrooms) and to build 10 houses. Whilst the project wasn't finished in time to hold the BGCM at Quorn Grange, this gave us the opportunity to return to London where it all began.

We spent much of Sunday afternoon discussing *education* – hearing presentations from **Ruskin** and **Northern Colleges** about the courses they run, from **Professor Keith Gildart** and **Edda Nicolson** about the research work they are doing around the History of the GFTU and the Mining Industry. **Mike Seal** from **Newman University** covered the last GFTU book and the Level 7 courses available and I spoke about the GFTU *Young Members Development Weekend* being held at Quorn Grange Hotel 22–24th November 2019 – please get in touch for more information! – and the Level 4 *Train the Trainers* course being run with **Leeds Beckett University**.

Monday morning covered the international work of the GFTU, starting with a report from the educational trip to Poland in 2018 and a summary of the 2019 international peace delegation to Imrali in Turkey where **Abdullah Ocalan**, leader of the Kurdish people, is imprisoned in solitary confinement.

Mr Osman Baydemir addressed the conference about the situation in Turkey for the Kurdish community. A mayor in his home town, a Kurdish HDP MP and a human rights lawyer for over 10 years, **Osman** has been exiled from his country with trumped-up charges meaning he has had to leave his life behind. It has not, however, deterred him from speaking out about the appalling treatment of **Ocalan** and other Kurdish people at the hands of the undemocratic, fascist Turkish government.

Larry Elliott spoke to us about the British economy pointing out three key points of recent history:

- 1979, *the Winter of Discontent*
- The great financial crisis and recession in 2009, and
- The EU referendum in 2016.

He pointed out that over the last 40 years we have experienced a recession every 10 years or so (1974/75, 1980/81, 1990/91 and the 2000s) finishing by saying that we are definitely due another, but he was unsure how Britain would cope with it in the state we are in currently

Cat Smith MP, Shadow Minister for Youth Affairs, joined us Monday afternoon to talk to us about Young People and the future of the Youth Service

She let us know that the Labour party wants to build a nation for young people which includes a Statutory Youth Service with a sustainable funding model. The ***Shout Out*** project, formed by **John McDonnell's** office, also gave us a detailed update on the work to politicise young people – 10 schools have taken on the project so far and they suggested that unions sponsor schools to enable them to take part and reach out to more young people. It is vital that our young people have access to political literacy and the project encourages students to set up their own union in the school to negotiate with the senior leadership team.

The afternoon finished with **Geoff Thompson, MBE**, talking about his experiences and work on developing a *Youth Charter for Sport*.

On Monday evening we went across to Portcullis House for a Parliamentary reception with **John McDonnell** and **Jeremy Corbyn** where we launched '***The Many, not the Few***' an illustrated history of Britain shaped by the people.

We woke up Tuesday morning to the news of **Tata Steel** being at risk of going into administration. The General Secretary of the Community Union spoke to us about the impact on more than just their members and the steel industry, but on UK manufacturing as a whole.

Dave Ward, CWU General Secretary joined us later to discuss a new deal for workers. 75% of workers are not in a union at a time when we need unions more than ever we are in a weak position! ***Insecure work is rising – as is inequality.***



photo kind permission of **Ade Marsh Photography**

We have two options going forward – we could allow amazon et al to gain more power and dictate the world of work OR we could decide to do something about it collectively.

We shouldn't be fighting between ourselves to organise the same group of workers, but must look at organising the **75% of non-union workers** together – as we have at the BFAWU with the *fast food campaign*.

The motions passed were varied Key ones for us as a union were;

- **Motion 3** – our own (BFAWU) asking the GFTU to establish a training programme for *environmental reps*.
- **Motion 4** – from Community Union – asking the GFTU to support campaigns to *improve mental health provision*, training and attitudes in the workplace
- **Motion 3** –from Napo – covering initiatives against *domestic violence*, asking to work to see the Bill around such initiatives being passed, including making *stalking* a criminal offence
- **Motion 13** – from TSSA – asking the GFTU to drive programmes delivering *menopause policies in the workplace*.



- **Motion 14** – Voice (the union for educational professionals) – asking the GFTU to prepare a toolkit to help reps fight against **disability hate crime**.

The BGCM closed by welcoming the new President, **Osher Williams** (from the PFA) and the new Vice President, our own **Ronnie Draper**. I'm looking forward to seeing the work they do over the next two years to keep the GFTU moving forward.

Sarah Woolley
BFAWU delegate to BGCM



FYFFES, COVENTRY

LUKASZ BEMKA, REGION 3 FTO, asked me to contact Mike Cartledge at **Fyffes** warehouses in Coventry about learning. We had a meeting with Mike and explained what we could do and the steps we would take to achieve the aims of setting up the courses. There is a large European workforce on site and Mike wanted to upskill his staff, giving them an opportunity to improve their English skills by bringing classes on site within work hours.

Lukasz and I ran a series of *learning promotion days* and we were inundated with willing participants who filled in the on-line LNA. A total of 64 people came forward to register their interest. Over a couple of weeks we did assessments in English and Maths collecting the results which we took back to management. **Lee Kirton**, the Workskills manager from Chesterfield College, came to a meeting with Mike and ourselves at the beginning of April and it was proposed we started with those who needed the help most of all.

A list of names was compiled for the first class and, on the 18th April, **Sally Lowndes** (Functional English tutor), and myself went to Fyffes to enrol people for the course, scheduled to start on the 15th May. Mike took us round the factory and Sally looked at the workplace signs and procedures so these could be incorporated into the lessons. We did ten enrolments on that day and I returned the week after with the list of names to complete the enrolments and see others who had not been at work the week before. ***I am looking forward to working with everyone in the near future and to seeing their confidence grow.***

When enrolling on courses learners need to:

- Provide ID – for example, passports, a driving licence and National ID cards, *work identification on its own is no longer acceptable*.
- Know their National Insurance Number (NINO) – this is on payslips.

These are important as it speeds up the process of registration.

Karen Plasom, BFAWU
Learning Services team member



Karen hard at work compiling assessment results at Fyffes!

Workskills | at Chesterfield College

TULIP FOODS, COALVILLE

IN THE LAST COUPLE OF YEARS we have promoted learning at work in **Tulip Foods, Coalville, Leicester**, where courses have started and then dropped away for one reason or another.

I did a series of open days at Tulip Foods, Leicester supported by full time official **Lukasz Bemka** along with **Tadeusz Hojden**, site Branch Secretary, promoting learning at work and the benefits of English courses for progression and promotion. We gathered together names of those interested and had meetings with H/R **Paula Oldham** and **Lee Kirton**, Head of the **Workskills** department of Chesterfield College.

We then held assessment days and the company gave the learners 20 minutes to come up and do their English assessment, and were then invited to come to a meet and greet day. Twenty-five people attended this day and were put into groups. It was decided to run 3 lessons, two on a Monday and one on a Thursday, which gave the opportunity to all shifts.

Paula Oldham was thrilled with the turnout saying;

"We are delighted by the uptake for our English classes at Coalville site, it really encourages me to see people wanting to learn and improve their language skills, we will continue to work with the BFAWU to support all colleagues on site ...investing in peoples' future"

Sally Lowndes, tutor, was given a factory tour so she could see for herself the procedures that people have to follow so she could incorporate these into the lessons. We held an enrolment/registration day to get all the paperwork completed and the lessons started proper on February 11th and are due to finish at the beginning of July 2019.

The classes are well attended and we can see the positivity in the learners' faces, that 'lightbulb' moment when they understand what they are learning.

Karen Plasom, BFAWU Learning Services team member



Left to Right: **Karen Plasom** (ULR Project Worker), **Albert Gryczka** (Entry Level 2 achievement), **Piotr Rokicki** (Entry Level 1 achievement), **Sally Lowndes** (Workskills tutor).



Credit Union

CREDIT UNION Annual General Meeting

The Bakers, Food and Allied Workers Credit Union AGM will be held at 12.30 pm on **TUESDAY THE 11TH JUNE** in the Floral Hall, Southport
please try and come along to see how your credit union is doing.

HELP!

We desperately need new directors to join us on the Board of Directors. This will mean that you would have to attend **4 meetings a year** (every February, May, August and November) and take an active part in how your Credit Union is run .

If you would like to help us run the Credit Union, please me a ring on **077393260** and we can get you to fill in the relevant paperwork – the only criteria are that you must be a member of the BFAWU *and* the Credit Union. *Please Help.*

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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.