

**BAKERS
FOOD
AND ALLIED
WORKERS
UNION**



FOODWORKER

SPRING/SUMMER 2022



175 YEARS OF FIGHTING FOR OUR MEMBERS...



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EDITOR'S NOTES

"No one should have to be working multiple jobs or 60 hour weeks just to survive, no one should be missing out on meals, eating less than they need to or running out of food completely. Key workers in the food industry deserve better – they deserve to thrive."

sarah.woolley@bfawu.org

Annual Conference 2022

AS WE WORK through the final preparations for our first physical annual conference since 2019, there is a mixture of excitement and apprehension at the thought of us all being together once again after so long.

This year *will* be different, Conference won't be the same. We have changed the physical venue as we weren't able to return to Southport and we have given the *structure* a complete overhaul. Building on how we ran the digital conference last year, the aim is to ensure delegates leave the week inspired and armed with ideas and resources to support members in their workplaces, raise issues, challenge management and engage with national campaigns and use all of these to begin to grow our union again.

I'm really looking forward to seeing all the delegates and will be there to welcome you to the venue on the Saturday!

Cost of living crisis

We know that times are hard right now, that it is an uphill struggle to convince people that their weekly/monthly subs are worth paying when every household expense is being scrutinised.

The cost of living is squeezing tighter and tighter and, despite what certain Tory MPs might think, not being able to budget properly, or cook food from scratch isn't the root cause of the problem – it's low pay, derisory sick pay, precarious work, the mountains to climb over to access support systems such as universal credit and the sheer price of decent healthy food in comparison to cheap, accessible unhealthy food.

This is why as a union we are pushing for **£15 per hour** for all workers regardless of age.

Our demands include a *right to food* to be enshrined in law, the removal of zero hours contracts and 100% sick pay from day one. No one should have to be working multiple jobs or 60 hour weeks just to survive, no one should be missing out on meals, eating less than they need to or running out of food completely. As our survey showed last year, key workers in the food industry *deserve better* – they deserve to *thrive*.

We are working towards arming our representatives with the resources to push the benefits of being in the BFAWU, the collective power a strong branch has in terms of improving terms, conditions and wages as well as the benefits available to members *only*: **legal services, benefit hub, education and the credit union** to name but a few.

Keep a look out on the website for updates to resources and talk to your reps about the benefits – also let us know if you have any ideas, *after all this is your union*.

TUC Demo on the 18th June

We are supporting the TUC *We Demand Better* Demo on the 18th June in London because *enough is enough* and we want to encourage as many members, reps and activists to attend as possible. There are a number of coaches being organised through Trades Councils that we can utilise so get in touch if you are wanting to attend, or let us know if you are already sorted. It would be amazing to have a strong BFAWU block there!

The demo has been called because working people have had enough. Everything's going up but wages. Ministers partied while people died. Now they do nothing while living standards plummet and the likes of **Alastair Salvesen** (*Dawnfresh* Owner) and P&O lay off hundreds of workers on the spot.

The trade union movement know it's time for a new deal for working people, real help with energy bills and a pay rise.

We are joining with the TUC to demand;

- A real pay rise for every worker, public and private sector – and a real living wage for all
- Respect and security for all workers – end fire and rehire, ban zero hours contracts, decent sick pay for all
- End racism at work
- Tax energy profits to pay our bills – help families with energy costs - raise universal credit
- Boost union bargaining rights now

175 years old

The union is 175 years old this year! We are one of, if not *the* oldest trade union in the UK which is absolutely amazing and all the more reason to regroup and rebuild going forwards.



I am proud of the fact that we have continued to remain independent and don't have the levels of bureaucracy other larger trade unions have, as members you can actually contact me as your General Secretary and not have to go through a department!

We will be putting together a commemorative Foodworker to look through our history and celebrate everything we have achieved in that time, whilst acknowledging some of the difficult times too! We will also look to do some other things over the course of the year to celebrate and commemorate reaching such a milestone so keep a look out and send in any ideas you may have!

In the meantime, we hope you like our adapted logo to celebrate the occasion.

Solidarity

Sarah
General Secretary



NATIONAL PRESIDENT IAN HODSON

" Life will not improve for you and your family by buying into their hate – what will improve our lives is holding those Politicians accountable for failing us ."

WELL, WE ARE MOVING AWAY from blaming migrants as hundreds of thousands leave our shores no longer can they be responsible for the hardship and suffering in our society so a new old target has to be created for now it's the poor.

It's not the first time this has happened it's a recurring cycle of targeting what's perceived as a significant majority in society that can be used to distract from the reality of *who's really to blame*.

The cycle normally starts by blaming the poor for they are feckless who spend all their money on booze then when we get thrown out of work it's the fault of the scroungers the lazy unemployed then we target the disabled the sick.

When employment is plentiful it's other marginalised groups brought into the country due to a need for workers with maybe certain skills from the Irish to Romanians, our politicians have made them targets and every nationality everyone with a different skin tone and religion has been used to divide us. However, it was never anyone from those communities – it's always been the rich and their politicians who have been responsible. At the moment, for good measure, they are throwing in some gender politics to divide as well just in case there are some whose prejudice can't be won over by the foreigners, scrounger or religious fear. *If we are to change our lives, it is solidarity that will achieve this, not hate or division.*

Divide and conquer

Of course, I have written on a number of occasions in my articles about this ability to distract people with a willing media owned by the elites in society out to protect their wealth power and influence.

The first to divert attention was to announce the return of concentration camps in Rwanda, a country with a terrible record of abuse of refugees. I would like to remind people that refugees are not coming to steal a home live on benefits or take your low paid job – they are fleeing war, looking for safety for fear of losing their life. If it was my family I would want to know they could find a place of safety – *as you would yours*.

Life will not improve for you and your family by buying into their hate. What will improve our lives is holding those Politicians accountable for failing us by making policies that cause our problems. Stop buying, listening or watching media which fails to provide us with *facts* instead of *propaganda* designed to maintain the status quo. Let us build a fairer world and let us start by making changes ourselves. We can build better *if we really want to*, but it is not a spectator sport.

Food for thought!

With gas prices to us soaring by at least 54% (but the actual price of gas *falling* 93% to suppliers) what better time to suggest people can live on **30p worth of food a day** shouts out former New Labour councillor, now Tory MP, *Lee Anderson*. Instead of condemning this nonsense, the media insisted on debating the idea. Is he right? Well, I went to the food shop tried to get 30p worth of food.

30p buys *two medium potatoes and a carrot* which is apparently now the staple diet for 'you lot'. When you actually delve deeper into his claim about his 30p, it seems it was actually £50 worth of food, cooked by a top Michelin chef then portioned to feed so many people, over several days. Bear in mind this also required a quite large chest freezer to store the prepared food in – Oh yes, and the purchase of the food was some time ago... but to *distract* people let's say that people are *not* going hungry, they just don't know how to cook.

Of course, someone who claimed *in excess of £2000* of taxpayers' cash to live it up in some of the UK's finest restaurants puts you in a great position to be able to make that call.

The poor are always with us

We have seen daily our politicians suggesting that poverty is poor people's own fault. All you need to do, apparently, is simply to work longer hours and change jobs... because you have the right to extend your hours unilaterally and there are so many higher-paying jobs for you to work in out there.

The reality is that the jobs on offer are normally delivering the same *or worse* terms and conditions and that, for most jobs that are available, overtime payments no longer attract premium rates and it is difficult for people to fit more hours in when you are already doing 2 or 3 jobs to try and make ends meet. Hunger is a political choice – blame those responsible, *not the scapegoat presented to divide us*.

But it's alright talking about it the question is what are going to do about it?

March to Demand Better

On the 18th of June, the TUC will be organising a March to start the campaign to highlight the cost of living crisis. As a union, we will be giving our support in the run-up to the event. Several towns that have been significantly hit will be holding *town meetings* to build for the day which is being said will not be the end of the campaign but only *the start of a campaign* to bring a new deal for workers.

... and what is 'Better'?

On deals, I want to thank our member at **Warburton's** who have voted to accept a deal that takes our shift production workers through the **£15 barrier** in a deal estimated to be worth around **£8 million**.

It shows that it is not impossible to achieve such a result – but it does take a strong union presence and well-organised branches. There are no excuses in our industry for low pay and we need to empower people. You cannot improve your life if you do not take part, you will not win if you do not stand up. **When workers act collectively, they make a real difference.**

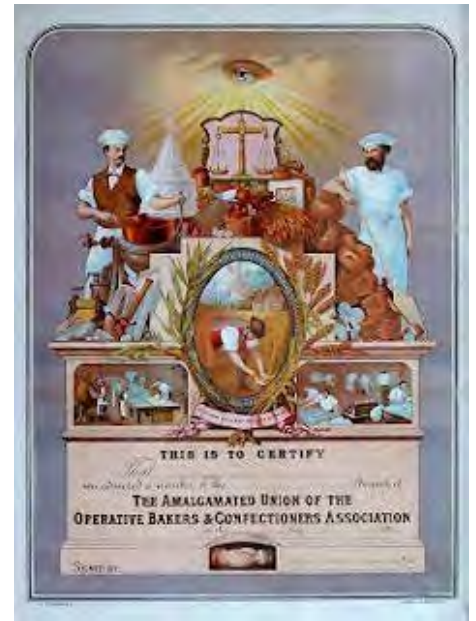
Union Towns

Breakthrough with our **Unions Town** project. I would like to welcome what I believe will be the first of many new branches, **South Street Kitchens**, in Sheffield, who signed a recognition deal with us in week commencing 16th May, in the new sector of the food industry in which we are organising.

Annual Conference

With preparations for the Conference virtually complete, our General Secretary has, I believe, put together a programme that will offer both the traditional, future-building, policy platform that ensures we are continuing to represent our member's interests but also provides a wealth of knowledge and training that will enable delegates to return to the workplace armed with valuable information and understanding to ensure we can strengthen our rights and conditions in the workplace.

But this conference is not an ordinary one – it is also a celebration of our union's history. The union dates its origin to 1847. *The Manchester Friendly Association of Operative Bakers* was established in 1849 and, by 1854, it was led by **Thomas Hodson**. Under his leadership, the union initially expanded to represent bakers in Salford, becoming the first bakers' union in England to cover a wide area, (though its membership remained below 200). In 1861, Hodson led the formation of the *Amalgamated Union of Operative Bakers*.



This brought bringing together unions in Bristol, Cheltenham, Hanley, Liverpool, London, Newcastle, Warrington and Wigan, along with his Manchester society. The new union gained prominence when its campaign for improvements in working conditions led to the **Bakehouse Regulations Act, 1863**. This has made a significant difference to those who have worked in our industry.

Before we formed, the average life expectancy of a baker was *32 years old*. Normally the bakers (or, as we were referred to then, 'Journeyman') would end up with stooped backs, arthritis and other injuries/illnesses before dying of serious lung and breathing issues due to the working conditions they were subjected to. The creation of our union brought an end to that and has played a vital role in improving the lives of those who work in our industry today later this year we will be producing a Journal to commemorate our proud 175 Year history.

On a final note, with all the things going on I attended the JENGBA launch. JENGBA is a campaign created by one of our members to highlight the injustices faced by working class children imprisoned for life not for committing the crime for just being present or in the vicinity in 1 case for reporting a murder. One family I spoke to, whose son was imprisoned for 17 years, told me the judge said, "*... whilst I am aware you did not commit this murder, the requirement placed on me due to the charges is that you will be given a mandatory life sentence.*" Please support the campaign.

**Together we can make change happen
In Solidarity**

**Ian
National President**

BRANCH SECRETARY SURVEY – KEY POINTS!

THE RESPONSE WASN'T GREAT, though it is the first time we have run such a survey for our Branch Secretaries and what we *did* receive has really helped to shape the work we will do over the next 12 months.

- There was a clear picture that branch meetings are a *struggle*, especially with getting people to attend unless there is a major issue – this is something we will look into more.
Do we need to change the rule book with regards to when they should be held, maybe?
- A number of branch secretaries said they would be willing to make contributions to the Foodworker *which is great!* It can be on something your interested in or perhaps reflecting a branch achievement.
- There was a lot of responses saying that we don't shout out about our victories enough – this has been noted and we will put more out on social media and on our website!
- How do we encourage more young people to get involved? This is something we will work on through the **Young Members Network** in the coming months.
- How effective are regional council meetings really?
Watch this space as we develop the regional council meetings for next year as a direct result of the feedback!
- There is a need to make sure branches understand terms that we use – such as '*Trades Councils*' and their *functions* – we will do some work on this via the Foodworker.
- How do we ensure the *complaints process* is smooth, fair and efficient and that it doesn't leave people without answers or feeling bullied – while still feeling comfortable raising issues formally?
- The Branch Mapping exercise was obviously hindered by the pandemic.
We are looking to run something at Annual Conference about the purpose of it and encourage branches to complete the exercise.
- The idea of having rights and resources available was brought up at the last Young Members Network too, these are being put together and will be designed so they can be easily distributed and printed off.

Lots of work for us to do from the feedback in the survey. It is so important that, when you have the opportunity to feedback to us, *that you do*.

The BFAWU is your union!

INTERNATIONAL REPORTS

Palestine

ISRAEL CURRENTLY HOLDS 500 Palestinians political prisoners in administrative detention.

Every year, hundreds of Palestinians are arrested and imprisoned without charge or trial. Israel's practice of administrative detention allows it to imprison Palestinians indefinitely, for so-called 'security reasons' that Israel does not define or explain, based on 'secret evidence', which is not disclosed to the prisoner or their lawyer. Since 1967, when the occupation began, Israel has issued over 52,000 administrative detention orders.

Israel's systematic abuse of administrative detention as a form of arbitrary arrest is a gross violation of international law that has been repeatedly condemned by UN human rights experts.

Administrative detention is just one element of the Israeli military court system, designed not to dispense justice but to uphold Israel's military occupation. Israel uses its illegitimate military courts to enforce repressive laws imposed on the Palestinian population to suppress dissent, quash resistance to occupation, and deepen Israel's military rule.

UK government should act and demand that Israel ends its illegal practice of administrative detention, release all those currently held under administrative detention and all other prisoners held in violation of international law; and impose a two-way arms embargo with Israel.



Yemen

THE UN IS WARNING that Yemen faces the worst famine the world has seen for decades. 24.1 million people rely on aid to survive. More than half of those are children.

It is not only the poorest country in the world, but the world's biggest humanitarian crisis. Millions of people have fled their homes in search of safety. Yemenis face the triple threat of war, disease and hunger. It is feared that renewed fighting will force hundreds of thousands more people to flee as coronavirus continues to spread.

The pandemic has further devastated its already fragile health system with only 45% of health centres functioning. That's 700 intensive care beds for a population of 30 million people. The country has struggled with cholera since the world's worst outbreak began five years ago with more than 2.1 million reported cases.

Less than half of the population have access to basic handwashing facilities. People desperately need help to protect themselves from disease.

Before the war, Yemen imported around 90 percent of its food and most of its fuel. Then sea, land and air restrictions stopped imports entering. Markets, farms and water sources were shelled or bombed. And food is now on average twice as expensive, which means the poorest people are suffering the most.

The Yemeni people are asking for peace – they must be able to rebuild their lives and live without the fear and devastation caused by war.

The Saudi Arabian-led coalition fighting in Yemen has said it would release 163 prisoners from Yemen's Houthi rebel group who fought against the kingdom, as part of a humanitarian initiative.

The coalition had begun taking measures to release the prisoners in coordination with the International Committee of the Red Cross, the coalition spokesman *General Turki al-Malki* said in a statement carried by Saudi news agency SPA.

Al-Malki said the move aimed to support United Nations efforts to solidify a two-month truce that went into effect on April 2, "To prepare the atmosphere for dialogue between the Yemeni sides and facilitate closing the prisoners and detainees file".

Earlier on Thursday, UN special envoy *Hans Grundberg* wrote on Twitter that the parties have reiterated their commitment this significant step towards ending the seven-year conflict.

The warring parties had also been discussing a possible prisoner swap under UN auspices, which could free 1,400 Houthi prisoners in return for 823 coalition prisoners, including 16 Saudis and 3 Sudanese.

An official, *Abdul Qadeer al-Murtada*, said the group made a new offer to the UN that includes freeing 200 prisoners from each side before the Eid al-Fitr holiday. The last major prisoner exchange involving approximately 1,000 detainees, took place in 2020 as part of confidence-building steps agreed at the last peace talks held in 2018.



CUBA – Solidarity Campaign

SIXTY YEARS AGO, on 3 February 1962 President John F. Kennedy formalised the US blockade of Cuba by signing ‘**Proclamation 3447 – Embargo on All Trade with Cuba.**’ The policy officially came into play at midday on 7 February.

There were already several acts of economic and physical aggression from the US government before this date. In 1959 President Eisenhower approved a programme of raids and sabotage. By 1960 he had also cancelled Cuba’s sugar quota by 95 per cent; used the existing *Trading with the Enemy Act* to block most US exports; and pressured Latin American countries to cut ties with the island and expel it from the Organisation of American States. In the first year of his presidency, Kennedy gave the green light to the *Bay of Pigs* invasion and banned US citizens from visiting Cuba without a special licence in 1961.

But Kennedy’s 1962 Proclamation officially started the longest blockade in the world and signalled the beginning of a policy his own legal advisors said, “*could be regarded by Cuba and other Soviet bloc nations as an act of war.*”

And it *is* a war: an economic war intended to inflict maximum suffering on the Cuban people. The goal of the policy was set out in a 1960 State Department memorandum which calculated that by “*denying money and supplies to Cuba,*” the US could “*bring about hunger, desperation and overthrow of government.*”

With the exceptions of *President Carter*, and two years of rapprochement under *Barack Obama’s* presidency, successive US administrations have maintained and tightened the blockade.

In 1982 Regan placed Cuba on the US ‘*State Sponsors of Terrorism*’ list hindering international financial transactions. In 1992 Congress passed the **Cuban Democracy Act**, to include restrictions on US subsidiaries in other countries and preventing ships from travelling to the US for 18 months after docking in Cuba. Congressman Robert Torricelli who sponsored the Act said it was intended to “*wreak havoc on that island.*”

The 1996 Helms-Burton Act codified the extraterritorial nature of the blockade, providing measures to penalise any company that invested in properties nationalised by the Cuban government, and to give support to groups that sought a change in the Cuban government and economic system. Until President Trump, every US president for 23 years waived the part of this legislation (Title III) which enabled Cuban American former owners of properties to sue for damages.

President Trump launched a draconian policy of “maximum pressure” against Cuba and in less than four years introduced 243 new sanctions and punitive measures – 90 of which cruelly came during the COVID-19 pandemic.

The impact of the blockade on the lives of Cubans has been brutal.

In 1997 the **American Association for World Health** reported that it had “*dramatically harmed the health and nutrition of large numbers of ordinary Cuban citizens*” and “*caused a significant rise in suffering — and even deaths — in Cuba*” through “*critical shortages of even the most basic medicines and medical hardware.*” Cuba estimates it has cost the economy more than \$135 billion in the last six decades. Between April 2019 and March 2020, financial losses amounted to \$5.570 billion.

The COVID-19 pandemic exposed the cruelty and immorality of the sanctions. In July 2020, a UN special rapporteur concluded the blockade was “*obstructing humanitarian responses to help the country’s health-care system fight the COVID-19 pandemic.*”

In June 2021, Oxfam joined US NGOs to blast the policy which they said, “*did nothing to help the Cuban people*” and that “*seeking to provoke hunger, especially during a global pandemic is unjust and immoral.*” They called the Biden administration’s decision to defend their position at the United Nations General Assembly vote “*a shameful embarrassment.*”

To mark the 60th anniversary of the US blockade, CSC has launched an open letter calling on President Joe Biden to *reverse Trump’s sanctions* and to *end the US blockade.*

www.cuba-solidarity.org.uk/blockade60/

USA

THE FIRST VICTORY of the trade union movement on US soil against the “juggernaut” Amazon.

ALU (Amazon Labour Union)

The Amazon Labour Union was founded on April 20, 2021, by a labour-activist group founded by *Chris Smalls* called **The Congress of Essential Workers** (TCOEW). Smalls, along with *Derrick Palmer*, had organized a walkout at the JFK8 facility to protest Amazon’s handling of the COVID-19 pandemic, which had led to the firing of Smalls. Smalls’ termination was widely criticized by government officials, and prompted Smalls to form TCOEW and lead a number of strike actions.

Learning from the 2020 Bessemer union drive at an Amazon facility in Alabama, which initially resulted in a now-challenged vote against unionising, Smalls concluded that he should lead a grassroots movement to organize the ALU after assessing the attacks Amazon made against the *Retail, Wholesale and Department Store Union* during the Bessemer drive. Smalls explained his decision, saying to *The Guardian* “*If established unions had been effective, they would have unionised Amazon already. We have to think about 21st century-style unionising. It’s about how we build up the workers’ solidarity.*”

Over 50 Amazon warehouses contacted the ALU in attempts to organise their own workplaces, with facilities from Canada, India, South Africa and the UK asking the ALU for assistance.

Over a five-day period between March 25 and 30, 2022, workers voted for unionising the JFK8 warehouse in Staten Island. On April 1, 2022, the ballot count officially resulted with the creation of the **Amazon Labour Union** as the first independent Amazon union in the United States. The *New York Times* described the unionization as “*one of the biggest victories for organised labour in a generation*” and *Jacobin* wrote that the ALU’s achievement was “*the most important labour victory in the United States since the 1930s*”. President Joe Biden congratulated the union, with Press Secretary Jen Psaki stating he was “*glad to see workers ensure their voices are heard*” and that Biden “*believes firmly that every worker in every state must have a free and fair choice to join a union*”.

Amazon submitted an objection to the NLRB, asking for a new election. The company claimed that members of the Union “*intimidated employees*”, “*recorded voters in the polling place*” and “*distributed marijuana to employees in exchange for their support*”, according to an excerpt from the complaint!

Ukraine

IT IS NOW MORE than eight weeks since the Russian parliament voted for Luhansk and Donbas to be recognised as independent republics and Putin's tanks began to roll into Ukraine from the North, East and South.

Figures vary depending on the source, but since then tens of thousands have been killed and injured on both sides.

A full-scale attack on Ukraine's capital, Kiev, seemed to have been averted (if, indeed, that was Putin's intention). Russia's flagship *Moskva* is lying at the bottom of the Black Sea. But renewed attacks on the capital have taken place and there seems no prospect of an early end to this war.

On 22 April, it was reported that *Rustam Minnekayev*, Deputy Commander of Russia's central military district said: *"Russia plans to take full control of Donbas and southern Ukraine during the second phase of what it calls its special military operation"*.

Reuters commented that the statement *"is one of the most detailed about Moscow's latest ambitions in Ukraine and suggests Russia does not plan to wind down its offensive there anytime soon."*

New deadly assaults on the Northeast of the country are already in motion and cities like Mariupol are being pounded, with the steel works as a final redoubt. Safe corridors were opened to rescue inhabitants of that city and apparently closed again.

Other cities and towns are targets for similar attacks by Russian forces as they push to complete the occupation of coastal areas linking Kherson, Nikolaev with Crimea and possibly Odessa in the South and the Donbas in the North, to at least complete the 'land corridor'.

Putin may hope on having a major success that he can announce by 9 May – the national holiday that commemorates victory over Hitler's fascism in 1945.

As many as 11 million Ukrainians have now become refugees – four and a half million of them travelling abroad.



TUC DISABLED WORKERS CONFERENCE REPORT 2022



THE TUC DISABLED WORKERS COMMITTEE took the decision before Christmas to hold the conference *online* once again this year amid concerns about the impact of Omicron and the rising cases of COVID on delegates' health and the numbers of delegates who would feel comfortable attending in person.

Our delegate was **Duncan Dale** and as I sit on the committee as a General Council member I arranged to sit with him so we could 'attend' the virtual conference together.

We started the conference by attending a fringe meeting, held jointly by *RMT* and *Free our Unions* that I had been asked to chair, Janine Booth (the Secretary of the RMT Disabled Members Advisory Committee) and John McDonnell MP were the speakers and they covered the anti-democratic, anti-union legislation that is in place currently and what is to come and how they have a disproportionate impact on Disabled Workers.

At the fringe we launched the following charter:

'Britain's anti-trade-union legislation makes it harder for unions to fight for the rights of disabled workers and disabled people more generally.

- The legislation bars unions from taking industrial action on any issue that is wider than a 'bona fide trade dispute'.
- It places onerous and petty requirements on unions taking industrial action in support of disabled workers' rights
- It restricts unions' spending on political issues to a specific fund, and requires union members to separately *opt in* to this fund, in a deliberate attempt to reduce the funds
- It requires that industrial action ballots, and some union elections, are conducted by post *only*, which presents a barrier to some disabled people

Not content with this plethora of authoritarian and anti-democratic law, the Tory government now plans a new law to force transport unions to run a service during their own strikes.

- We *reject* any claim by the Tories that this proposed new law upholds the rights of passengers, including disabled passengers. It is deeply hypocritical for a Tory government with a record of systematic attacks on disabled people and on public transport, and is a cynical use of disabled people as a pretext to attack trade union rights.
- Contrary to Tory claims, it is in the interests of disabled people to defend the right to strike, and to reject attempts to divide transport workers and passengers against each other.

We oppose this proposed new law and demand the repeal of all existing anti-union legislation."

The asks

In addition to the charter, we discussed three 'asks'. These were to:

- 1 Circulate this article: www.freeourunions.org/.../how-anti-union-laws-harm.../
- 2 Add your name to the above statement: www.docs.google.com/.../11loP6OfXcKYbQCvcPnmHQkSxONbp...

- 3 Write a short statement and/or record a 30-second video clip saying why you, as a disabled person, support the right to strike and the repeal of anti-union laws. Please email it to DMAC@rmt.org.uk

We then moved into the main conference itself that was held over two afternoons. There were 22 motions, comprised of 3 emergency ones, 3 composited motions and the rest individual and they were put into the themes of *Reasonable Adjustments*, *Covid-19*, *Pay*, *Workplace*, *Support and Accessibility*. The three emergency motions were each about the situation in Ukraine though focused on different aspects which prevented them being composited.

All the motions were passed, though there was one which split the virtual room in two. The motion was Composite two which referred to using the **Disability Employment Charter** to make the *National Disability Strategy* deliver for disabled workers. The committee opposed the motion due to its support of the charter, as they were concerned about, due to its inclusion of quotas and the instruction to use the charter as a tool to campaign for a government disability strategy that delivers for disabled workers. The committee's position was that the strategy falls unsurprisingly short of what is needed to meaningfully enhance the life chances of disabled people and that there needs to be a demand for changes to the strategy.

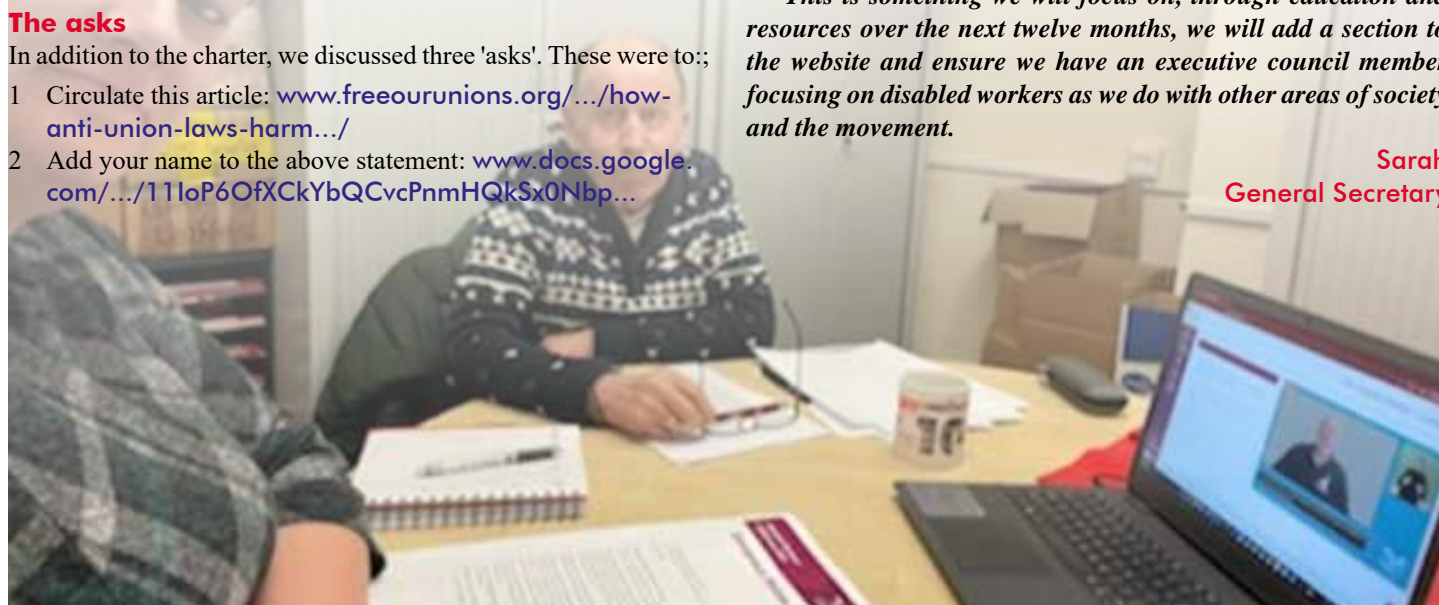
The committee opposes the use of quotas because historically they haven't addressed the discrimination and barriers experienced by disabled people in accessing and progressing at work, instead they have incentivised employer to have token positions for disabled workers without addressing the systemic problems which drive the disability employment and pay gaps.

There were a number of guest speakers to the conference, *Vicky Foxcroft* MP for Lewisham Deptford and Shadow Minister for Disabled people, *Sue Fearn* the TUC President and *Paul Nowak* the TUC Deputy General Secretary, *Shirin Marker Bindmans* LLP on the National Disability Strategy and *Paola Simonetti*, ITUC Director of the Equality Department. Each updated us on the area of work they cover and the importance of supporting disabled workers through legislation and collective bargaining.

One thing that I took away from the conference (and there was a lot) is that we haven't kept up with the movement with regards to campaigning and developing policy around disabled workers, especially invisible conditions that aren't seen and can be hidden but are likely to affect a large number of BFAWU members.

This is something we will focus on, through education and resources over the next twelve months, we will add a section to the website and ensure we have an executive council member focusing on disabled workers as we do with other areas of society and the movement.

**Sarah
General Secretary**



How do we describe
the campaign?

WE DEMAND BETTER'

'ENOUGH IS ENOUGH!'

The Date, The Place:

LONDON

18th JUNE 2022

Why are we marching?

- Working people have had enough.
- Everything's going up but our wages. Ministers partied while people died. Now they do nothing while living standards plummet and P&O lays off hundreds of workers on the spot.
- It's time for a new deal for working people - real help with energy bills - and a pay rise.
- Let's take matters into our own hands - and get out on the streets. On 18 June, in London, let's tell this government: WE DEMAND BETTER!

POLICY DEMANDS

- A real pay rise for every worker, public and private sector - and a real living wage for all
- Respect and security for all workers - end fire and rehire, ban zero hours contracts, decent sick pay for all
- End racism at work
- Tax energy profits to pay our bills - help families with energy costs - raise universal credit
- Boost union bargaining rights
NOW

POLICY AGENDA

The campaign has a full and developed policy agenda
- We find it in the charter for a new deal for working people
- This is a comprehensive list of
POLICY DEMANDS.



JOIN THE MARCH AND

RALLY IN LONDON

SATURDAY 18 JUNE

**ASSEMBLE 11AM PORTLAND PLACE W1
MARCH 12 NOON
RALLY 1PM PARLIAMENT SQUARE**

We've had enough.

It's time for a new deal for working people,
real help with energy bills and a pay rise.

The government needs to act now!



#DemandBetter
tuc.org.uk/demandbetter



BFAWU WOMEN'S NETWORK

Union

ON MONDAY 1ST NOVEMBER, we held another women's network meeting. It wasn't greatly attended considering the amount of women members and activists we have but it's still in the early stages and growing by the meeting. We had a good discussion on a range of topics. The main points to come out of the meeting were

- Sarah has been contacted by the **RMT Women's Network** to see if we want to work together and do a bit of networking.
- **Unite** have a **Menopause** course which we can tap into, which will be useful as not many companies have anything in place for menopause. It is quite often a misunderstood condition and subject even though it can have massive effects on women.
- There was quite an insightful conversation around *domestic violence* and one person who attended said at her branch they had got put in place where the company ask for volunteers between Christmas and New Year as there are a few women that don't want to be at home at that time of year.
- We also talked about the culture around domestic violence, in that some women feel ashamed (like it's *their* fault) don't know who to go to while in some cultures it's still the view that what goes on at home stays at home.
We recognized that there should be some training or briefing given to reps so that they can signpost people to services that can help with things like these and support our members better.
- Also we discussed more about the idea of a quarterly meeting/induction for female members/stewards and what that could possibly look like. I had made the point that it will probably be trial and error as to whether it be national, regional, company specific etc.
- Discussed *Terms and Conditions* for women and maternity pay and how it isn't fit for purpose.
- Also asked those who attended what they would like the Womens fringe event at conference to look like and it was the consensus that it would be best to have an open forum so we can discuss anything and not be limited to one topic.

Other

- There has been a rise in the spiking of drinks in nightclubs and pubs, predominantly affecting young women, but not only is it spiking drinks, women are now being injected directly. Its quite worrying and yet another thing for women to be wary of. One positive thing is that pubs and bars are aware of this issue and are trying to help make women feel safer, eg lids for drinks etc.
- Since my last report there has not been a lot of movement with the **WASPI** campaign since the parliamentary and health service ombudsman found maladministration by the DWP around the lack of notice given to 1950s women about the increase in state pension age. The WASPI campaign expected to have a government response to the findings of the report by now and *they are still waiting*.

Rachel Mullen
Womens EC Rep

Women's Network Meetings

Next: July 19th

Then on the third Tuesday of the relevant months



NETWORK MEETINGS

ALL THE MEETINGS will be held in the months of May, July, September, November, January and March and will begin at 6.00pm



Branch Sec Meetings

Next: July 13th

Then on the second Wednesday of the relevant months.



Young Members Meetings

Next: July 20th

Then on the third Wednesday of the relevant months



ULR Meetings

Next: July 14th

Then on the second Thursday of the relevant months.



BAME Meetings

Next: July 21st

Then on the third Thursday of the relevant months.



Green Reps Meetings

Next: July 25th

Then on the last Monday of the relevant months.



MENTAL HEALTH AND THE LAW

Legislation

THE EQUALITY ACT 2010 protects people from being discriminated against because of certain specific characteristics. (**Note: The Equality Act 2010** does not apply to Northern Ireland.) The protected characteristics are: *age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, sexual orientation, and pregnancy and maternity.*

Mental health problems are covered by *disability* under the Act.

The Equality Act 2010 protects people who have or have had a disability in the past. This includes protection where they are perceived to have a disability or are associated with a disabled person.

The meaning of 'disability' and 'disabled person'

The Act provides that a person (P) has a disability if:

- a P has a *physical or mental* impairment, and
- b The impairment has a *substantial and long-term* adverse effect on P's ability to carry out normal day-to-day activities.

A formal medical diagnosis is not always necessary. The Act does not define impairment but it can include the effects of or symptoms of any illness. This includes the side effects of any medication, for example being very tired due to antidepressants.

- **'Substantial'** means it is more than minor or trivial – for example it takes much longer than it usually would to complete daily tasks. Determining if the impairment has a substantial adverse effect requires comparison between the way a person carries out an activity with the impairment and the way they would carry out the activity without the impairment. It is not a comparison with other people.
- **'Long-term'** means likely to have or has lasted for 12 months or more. This can include fluctuating or recurring conditions such as *depression*.

An Employment Appeal Tribunal case in 200413 identified that the question is not whether the illness is likely to recur but whether at some stage the substantial adverse effect on normal daily activities will recur.

To help decide this the tribunal identified **five** questions:

- 1 Was there at some stage an *impairment*?

- 2 Did the impairment have a substantial adverse effect on the applicant's ability to carry out normal day-to-day activities?
- 3 Did the impairment cease to have a substantial adverse effect on the applicant's ability to carry out normal day-to-day activities, and if so, when?
- 4 What was the substantial adverse effect?
- 5 Is that substantial adverse effect likely to recur?

Day-to-day is not defined in the Act, nor is there a list of capacities that may be affected. What should be assessed is what the person cannot do, not what they can do.

The UK Government Office for **Disability Issues Guidance** lists the following *specific* mental health conditions as being covered by the Act:

- Anxiety
- Low mood
- Panic attacks
- Phobias
- Unshared perceptions
- Eating disorders
- Bipolar affective disorders
- Obsessive compulsive disorders
- Personality disorders
- Post-traumatic stress disorder
- Some self-harming behaviour
- Depression
- Schizophrenia

The Act specifically excludes *addiction to or dependency on alcohol or any other substance* – other than where this is a consequence of the substance being *prescribed*.

Note: Although drug and alcohol abuse/dependency are not covered by the Equality Act, Trade Unions may want to consider including these in negotiations about a workplace mental health policy.

If there is a distinct workplace policy on substance abuse and dependency already in place, then there should be links with the mental health policy.

Rights and duties under the Equality Act 2010

It is unlawful under the Act to discriminate against a worker because of a mental disability or fail to make reasonable adjustments to accommodate a worker with a disability. The Act defines a number of types of discrimination.

Direct discrimination

Where an employer, because of someone's protected characteristic, treats them less favourably than they treat or would treat others.

- **Example:** Azi has *bipolar disorder*. He wants to apply for a new post, doing work he is able to do. His employer tells him he cannot apply because he has a mental health problem. The employer encourages a less experienced member of staff who does not have a mental health problem to apply.
- The **less favourable treatment** does not have to just be connected to a person's own protected characteristic; it could be because someone is associated with a person with the protected characteristic (*discrimination by association*).
- **Example:** Sylvia does not have any mental health problems but she looks after her partner who *does*. Her employer treats her worse because of this. This is direct discrimination – *discrimination by association*.
- The **less favourable treatment** does not have to just be connected to a person's own protected characteristic; it could be because the employer thinks they have a protected characteristic (*discrimination by perception*).
- **Example:** Georg does not have a mental health problem. Georg is treated worse than his colleague because his employer thinks he is 'odd' and that he has a mental health problem. This is direct discrimination – *discrimination by perception*.

Indirect discrimination

Where an employer applies a provision, criterion or practice that is discriminatory in relation to a protected characteristic. The employer can justify indirect discrimination if it is a *proportionate means of achieving a legitimate aim*. There is no definition of legitimate aim in the Act but it could include: the health and safety of staff or people using a service the business needs of the employer or service needing to make a profit.

'Proportionate' means that there should be a fair balance between the employer's needs and the rights of the disabled person. The burden is on the employer to show that the unfavourable treatment was objectively justified.

- **Example:** Nisha works for an organisation where everyone works 8am to 4pm. Nisha takes medication for anxiety that makes it difficult for her to get up in the morning. Nisha requests later start and finish times of 10am and 6pm. Her employer refuses the request. This could be indirect discrimination.
- However, the employer says that they cannot change her hours because there is no site security after 4pm and the organisation operates only between the hours of 8am and 4pm. The employer may be able to argue that its refusal to change her hours are a *proportionate* means of achieving a legitimate aim.

Discrimination arising from disability

This occurs where a disabled person is treated unfavourably because of something connected to their disability. As with indirect discrimination, the employer can claim that the treatment was *'proportionate to achieving a legitimate aim'*.

The employer can also claim that they didn't know (or couldn't reasonably be expected to know) that the worker was disabled. However, the employer should take reasonable steps to explore with the worker whether any difficulties are because of the consequence of a disability.

- **Example:** Josef has a good employment record but has recently become emotional and upset at work. His standard of work has become poor and is causing problems for his employer and other workers. The worker is disciplined without being given the opportunity to explain that his difficulties at work are linked to depression and that his depression has recently worsened.
- It would be reasonable to expect the employer to explore these changes in behaviour and whether they are linked to a disability.

Failure to make reasonable adjustments

An employer has a duty to make 'reasonable adjustments' – changes that make it easier for the disabled person.

The Act does not provide a specific list of adjustments. However, the **Statutory Code of Practice** suggests that adjustments can include:

- changing equipment
- providing aids – including extra support and equipment
- changing the location of work or allowing working from home
- changing policies and procedures
- allowing extra time off work eg for counselling or other medical appointments
- allowing flexible working
- changing the worker's role or parts of the worker's role
- offering counselling or mentoring.
- When deciding what is reasonable, an employer can take into account:
 - the size of the organisation and its financial situation
 - the cost of making the change
 - how helpful the adjustment would be to the individual
 - how practical it is to make the change.

The employer cannot charge the worker for making the changes.

- **Example:** Rachel has post-traumatic stress disorder (PTSD) and works for a very large employer. She finds it difficult to travel to and from work in the dark as she gets severe panic attacks related to her PTSD. She requests to change her working hours during the winter months. Her manager refuses.
- This is likely to be a *failure to provide reasonable adjustments*, as a large employer should be able to change her working pattern with little difficulty but with great benefit to Rachel.

Victimisation

The Act protects people from being treated detrimentally because they have made an allegation about discrimination or you supported someone who has made an allegation of discrimination. A detriment can be 'something that the individual affected might reasonably consider changes their position for the worse'.

- **Example:** Samantha's colleague has *schizophrenia*. Samantha supports her colleague to complain to their employer about disability discrimination.
- After this, Samantha's manager refuses her promotion on the basis that '*she isn't loyal to the company.*'

Trade unions

Under the **Equality Act 2010** trade unions are classified as a 'trade organisation'.

The Act places duties on trade organisations not to discriminate or victimise a member or applicant to membership on the grounds of a protected characteristic. The duty to make reasonable adjustments for disabled members also applies to trade organisations.

- **Example:** Shindi has obsessive compulsive disorder and cannot eat food where different food groups have come into contact with each other. Her union branch organises a meeting for members at the end of a shift and provides food. It may be reasonable for Shindi to request that her specific eating habits are provided for in the catering arrangements for the meeting.

Work-related stress and the law

The law states that employers have to try to remove or reduce stress as *far as is reasonably practical*. Under Section 2 of the **Health and Safety at Work Act, 1974** employers have a general duty of care to ensure the health, safety and welfare of all their employees and this includes employees' mental health.

The Management of Health and Safety at Work Regulations 1999 requires employers to carry out suitable and sufficient assessments of health and safety risks. Following the risk assessment employers have the duty to identify preventative and protective measures to reduce risks. This includes risks to mental health.

The **Safety Representatives and Safety Committee Regulations 1977** give safety reps the right to investigate and tackle workplace stress. This includes the right to:

- investigate potential hazards
- inspect the workplace and talk to members
- be consulted about the employer's health and safety arrangements.

To help employers manage stress the **Health and Safety Executive (HSE)** has developed management standards which employers should seek to use.

As well as the duties placed on an employer under health and safety law there is a common law duty of care between an employer and employee.

This duty of care includes the duty not to cause *personal psychiatric injury*. This means that:

- there must be expert medical evidence showing psychiatric injury
- the psychiatric injury was caused by work-related factors
- the psychiatric injury to the employee was reasonably foreseeable
- there was something that the employer reasonably could do to avoid the psychiatric injury.

It is worth noting that tribunal cases related to stress at work have made it clear that suffering stress on its own is not enough for a claim to succeed. The individual must have suffered personal psychiatric injury.

The **Enterprise and Regulatory Reform Act, 2013** amended the **Health and Safety at Work Act, 1974** so that the burden is now on the *employee* to prove that the employer was negligent and that the negligence caused the injury.

To prove negligence, the employee will need to show that: the employer had a duty of care towards them; the employer did not take reasonable care to fulfil the duty; the employer's actions actually caused any injury; the harm from the actions was foreseeable; and the negligence resulted in actual damages to the person (physical, mental or financial).

In a 2010 employment appeal tribunal case a person suffering an adverse reaction to problems at work resulting in *anxiety, stress and low mood* was found *not* to qualify as disabled under the **Equality Act** due to the short duration of their ill health. In reality this means that adverse reactions will need to be long-term before falling under the **Equality Act 2010**.

Workplace policies

Employers and union(s) should negotiate and implement a workplace mental health policy. A good workplace mental health policy should cover the following:

- **Recruitment and selection** – Encourages, supports and provides reasonable adjustments for applicants with mental health issues.
- **Mental ill health definition** – Clear definition of mental health and mental health problems – not limited to stress or anxiety.

- **Links to other policies and procedures** – such as *flexible working, disability leave, career breaks, grievances, disciplinary procedures, capability, sickness absence, performance management, substance abuse and dependency, dignity at work (bullying and harassment), training and development*.
- **Provision of some indicators of mental ill health** – Signs that an individual may be having mental health problems, eg changes in an employee's usual behaviour.
- **Promotion of good mental health wellbeing** – Identifies steps employer will take to support and promote mental health wellbeing.
- **Links to health and safety stress management policies** – Identifies how the policy relates to health and safety policies and procedures on work-related stress, including reference to risk assessment and implementing control measures.
- **The role of line managers** – Identifies the role of line managers in encouraging people to disclose mental health problems and their role in supporting people with mental health problems.
- **The role of human resources** – Identifies the role of HR departments and staff, including monitoring the effectiveness of the policy and linked policies/procedures in developing a mentally healthy workplace; this could include services available through HR, such as occupational health or access to a confidential counselling service.
- **The role of union reps** – Defines the roles of union reps, including shop stewards, safety reps, union learning reps and other reps such as equality reps; identifies the role reps have in the workplace to promote mental health, supporting members, representing members and monitoring the impact of workplace policies and procedures on mental health.
- **The roles and responsibilities of employees** – Clarifies the responsibilities employees have towards each other on mental health issues; this could include roles for specific employees such as mental health first aiders.

Mental Health and the Law Continued

- **Commitment to promote awareness** – How the policy will be promoted as well as how awareness and understanding of the policy will be shared across the organisation.
- **A list of key contacts** – Internal and external to the employer who employees can contact in the organisation should they need advice or support (for themselves or others in the workplace) as well as information about support and advice available in the local community
Training should be provided to support the workplace policy including raising awareness, roles and responsibilities and mental health first aid.
- **Mental health first aid** – Teaches people how to identify, understand and help a person who may be developing a mental health issue. It teaches people how to recognise the crucial warning signs of mental ill health. It also includes how to provide help on a first aid basis and effectively guide someone towards the right support services.

The policy should be further supported through a workplace campaign providing: *information for workers about mental health wellbeing, mental ill health, help available and the workplace policy sources of help and advice available locally, external to the employer information on the workplace mental health first aid arrangements.*



The OVER 50s PARTY



Ian Hodson
National President
BFAWU

Dear Ian,

I gained a formal estimate from a specialist law firm, in the legal costs of registering a political party to run in elections, of around £6,000, so it is viable to fund-raise the party into reality very quickly by people who become volunteer admin.

The party is oven-ready with a published manifesto.

The manifesto is not a wish list of me as an individual, but gathered from updated (the Tories keep nicking chunks but not to help people) 2017 Jeremy Corbyn manifesto (itself gathered from the people), and from pension campaigning amongst the public and thousands of pension campaigners since 2013.

Christine Williams
Admin Grey Swans

The Over 50s party (policies from cradle to grave) – The Even Better than Clement Attlee Party

WE'VE SEEN YET AGAIN that TUSC has got nowhere in elections, even with trade unionists in the party name and as candidates.

No small party out there includes the policies for the many millions of *female Grey Vote* (aged 50 to 100 plus / born 1950s to 1980s), being as the National Insurance scheme (and so state pension) is *sexist* against women (confirmed by a judge this year, 2022).

No party, elected or unelected, deals with the discrimination against women embedded already in tech design, into the far future, for your as yet unborn grand-daughters.

The **Over 50s party's** policies makes it the greatest Suffragette party in UK history.

The Grey Vote turn out the most by age group, in elections, because we are the grateful descendants of the Suffragettes and the Chartists before them.

Most of the young don't vote, shown by quarter of population not registered to vote at all.

Making the Over 50s party ready requires voluntary administrators to bring the party into reality by you and so **instantly ready for a general election.**

A general election could happen at any time, especially as the dire high cost of living crisis will get seriously worse from October 2022 – Tory conference suggested *early 2023* general election.

Women aged over 50 do not believe in policies only for ourselves, being mothers and grandmothers of our younger family, so the Over 50s party is for all ages, but is *unique* for *women* and for *women aged over 50*.

Over 50s party is not for the richest profiteers, getting richer in this dire cost of living crisis, and before then from the pandemic and before then from austerity.

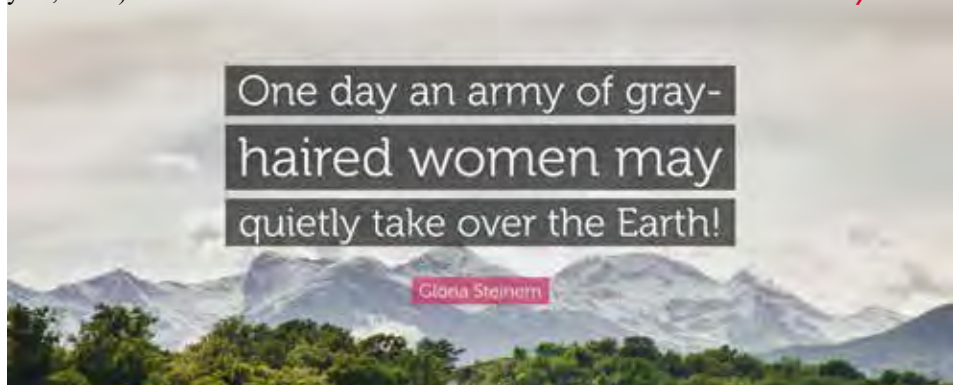
Over 50s party in government, in UK parliament down in London, would immediately repeal *all* anti-Trade Union laws.

The only way to save us all, from babe to gran, is to gain the vital female Grey Vote, and only Over 50s party's policies does that.

Only once the Suffragettes gained the vote, did a new party get elected into UK parliament in 1924.

The **Over 50s party** has a full, published manifesto at www.over50sparty.org.uk

Christine Williams
Admin Grey Swans





BIRKBECK RIGHT TO FOOD SYMPOSIUM

ON 13TH MAY 2022, Birkbeck Food Group, led by Professor Alex Colas and Dr Jason Edwards, held a roundtable discussion and workshop on *the Right to Food*. The aim of the event was to see how a national campaign for a 'Right to Food' can be translated into concrete policies addressing food inequalities in households, communities and workplaces, and how academic research can shape such aspirations.

Across the UK, food has become one of the central issues in British politics. In the last few months, we have seen shocking figures that *more than 2m adults in UK cannot afford to eat every day* and 7.3 million adults. (13.8% of households) experienced food insecurity in April 2022. In the last month, we have seen debates on government policy on junk food to whether, as one Conservative MP claimed, we can make meals 'for 30 pence'. The photos of David Cameron volunteering or a local Mayor 'cutting the ribbon' of a new foodbank illustrates the scale of the problem, and how some politicians view it.

Between 1 April 2021 and 31 March 2022, food banks in the Trussell Trust's UK wide network distributed over 2.1 million emergency food parcels to people in crisis. This is an increase of 14% compared to the same period in 2019/20. 832,000 of these parcels went to children.

The workshop aimed to bring together practitioners, academics, trade unionists and MPs from across the UK to exchange, discuss and develop ideas. Speakers included two powerful anti-poverty campaigners John McDonnell MP and Ian Byrne MP, and the day's discussion looked across what was happening in the UK, and how the issue of food was connected to questions around wages and work, as well as global questions of supply chains, corporate responsibility and climate change.

Speakers explored the links between food and universal credit, how 'shielding' in the pandemic revealed the limits and confusion over policy, as well as historical issues of injustice and past food policies, such as the famous '*British restaurants*' of World War II.

Many speakers were keen to point out that food was not just an issue to be 'solved', but was a *social activity*, that was connected in a positive way to ideas of communal living and diversity. Events like '*bring a dish*' meet-ups can have a powerful effect on community cohesion and regeneration.



A British Restaurant in Woolmore Street, Poplar, London, in 1942

Ministry of Information Photo Division Photographer

Despite the bleak picture, there are signs of changes from activists and governments across the UK. We heard from Liverpool, which campaigners have declared is in the grip of '**a food poverty emergency**'. A '**good food plan**' has been launched which brings together campaigns for real living wages and hours with food champions and the launch of community food spaces (see this map). London has a mobile food bus, offering groceries, as well as a café on the top deck. The Welsh government and Plaid Cymru announced a funding package to give all primary school children in Wales free school meals by 2024.

The Bakers Union launched a ***Right To Food*** in order '*to make sure food is healthy, safe to eat and fairly produced by well-paid and protected staff throughout the food sector*'. The question for the day was, *how this can be realised?* Speakers outlined ideas on how slogans and campaigns, as well as powerful stories and narratives could help push the message outwards.

The meeting was the first step, so keep an eye for how *a Right to Food* develops in the coming months.

You can learn more about these issues through Birkbeck's Food group and the MSc in Food, Politics and Society.

Birkbeck Politics: Right To Food Symposium 13/05/2022
Blog by Dr Ben Worthy



40 YEAR AWARDS

Hovis Forest Gate

THE BRANCH SECRETARY, **Mohammed Mushtaq**, would like thank **Frank Loveday** (Region 1 FTO) and **Ian Hodson**, the National President for conducting the presentations.

He also would like to say thank you to the Site Manager, **Gary Lewis**, and his team for the decorations and buffet which contributed towards making it a special occasion.

It was very nice to see the ex-Regional Officer, **Steve Finn**, come along and congratulate his members and pass on some retirement advice to **Mr J Sura**. We all wish him a long happy retirement and thank him for his continuous support.

Congratulations, too, to **Mr Mohammed Fayazz** on achieving this wonderful milestone.



Mr J Sura – 45 years BFAWU membership and service to Hovis



Mr Mohammed Fayazz – 42 years bfawu membership and still working at Hovis



L–R: Ian Hodson, J Sura, M Mushtaq, Frank Loveday, Steve Finn



L–R: Ian Hodson, M Fayazz, Frank Loveday, Mohammed Mushtaq, Steve Finn

MEANWHILE, IN ANOTHER PART OF TOWN...

IT WAS A VERY EMOTIONAL day for **Marylin French** as she was presented with her 40 year membership certificate, badge and cheque today.

Marylin is pictured receiving her certificate with Alan Milne and Lizzie Dinning

[all photos from attendees cameras, we apologise for the quality of the images]



HOW TO SUSTAIN STRIKE ACTION AND WIN

15 June, 6pm



JANE HARDY

AUTHOR OF NOTHING TO LOSE BUT OUR CHAINS



GARY WALKER

UNITE SHIFT REP, CHEP



PAT MCGRATH

UNITE CONVENOR, B&Q WINCANTON

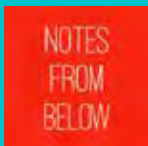


KHALIL LANGE

IWGB SHEFFIELD BRANCH REP

A workshop and action planning meeting for all union reps and stewards

SUPPORTED BY:



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

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BAKERS, FOOD & ALLIED WORKERS UNION

FREEPOST RTKG-RJRE-CJAT

Stanborough House
Great North Road
WELWYN GARDEN CITY
AL8 7BR

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

Name (Block letters)

Address

..... Postcode

Contact Phone Email address

Where employed at present

Occupation

Signature Date

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