



***WE TALKED, WE LISTENED,
WE DECIDED***



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WE DECIDED**

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CONFERENCE OPENING SPEECH

"We are trying to ensure that there are fair and consistent processes in place which means that whether you are in England, Scotland, Northern Ireland or Wales, a part-time or full-time worker... that you are treated as a member of the BFAWU in the same way, that you have the same access to services and benefits"

sarah.woolley@bfawu.org

WE ARE HERE TODAY, 10 years on from our historic industrial action at Hovis Wigan. Those members took action not because they were going to benefit in any way from it, but because it was the right thing to do to make a stand in order to prevent future colleagues from being exploited and in that sense alone it was absolutely a victorious strike and one that our union should never, ever forget.

Because that is what trade unionism is about, collectivising around an issue regardless of whether you are impacted personally to ensure those who are likely to be exploited have support and are empowered to make a stand themselves.

And ten years on we have a similar situation, though not around the threat of an employer introducing zero hours contracts, but the threat of a once well-paid group of workers now hurtling towards being paid minimum wage for the job they do. I want to give a huge shout out to our members at Allied Liverpool who have just completed two rounds of 48-hour industrial action over pay.

John and Jay did a fantastic job rallying the troops who turned up day after day – whether heavily pregnant, whether over retirement age and even after being advised to do the night shift as they were burnt.

The atmosphere was great, the support fantastic, there were some really interesting Lorry Horns, will tell you about those later! and it was a good reminder of the power of the collective, those who have been there for years coming together with younger, newer workers to make a stand to ensure those that come after them are not paid the minimum wage, but paid *what they are worth*.

Conference, we have a special union and it's one that we need to fight together to maintain and rebuild. It is no secret that membership has steadily declined for the last decade. We are not alone in that – the whole movement is shrinking.

The Government released figures at the end of May which told us that trade union membership has fallen generally for the second year running and is now at its lowest since 2017.

The majority of members who are leaving are women, while older employees still make up the largest proportion of trade union membership and they aren't being replaced by younger workers coming into the movement.

I want to give a huge shout out to our members at Allied Liverpool who have just completed two rounds of 48-hour industrial action over pay

I said last year and will say again over the course of this week, we must look critically at ourselves, how we work and operate, be clear about what isn't working, without blame and try new things because otherwise we will continue in the same trajectory, and I know none of us want that.

I don't think anyone in this room has been in this union at a time like we are in now, where membership is as low as it is and just like when things are tight at home we have to re-evaluate things, ensure that we are making wise decisions that are sometimes tough to make and that **the members** are at the heart of everything we do.

We want to make sure that our members' hard-earned money is spent making sure they have access to the benefits they sign up for and we have made lots of changes – some that you can see, others that you can't – to ensure that is at the forefront of everything.

We have been accused a couple of times of becoming like the employers our members work for, which is a little unfair – we don't make millions of pounds worth of profit although it would be fab if we did, imagine what we could do with it all! What we are doing is trying to ensure that there are fair and consistent processes in place which means that whether you are in England, Scotland, Northern Ireland or Wales, Region 1,2,3,4,5 or 7, a part-timer in Greggs or a full time worker in Hovis that you are treated as a member of the BFAWU in the same way, *that you have the same access to services and benefits.*

We are trying to be more attractive to new members in the industry and beyond, *younger workers* who do everything on their phones, because it is those members who will be sat here in 5,10 years time making decisions and deciding policy for our union, *women workers* by being a safe place they can turn to without sexism or harassment and *BAME workers* by being a truly anti-racist organisation.

We also need **accountability** at all levels whether you are a shop steward or branch secretary, a full-time official, the exec or the general secretary because our members paying their subs deserve nothing less.

What we have been doing for the last 20 years isn't working anymore, we are in a different world and just because something has been done for years doesn't make it right and doesn't mean it always has to be done in that same way – there's a famous phrase isn't there that if you always do the same thing, you will always get the same result and we need different results.

Look, I appreciate change is difficult, that trying new things moves us out of our comfort zones, but isn't that when the best things happen?

Vicky threw herself out of a plane not so long ago – I know for some of us in the room trying Zoom meetings through the pandemic gave us that similar feeling of dread before the freefall, but we survived, we managed to get through and now we are in a position where we have removed the barriers for attendance to conference and we have delegates that can now attend and take part in our democratic processes because of it and that should be celebrated..

There are 4.1 million people working in the Food and Drink sector in the UK which means the potential for our union is huge!

There are so many of those workers who do not know what a trade union is or understand why they should spend their money being a member of one and it is up to all of us to show them.

And we *are*, look at the work being done up in Scotland, I think the MOWI branch is now up to 70 members, the reps in Greggs have made over 250 new members this year.

Our new branch 600 (made up of workers in the sex industry) has grown to over 90 members in a few weeks, and other branches are increasing their membership too.

The organising week initiative in Region 5 looked fantastic and I would encourage all the regions to look at doing something collectively – but you can do it in your branches too..

You will notice that you have each 10 membership forms in your packs, the first delegate to make 10 new paying members will win a little prize!

The member or rep who makes the most members in the next 6 months will win a slightly better prize!

Please make sure you put your name and branch on the membership forms when you send them in so that we can keep track!

I'm going to finish up as there's a lot of business to get through this week and you will be hearing a lot from me responding!

Change is a journey and we are not through it yet

Embrace the changes and let's make sure our great union is still here in a 100 plus years, long after we have all gone!

I am incredibly proud to be your General Secretary, thank you for everything you do in your branches every day. Let's work together to make them bigger, stronger and more powerful.

Solidarity

**Sarah
General Secretary**

Delegates' Feedback

We asked "What were your key take-aways from the conference itself?" Some of the answers include:

- 👤 Solidarity is key.
- 👤 Our Branch should be spending time reading through and working on bringing motions of our own to the conference.
- 👤 The solidarity shown and great friendship and debates.
- 👤 Importance of recruiting new members
- 👤 We must do more to engage with members and communicate regularly.
- 👤 Gave me more confidence in myself.
- 👤 I feel empowered to keep working towards improving my branch.
- 👤 How strong we are.
- 👤 Even though we are working in different factories that some of the problems faced at work are the same for most staff.
- 👤 How the union is run and how close everyone is
- 👤 Inspiration to increase membership.
- 👤 Together we are stronger, and we need to organise better in our workplace.
- 👤 Family, unity is strength.

Which is *exactly* what we want you to go away from conference feeling – ***we are united, we have similar issues, we can learn from each other and should support each other, and we have to grow!***



NATIONAL PRESIDENT IAN HODSON

"Workers need unions, and if we are to stop the erosion of wages – with the minimum wage now becoming the weekly wage – or worsening conditions, poorer health and safety, we need to be organised."

I WANT TO START by mentioning the recent media coverage of all those brave McDonald's workers who spoke out. Words can't express my feelings about the legal agreement signed between McDonald's and the EHRC, compelling them to act on the issue of sexual harassment in their workplaces.

The fact that the EHRC had to intervene for workers complaining about what happened to them just for wanting to earn a living is heartbreaking. I heard many examples from our members about how they had been failed when they reported what had happened to them. But the agreement doesn't go far enough. The worker's voice is still missing, and accountability is still not there. Without some need to report or register how the company deals with such issues, they will still be able to hide behind Non-Disclosure agreements. The need for annual reporting is now critical for McDonald's and all businesses because while McDonald's has shone the spotlight on them, they are not the only employer such incidents occur. We need to put pressure on politicians to make reporting of harassment, abuse, and bullying and how employers respond to such complaints as a reportable incident as we would with an injury at work.

I am proud that this union initiated the Fast Food rights campaign, led by our organiser Gareth Lane and supported by Owen Espley, who worked for War on Want and our McStrike campaign, have produced this significant step forward to protect people from sexual predators. Proud of those courageous people who stood up because their speaking out will lead to others not falling victim to the same abuse they suffered.

Workers need unions, and if we are to stop the erosion of wages with the minimum wage now becoming the weekly wage or worsening conditions, poorer health and safety, we need to be organised.

History shows it's only through solidarity that victory is won. And organising is the key to that victory

It's no coincidence that with the attacks on trade unions, there has been an enormous gulf between those at the top of society and the rest. Politicians haven't spent billions attacking trade unions, removing our rights for nothing.

They know the only real challenge to their power is organised labour.

Planning and implementing that plan are the critical bits we need to recognise if we are to halt the decline in our workplaces. No food worker should have to rely on food banks, and we are failing when we accept the argument that pennies above the so-called living wage are acceptable. We need to fightback against employers who hide their profits in giant corporations, then plead poverty and make spurious claims of financial hardship. We need to delve deeper into the actual accounts of these companies as we prepare for wage talks, and we need to make sure our members are clear on the affordability aspect.

I find it scandalous that whilst making offers of pay increases to those whose labour creates the profit between 4 and 6%, whilst they are awarding shareholders between 8 and 12% and enjoying huge gains for themselves. We have to stop accepting our poverty and start demanding our fair share. We have a right to *decency, dignity and respect*.

In politics, it's becoming more evident every day Starmer's Labour intend to go to the polls offering the *status quo* and ruling out policies to deal with child poverty. Starmer has been christened, Sir Kid Starver after he confirmed he would maintain the **two-child benefit cap**, claiming in an interview with war criminal Bliar that it's about 'tough choices'. Coincidentally, in that interview he called for better restaurant facilities for MPs – who are entitled, on top of their salary, to an allowance for three children and to claim travel, second homes, electricity, gas, and other outgoings. Tough choices would be to lead by example – live on their salaries, and stop leaching off the backs of hard-pressed working-class communities.

Politics needs to change. The crisis created by a continuation of the same politics we have endured since 1979 will not end – and this crisis was caused by the greed of the few, enacted by political incompetents and protected by a media owned by the rich.

We need a fundamental change, a society created to work in all our interests that doesn't scapegoat minorities be they migrants, the disabled, the unemployed, the poor, or whatever but lifts *everyone*. To some, it's about getting rid of the Tories, but, unfortunately, replacing them with more Tories, (as Starmer says he's happy to be called), won't change anything. It's time to put *people* back in the heart of politics – to raise our living standards, to return power to the people, and restores our right to *protest, strike, and unionise*.

The right to not freeze, afford to eat, and access clean water, to stop the sewage pumped into our rivers and seas. Where those with the broadest shoulders pay their fair share.

To do this, we need to start speaking about the future we want. Do we want billions poured into offshore tax-avoiding accounts for the few or the profits of those companies we built and paid for back in our hands and used to fund our NHS, education, and other public services?

Do we want to keep all homes in the hands of greedy landlords or start to provide decent homes for people in our communities by building council homes?

Politics is not something that doesn't concern you; it's done to you every day, or you have no right other than when politicians say you can take part in a vote. It's our right to have our say whenever we decide.

Solidarity

Ian
National President

OUR CRAZY CORNISH COMRADE...

AFTER READING SARAH'S REPORT in Foodworker and attending our annual conference, I wish to propose that we BFAWU push to organise *a mass membership campaign* throughout the UK as we are all aware that we have had a steady decline over the last few years and this has chomped at my pasty somewhat.

I am passionate about this and would be more than willing to be involved or assist within this campaign as I believe that we need to encourage, communicate and inspire our wonderful membership to step outside their comfort zones (ie their own workplaces) and start campaigning, leafleting and directing our efforts into hospitality, cafe, bars, restaurants, laundries, fast food outlets, takeaways, food growers, pickers, garment and textile workers and any other outlet and workplace allied to the food industry.

I believe also that there are members out there who have the enthusiasm to be part of such a push and a national email should be sent requesting such volunteers to reply (if this is agreed to) and then we start organising campaign groups within each region assisted by FTOs and support staff and then we start planning region by region on obtaining materials etc so we can officially have a start date and push for a mass recruitment drive and rebuild the loss of membership we so dearly need..

Other ideas is to link up with Organise Now!, NSSN and the Peace and Justice project and plan with them – using their members to assist us. One official date could be used to kickstart the whole campaign off and then move toward as individual regions, branches, areas as and when suits them....

After the recent reports about McDonald's we should be jumping on this and pressing to sign up as many of their employees as possible – as well as Burger King, KFC and every food outlet

I personally have already started linking up and gained foot soldiers down here in our country – *Kernow* – with the NSSN, TUSC, Cornwall People's Assembly and other social justice groups and will be hitting Plymouth city centre and Plymouth Argyle Football Club to press home our *Unionize Ginsters* campaign and educating the general public in what a union is, why join, what unions have achieved and what they could lose if unions dwindle out...all this is working along side other unions, and groups I have mentioned...

I think by now you grasp the picture I am attempting to paint – and as a loyal member I will work tirelessly to help rebuild and improve our membership for our beloved union and remember, *"We are the oldest union and with every breath left in me I will always fight for us to remain so."*

I ask each and everyone of you to consider the above and move it forward so we can start planning to recruit some of the four million plus hospitality workers and those in allied industries who are waiting us the BFAWU to come to their rescue and assist them in their workplaces.

Let's become more active, more communicative throughout, more involved, more determined and I ask our wonderful membership to become more Robbie...

I thank you for your valuable time and hope together we can move forward with this – got to go now as me pasty is getting cold comrades...

Look forward to hearing from you in the near future cos I'm one hungry Cornish man who wants to make a difference...

Always in solidarity

Robbie
BFAWU FOREVER

HERE'S TO OUR AWARD WINNERS!



Ian Banton

National Health and Safety Award
sponsored by Slater and Gordon Solicitors



Ramona Patuleanu

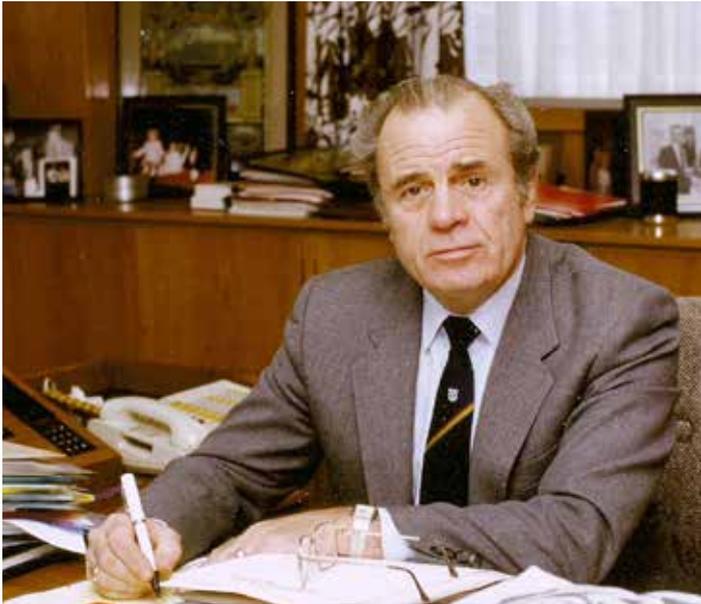
Pat Rowley Organising Award
sponsored by Thompsons Solicitors



Kasia Damek

National Union Learner Rep
sponsored by Watkins and Gunn Solicitors

THE 2023 EC GUEST TO CONFERENCE



MY NAME IS **Vicente Munoz-Cano** (also known as *Vinnie*). I have worked in Rank Hovis McDougall and British Bakeries for the last 42 years. I joined the Bakers Union in the 90s.

A year on, I applied to be a shop steward and then I was voted in as Branch Secretary, a role I did for 15 years. During those years we increased the members from 50 to 162! We also managed to get a learning centre, a caravan for praying and later we changed that to a resting room for all the workers in the bakery.

I was also involved in many rallies around London, I have attended many regional meetings as well as Conference too, I have joined with Brother Frank Loveday campaigning against zero hours contracts, McDonalds, Burger King, and Greggs.

I had the privilege to be a translator for the Cubans when they came to us for a visit, we took them all over London and many bakeries around the Country, and the offices of the TUC. This trip was a great experience for me.

I am very proud to tell people I am a member of the BFAWU, and I will be until the day I go.

During the last 15 years I was made a trainer for teaching forklift operator, a health and safety coordinator and a SAFE organiser, I was also in charge of taking care of the learning centre.

I would like to take the opportunity to thank everyone who has helped me and a special thanks to Frank Loveday for all the help and advice he has given me over the last 15 years. He isn't just a good official and organiser, but a very good friend of mine.

I wish you all in the BFAWU well. Keep going – we are the best union in the country!

In solidarity, Vinnie.



THE AMBASSADOR

FROM SANDINISTA, SOCIALIST, ANTI-IMPERIALIST NICARAGUA I bring the greetings of Sandino's children, from the Trade Union sector, from President Daniel Ortega and Vice President Rosario Murillo.



Thank you for inviting me to your Conference, to share with you the social and economic advances of Nicaragua, the incredible transformation that has taken place in my country during the last 16 years, with priority given to health, education and housing and policies which benefit the many rather than the few. Workers and trade unions are at the heart of our government's policies and advances because our model of development values every peasant, every farmer and every worker, recognising the vital contribution that they make – in particular those whose work feeds the nation.

Thank you for allowing me, on behalf of Nicaragua, to tell you about my country – a fair, human, socialist and solidarity model, one which builds structures and policies to protect all of our people and one which allows everyone to live well and with dignity and which shows that there is a people's alternative.

Your Union, the Bakers, Food and Allied Workers Union (BFAWU) has been fighting to end the scourge of food poverty in communities and workplaces across the country by challenging low pay and demanding that the *Right to Food* be enshrined in law, so I am going to also tell you about my country's fight against poverty, to fight hunger and to achieve food sovereignty.

Despite being a developing nation with labor-intensive agricultural production, Nicaragua has made important progress in addressing multiple objectives such as meeting human needs for food, education, and healthcare, reducing poverty, and improving the environment.

Since 2006, after 16 years of neoliberal government, the Sandinistas under President Daniel Ortega have brought about huge positive economic and social changes, such as:

- Reducing general poverty by half
- Becoming the 7th most gender equal country in the world.
- Being the safest country in Central America and the Caribbean, with one of the lowest homicide rates in the Americas continent. Providing free health for all, we have built the largest hospital network in Central America.
- We had the lowest mortality rate in the region during the COVID pandemic and life expectancy has increased. There has also been a drastic reduction in infant mortality.

- Providing free education for all. Literacy has vastly improved, and the country offers free education from pre-school through college and professional school. During the last 16 years we have seen an evolutionary transformation of education, a model which places the human being at the centre of all educational policies, expanding opportunities for the families of peasants, of workers to go to university or to be technical professionals at any educational level. This year, the Ministry of Health and the Ministry of Education have implemented the Healthy Schools Plan 2023 to bring health care, disease prevention and the promotion of good health habits to schools and to the community.

I know that you are fighting to achieve *The Right To Food* for all, and free school meals. So let me tell you that my country, a developing country, makes this a priority, providing free school meals to more than one million two hundred thousand children. We have said *NO hungry children* in schools.

The Ministry of Education provides basic food and schools have food gardens or health patios, some with fish ponds and chickens, and parents cook the meals. In this way, kids get to know and value the journey their food takes from production to plate.

Nicaragua has virtually eliminated hunger and attained 90% self-sufficiency in food production while also increasing food exports, by improving its agricultural practices, promoting climate-resilience to mitigate the impacts of climate change, and we have achieved this while decreasing our per capita greenhouse gas emissions, which were already only one-eighth as much as for the United States, for example. Moreover, Nicaragua has managed to adapt to the adverse impacts of climate change caused mostly by developed countries. In 2006 we produced only 26% of our energy from renewables, now we are producing between 70 to 80%.

Despite facing illegal US sanctions and interventions, Nicaragua's economy continues to grow steadily across all major sectors. People often say that Nicaragua is the third poorest country in the hemisphere based on the per capita GDP. But GDP measures only the *totality* of economic activity, not whether people's basic needs, basic human rights are met.

When you consider that Nicaragua has the second lowest poverty rate in Latin America, and that the poor have access to good quality basic healthcare, food, and free education, you might say Nicaragua is one of the *least poor* countries in the hemisphere.

After 500 years of colonialism and intervention in Nicaragua by the Spanish and then the US, Nicaragua clearly lacks the infrastructure needed for robust economic activity comparable to a developed country.

However, because of the choices we made in recent years, our economic activity, while we develop that infrastructure, is targeted toward meeting the needs of the entire population instead of only serving the interests of the wealthiest Nicaraguans and foreign corporations.

And this means that instead of targeting our economy to develop weapons of war, security and surveillance, and consumerism, we have focused on healthcare, education, infrastructure like roads, bridges, electricity, potable water, hospitals, and parks, for the enjoyment of families.

If you go to Nicaragua and travel around, you can see viable agricultural production everywhere. You can talk to farmers, agricultural and environmental experts, and community, barrio, trade union leaders.

You will taste luscious fruits and vegetables and savoury dishes and see amazing biodiversity; but you will also learn about laws to promote equitable and efficient development, like the **Agroecology Law**, or the **Zero Hunger Law**.

This year we were privileged to welcome Her Excellency Guisell Morales-Echaverry (Ambassador of Nicaragua) to speak to Conference – this is what she told us



These laws provide incentives and education for small farmers, create markets to sell foods, provide plants or chickens to start small-scale farm enterprises, and provide low interest loans, and programmes to foster the less-common commodities, such as dragon fruit.

Moreover, you will learn about our philosophy, our democratic, people-centred approach to making decisions and implementing change, where Trade Unions have played and are playing an important part, historically to achieve liberation, to build revolution and now building a model where the people are President, with a government that rules by dialogue and consensus, where trade unions have a strong voice, where a trade unionist is the speaker / President of the Parliament, and many trade unionists are members of Parliament, and advisors to the President.

In Nicaragua, decisions are made to address the multifaceted needs of society – reduce poverty and hunger, obtain food sovereignty, good working conditions, protect the environment – for all stakeholders. The idea that peasant farmers and trade union leaders, teachers, nurses, construction workers have valid ideas is a hard concept for corporate experts to comprehend, let alone embrace. And yet the results are impossible to deny.

Our approach is demonstrably working to fight hunger and poverty and decrease greenhouse gases while adapting to climate change. None of that would seem like it should present a problem for anyone. However, we achieved these results while also becoming food sovereign, and without fully embracing agribusiness corporations that try to monopolise the business of food production. And because of this, Nicaragua poses a threat to neoliberals, the threat of a good example for other countries, for other societies.

Thus, for the US Empire, overthrowing the Nicaraguan government is a priority, and in the meantime, a propaganda war is used to justify aggression against Nicaragua and to mask the success our model has had. The predominant approach to development foisted on most of the developing world is to force cuts in spending on social programmes and to privatise public resources. The contrasting positive results from Nicaragua are indeed a threat to the arguments for continuing 'development' through exploitation.

Like you, fighting against food poverty and hunger, our fight is against poverty, which is a crime against humanity and an obstacle to fulfilling the human right to life and development, to peace and prosperity.

QUARTERLY NETWORK MEETINGS

The Ambassador (continued)

Sandinismo, as a government of reconciliation, of national unity, of collective prosperity, of the common good, has created plans, policies and strategies, transformed each constitutional right, into a social programme, into an economic programme, or into a cultural programme.

We have done this through a national plan for human development, with the goal of eradicating poverty, improving and expanding social, economic and municipal infrastructure, expanding public investment in health, education, food security, providing low-interest credit for women as well as for popular and entrepreneurial sectors.

16 years of Sandinismo have meant for the people of Nicaragua, dignity, human development, food security and sovereignty, social inclusion, and the restitution of individual and collective rights.

All these triumphs are of the people, of the Nicaraguan families, all these triumphs are of love, of light, of life, of truth...

Nicaragua, as well as the revolutions in Cuba and Venezuela, will continue to be a firm source of hope for progressive movements a voice for the self-determination of the peoples who demand to be protagonists of their own destiny, who deserve a better and more humane society.

We will continue fighting for the right of our people to live, to prosper, to have a future, in peace.

And *like you*, we want the world to achieve the human right to food, to make sure our children, our people eat healthy food, fairly produced by well-paid and protected staff throughout the food sector.

- Another just and fair world is possible,
- Because we are not few, we are not few!
- Because we are here, we have not given up!
- We have not sold ourselves!
- Here we are fighting! for our dreams, our future, for peace, for people and the planet,
- Saying no to imperialism, saying no to fascism, saying no to intervention and saying no to death and yes to life and freedom.

Venceremos! (We will win!)



For more information: www.nscag.org

ATTENDANCE AT THE last few network meetings has been poor. It is important that we have this avenue for support in the different roles and equality groups. The meetings provide learning opportunities, sharing best practice, working through issues and have the potential to develop policy and campaign ideas for the union.

Going forwards the meetings will be held in the months of *January, April, July* and *October* to coincide with other meetings that are held within the union structure.

Each will start at 6.00pm and will be held on Zoom

Branch Secretary 23rd October

Join Zoom Meeting



Meeting ID: 833 7397 1579
Passcode: 675094

Green Reps 30th October

Join Zoom Meeting



Meeting ID: 831 2912 6038
Passcode: 809999

Union Learner Reps 26th October

Join Zoom Meeting



Meeting ID: 856 6368 6969
Passcode: 614387

Young Members 25th October

Join Zoom Meeting



Meeting ID: 857 5458 5820
Passcode: 358619

Women Members 24th October

Join Zoom Meeting



Meeting ID: 882 7063 3631
Passcode: 410169

BAME Members 31st October

Join Zoom Meeting



Meeting ID: 876 3316 9877
Passcode: 822992

LGBTQ+ Members 27th October

Join Zoom Meeting



Meeting ID: 899 8860 2165
Passcode: 859129

Reminders will be sent out closer to the time!

YOUR NEW EXECUTIVE COUNCIL 2023-2025



Peter Pyne
Branch Secretary, Greggs Enfield
Distribution Centre (Branch 110)



Michael Blundred
Branch Secretary, Manor Stoke
Branch 390



Kevin Flood
Branch Secretary, Moy Park
(Branch 716)



Tony Mansell
Branch Secretary, Memory Lane
Cakes Cardiff (Branch 258)



John Owens
Branch Secretary, Allied Liverpool
Hotplate (Branch 432)



Shannon Osbourne
Greggs Gosforth (Branch 529)



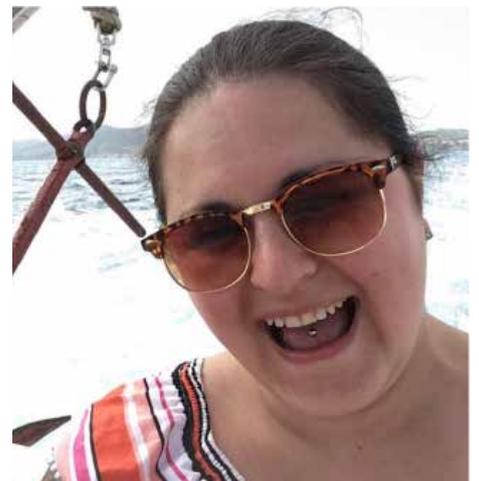
Dave Lawrence
Manor Carlton (Branch 582)



Dimitru Manole
Branch Secretary, Greencore
Northampton (Branch 357)



John Martin
Branch Secretary, Greggs
Gosforth Branch 529



Rachel Mullen
Greggs Gosforth (Branch 529)

2023 DURHAM MINERS GALA



General Secretary Sarah Woolley was a Guest of Honour at this year's Durham Miners' Gala, representing our great union

This is her speech to the event – together with a few photos to give you a flavour of the day.



“ IT IS AN ABSOLUTE HONOUR AND A PRIVILEGE to be invited to speak at such an important event in our movements calendar on behalf of the Bakers Food and Allied Workers Union. I can't quite believe just how many people are here, I think this has to be the biggest group of people I have ever spoken to in my life!

It's absolutely brilliant to be here letting the world know trade unions are here. We are **loud**, the brass bands have been on point, we are **proud** as you can see from the exceptional banners on display reminding us of our past and our present and that we will continue to be the voice of working people and fight for our members and our class regardless of what those down in Westminster try and do to us.

I want to express solidarity from myself and on behalf of the BFAWU to each and every one of you who are in dispute at the minute, you are amazing, to those that thought it was over dig deep we are behind you and stand with you, you are not alone – you are all inspiring millions of other working people to demand better as well as showing just how important it is not only to fight for your rights, your pay, your terms and conditions but to protect them for future generations too.

The rising cost of living is crippling and killing people, we know our members working in the food industry were struggling to put food on the table and survive back in 2021 through the pandemic when we ran our **Right to Food** survey, and with the increases to energy costs, inflation, the impact on mortgages and rents thanks to the increases to interest rates, not to mention the rising cost of food as well as everything else working people are barely scraping by, it's absolutely disgusting that in the UK, the 5th richest economy in the world there are more food banks than Greggs stores.

We have just re-run our survey asking BFAWU members about their experiences of accessing food during the cost of living crisis and produced a hard-hitting report, *Foodworkers on the breadline*. We have been told that some members feel like their house is a prison, they stay at work longer so they don't have to worry about putting the heating on, they don't invite people over anymore as they are ashamed and have blankets everywhere to try and keep warm, the use of Foodbanks has increased by 10% – this is disgraceful in one of the richest countries in the world in 2023 These people are working hard, feeding the nation, like many of you were championed as key workers during the pandemic, yet don't earn enough to survive, they are literally freezing and going hungry..

And what are the Tories doing about this – instead of working with devolved nations and looking at how we get a right to decent nutritious affordable food for everyone, and I must stress that this means going further than offering free school meals because whilst they are great and the campaign being run by the NEU is ace, we have members making sure their kids have a dinner at tea time but are then going and doing 12 hour shifts with little to no food in their bellies. Instead of doing that, the rotten Tories are looking at ways in which they can attempt to break unions because everything they have tried so far hasn't worked – in fact Trade Unions are the most popular they have been in decades.

But you know what, whatever they try, they will continue to fail because trade unions aren't third party organisations, they are our members who are powerful when they come together collectively, our members are the general public they are trying so poorly to get inside!

But we can't rest on our laurels, we have a lot of work to do friends, we need to be talking to working people about trade unions because there are millions and millions of working people who aren't members and many of them won't even know or understand what a trade union is, we need to be removing the myths and lies peddled by the right wing media that we are just greedy by talking to those who we don't necessarily agree with, and at times probably don't like and proving that workers coming together, standing shoulder to shoulder are strong, are powerful and enact change because this is vital to regrowing our movement.

We have to take over the spaces the right wing is trying to edge into and push them out because they are no friends of the working class, they just seek to divide us so the rich can continue as normal.

Initiatives like *Organise Now!* are helping with this – have a look on the website, sign up to be a volunteer and join the 180 plus reps and activists that have already supported over 100 workers begin to organise their workplace, people who wouldn't have thought about joining or being active in a trade union beforehand have dipped their toe into the movement thanks to *Organise Now!* and I am incredibly chuffed that our union was the first union to get behind the project [see *the update on page 15*], I know ASLEF are on board now though!

But friends, we can't stop there, everyone here today and there's an awful lot of you, needs to go away and talk to your friends, neighbours, colleagues, kids and grandchildren about trade unions – tell them that we aren't a third party insurance company that swoops in to support them when they are in trouble, that it's not general secretaries like me that are the trade union, but *them*, *their mates* and *work colleagues*, their *neighbours* and their *communities* that make up the trade union movement and that change happens when we are organised and stand together collectively, workplace by workplace, community by community. We can't rely on anyone else to do it for us, we have to do it ourselves, but that's only going to happen if we truly work together across the movement throughout our class.

It's absolutely great to be here I can stop pinching myself now Solidarity with all of you, enjoy the rest of the day!





MAAN WORKERS' ASSOCIATION AND THE PROTESTS FOR DEMOCRACY IN ISRAEL: QUESTIONS AND ANSWERS

MAAN WORKERS ASSOCIATION HAS joined the protest movement for democracy and is collaborating with numerous organizations to bolster the ongoing protest and work towards the replacement of this perilous government. The significant presence of our Arab activists within MAAN's contingent adds a distinctive dimension to the struggle.

MAAN regards the protest movement as a pivotal force in the battle for democracy and equality. In order to clarify our motivations for participating and to address questions directed towards us, we have compiled a series of answers below. We welcome feedback.

Why do you support the protest movement?

We support the protest movement because we perceive the extreme right-wing government led by Netanyahu, Smotrich, and Ben Gvir as a threat to democracy, human rights, and workers' rights. The uprising of a substantial portion of the Israeli public against this government, which exhibits clear fascist characteristics, is of utmost importance. We align with the protest leaders' who define the battle as a struggle between democracy and dictatorship. This is a momentous fight. We view this struggle as a component of the global resistance against the populist right, such as Trump in the USA, Orbán in Hungary, the Justice Party in Poland, and similar movements. If the government gets the upper hand it would render it impossible for MAAN to continue its work as an organization dedicated to protect workers in general, including Palestinian workers. We are fighting not only for democracy and freedom for all, but also for our own right to exist.

What are the slogans and ideas that MAAN raises?

Our primary slogan in the protest is 'without democracy, there are no workers' rights.' This is a slogan that goes in tandem with the message of various groups participating in the protest. They link between inherent freedoms and rights that may be lost, for example: slogans like 'without democracy, there is no health,' 'without democracy, there is no academia,' and 'without democracy, there is no mental health'. Our slogan, delivered in both Hebrew and Arabic, aims to raise awareness about the risks to workers' rights, the right to association, and the right to strike. Our request to join the Coordination Committee of the Protest was accepted very favourably. The presence of Arab activists within MAAN's bloc on Kaplan Street in Tel Aviv, along with the chants in both languages, has received a positive resonance among the protesters.

The coup against which the protest was launched focused on the intention to eliminate the independent status of the Supreme Court. How is this related to labor struggles?

Such a coup will have a direct impact on the right of association and the freedom to strike. The right wing Kohelet Forum, which is the think-tank that drafted the government's new legislation promotes also neoliberal ideas against labor unions, the labor court, and against welfare budgets. The Chairman of the Knesset's Constitutional Committee, MK Simcha Rothman, published a bill that limits the right of unions to announce a strike. Curtailing the independence of the courts and

any government control over the appointment of judges will also affect the judges elected to the labor courts and thus neutralize an important factor that protects workers rights. As part of the protest movement, MAAN is involved in an initiative of representatives of trade unions, Labor lawyers and academics who specialize in labor law to stop this legislation. A public petition signed by 60 senior lawyers and former judges in the field of labor law, including the director of MAAN's legal department, was published at the end of April and defined the legal coup as a danger to workers and unions that justifies the announcement of a national work dispute and a strike.

How do you see the role of labor organizations in the struggle for democracy?

Workers' organizations cannot reduce their role to bread and butter issues such as wages and working conditions. A workers' organization that does not mobilize its members and activists at this fateful moment is betraying its mission.

At first the Histadrut was criticized for its refusal to join the protest. Its position, however, underwent a change that was reflected in the general strike it announced at the end of March. It is no coincidence that two days after that strike, President Biden announced that Netanyahu is not welcome in Washington until he shelves the legislation and reaches broad agreements with the opposition. It is clear to us that workers' rights and organized labor are central issues in American domestic and foreign policy. The Histadrut's strike, as the largest labor union in Israel was therefore crucial to clarify the severity of the crisis and the danger inherent in the government's plan.

The protest is focused on calling for democracy. The occupation and the struggle for peace are not on its agenda. As an organization whose banner is the struggle for Palestinian rights, do you live in peace with this choice?

We support the decision of the protest leadership to concentrate at this stage of on the struggle to stop the right wing dictatorial coup. Our assessment is that the urgent and central task today is to bring about the fall of the extreme right-wing government and for this purpose it makes sense to mobilize a broad coalition of forces. One of the prominent protest leaders, Shikama Bressler, defined the political division today between those who support the rule of law and democracy and those who support dictatorship.

The overwhelming majority of the speakers and leaders of the protest are fully aware of the connection between the judicial coup and the drive of messianic settlers to force their agenda on the Israeli and Palestinian society. The protest movement definitely opposes their intention to bring about the annexation of the West Bank, and the establishment of Jewish supremacy over the entire land between the Jordan and the sea. Such a process would transform Israel by international law into a de-jure apartheid state.

Against this background, we note very positively the openness of the protest movement and its ability not only to open its doors to voices raising the Palestinian issue but also its approach that sees diversity as a source of power.

You emphasize the need of the Arab society in Israel to join the protest. Why?

The glue that binds the various elements of Netanyahu's dangerous government is the racist attitude towards anyone who is not Jewish, and especially towards the Palestinian residents of Israel and the occupied territories. Palestinians will also be the first to be harmed if the government's plans come to fruition. Therefore, in the fight against the government there must be a presence and powerful role for organizations & activities from the Palestinian Arab society, which will give an answer to Jewish supremacy ideas of Ben Gvir and Smotrich. Hence the strategic importance in the need for the Arab society to partner with the protest.

It seems that despite your efforts and those of other parties, the participation of Arabs in the protest until now was poor. What do you think is the reason for this and what can be done?

Indeed there is a gap between the democratic movement in the Jewish/Israeli society and the Arab society. On the other hand, the Arab society is in an extremely acute internal crisis. For decades the Arab public has suffered from institutionalized discrimination, exclusion from any influence to the point of defining it as 'illegitimate'. There is neglect of infrastructure, a critical lack of residential space, high unemployment of youth and women, resulting in high poverty rates.



All these led to widespread corruption and protectionism which in turn became a fertile ground for the growth of criminal organizations. Political trends of nationalist and religious seclusion limited voices advocating for creativity and freedom. The murder of women on the grounds of so-called 'family honour' did not receive a proper internal social response either. Undoubtedly, the ability to mobilize the Arab voice would necessitate the rise of a new leadership that will have the moral courage to stand up against conservative norms that leave society frozen in its tracks.

The promotion of a democratic and secular agenda is the priority. The emergence of a powerful democratic movement in Israel constitutes an unprecedented factor that should and can lead to a similar awakening in the Arab society. The hoisting of Israeli flags in demonstrations undoubtedly deters Palestinians who can't identify with this flag – but take into consideration these flags are raised as a message to the Right than a desire to exclude the Arab public.

It must be acknowledged that there must be a deep change that will come with recognition of the legitimacy of the Arab voice, and an equal partnership in life, employment, rights and government.

How do you manage to recruit activists from the Arab society to participate in the protest?

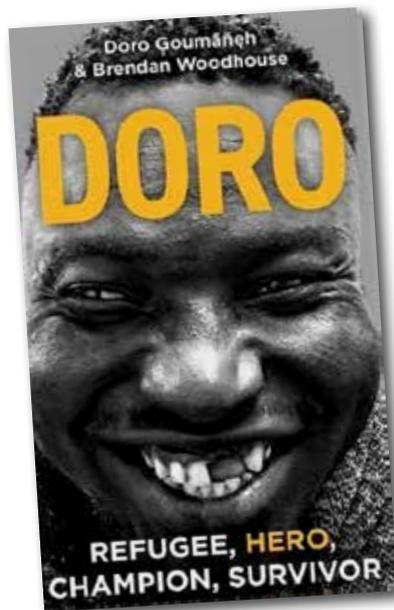
MAAN works to recruit activists from a wide pool of members and supporters that the organization has built in both communities. We promote fair employment, cross-national workers' rights (with an emphasis on Arab women's employment, encourages Arab members to join us in the demonstrations. It's true that we encounter voices expressing doubts about the willingness of the protest movement to accept and cooperate with the Arab society – but we also hear voices calling to join the movement, expressing a thirst of the protesting public to see Arab demonstrators.

The experience of marching in a demonstration that has hundreds of thousands of participants and its friendly and welcoming attitude towards Arab speakers and activists who join, show that there is a real possibility to expand the scope of Arab participation, overcoming prejudices, fear and lack of confidence and to work together towards a joint equal and peaceful future.

Roni Ben Efrat (Ms)
Development Manager
roni@maan.org.il

WHAT WE ARE READING

Doro



'This is Doro and he is beautiful.'

SO BEGINS THE EXTRAORDINARY story of **Doro Goumãñeh**, who faced an unimaginable series of adversities on his journey from persecution in The Gambia to refuge in France.

Doro was once a relatively prosperous fisherman, but in 2014, when the country's fishing rights were stolen and secret police began arresting Gambian fishermen, Doro left home, fleeing for his life. From Senegal to Libya to Algeria and back to Libya, Doro fell victim to the horrific cycle of abuse targeted at refugees. He endured shipwreck, torture and being left for dead in a mass grave. Miraculously, he survived.

In 2019, during one of his many attempts to reach Europe, Doro was rescued by the boat *Sea-Watch 3* in the Mediterranean, where he met volunteer **Brendan Woodhouse**. While waiting out a two-week standoff – floating off the coast of Sicily, as political leaders accused Sea-Watch, a German organisation that helps migrants, of facilitating illegal entry to Europe – a great friendship formed.

Told through both Doro's and Brendan's perspectives, Doro touches on questions of policy and politics, brutality and bravery, survival and belonging – issues that confront refugees everywhere. But ultimately it is one man's incredible story – that of Doro: refugee, hero, champion, survivor and *friend*.

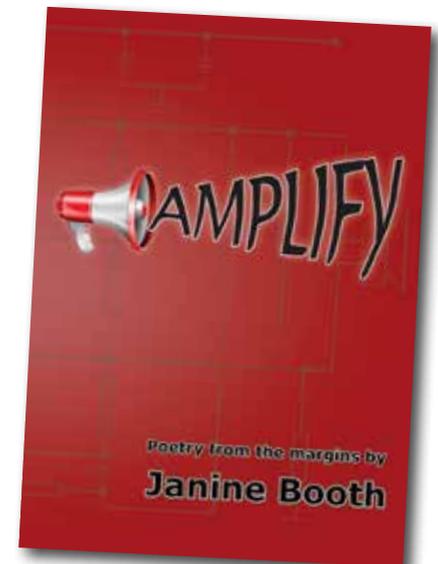
Amplify – Poetry from the margins by Janine Booth

ARE YOU *DYSPRAXIC, dyslexic or autistic?* Do you have workmates who have ADHD, Tourette's syndrome or dyscalculia? I bet you do, even if you (or they) don't know it. For the last eleven years – since I was belatedly diagnosed as autistic – I have been training trade unionists about this issue.

At this year's Bakers' Union conference, I ran a fringe event to give delegates a taster of this training. It was an excellent session, with delegates contributing ideas, stories, questions and points that made it clear that there is a real appetite within the union to take up the issue of neurodiversity.

I hope that this will lead to the union arranging neurodiversity courses. The courses that I deliver look at the real experiences of neurodivergent workers. They introduce participants to the social model of disability, which sees problems coming from your social environment rather than (just) from within yourself. You learn more about different neurotypes, and about what changes you can demand that will improve the workplace for everyone.

And you learn about how the law can help neurodivergent workers, and also how it can't!



The courses also enable us to consider how to make our own union practices more inclusive. From branch meetings to conferences to picket lines, measures to make union activity more accessible means that more workers can take part, which means that the union and our actions are stronger. And that benefits every one of us, no matter how our brain is wired.

Janine Booth

Buy it here: – www.allographic.bigcartel.com/product/amplify

GET ORGANISED NOW!

LAST SEPTEMBER, in the basement of *The World Transformed*, alongside *Strike Map* and *Notes From Below*, we launched an ambitious new organising project, **Organise Now!** Join the project to leave no worker left behind!

What is Organise Now?

Built by workers for workers, Organise Now! is a peer to peer organising network responding to the crises in work, pay and living standards. Skilled and experienced workers from across different sectors are available to support you and your co-workers to improve your working lives and build power.

Organise Now utilises the collective experience of workers from across the Trade Union and social justice movements, dedicated to, and with track records of, helping workers defend their pay and conditions – and to secure better work lives through collaborating with others.

Why now?



One of the major challenges facing the workers movement is the long term decline in union membership. In 2022 200,000 left the union movement 129,000 women in the private sector. This means that most workers today are not, and have never been, members of a trade union. There are many sectors with no active unions, while in other sectors union membership has become less active or effective, and some workplaces where unions are a new idea for much of the workplace. We also recognise many employers are hostile to the idea of a union even being started.

What we lack are the institutions and capacity to help workers take the first steps to organising. All workplaces have their specific challenges and barriers to getting organised. There are very few places where workers can get advice and support at an early stage.

In an environment that is hostile to unions, it can be hard for new campaigns to get going. There are few routes to supporting new workers getting involved. Through inactivity, the structures and strategies of unions can become 'rusty' too.

However, over the past few years, there has been a growing interest in left wing politics, with many people becoming active in campaigns and joining the Labour Party during Corbyn's leadership. Part of this has involved a growing interest in organising at work, or at least a realisation that joining a union is important.

We are now going into an exciting moment with national strikes back on the agenda and renewed militancy in unions. These combine to offer a rare opportunity to start organising in new parts of the economy.

That is why Organise Now matters in the current moment.

We want to take that energy into new workplaces, but also connect to the wider union movement. This is about giving workers the confidence and resources to fight, but also for existing organisers to learn from and be inspired by these new struggles.

How has it gone so far?

We have been overwhelmed by the support from across our movement for this new project, gaining ASLEF and the NUS as new national supporting organisations.



We have helped hundreds of workers from all over our economy, which shows the need for our project and its potential.

As you can see, the project has attracted most workers from hospitality and shows how important Organise Now can be for growing and further activating our union.

As well as reaching workers that want to organise, we have been able to recruit hundreds of trade unionists from all across our movement. I am proud to say that we are punching well above our weight – with the fourth largest amount of volunteers coming from BFAWU.

We have also experimented with days of action across the last year, this has included supporting the Starbucks global day of action on 5 November 2022, and our very own 'guerrilla' organising day on May Day 2022. Most recently we were able to host an organising training day for Zimbabwean care workers, helping establish unions in our care sector, as well as hosting a workshop for students at the NUS's annual conference in Harrogate.

Timeline of Organise Now!

- Sept 2022:** Project launches at *'The World Transformed'*
- Nov 2022:** Starbucks day of action
- Mar 2023:** Workshop at the NUS Annual Conference, Care workers training day in Birmingham
- April 2023:** Exhibition stall at the NEU Conference
- May 2023:** 'Guerrilla Organising' day of action
- June 2023:** Workshop at BFAWU Annual Conference
- July 2023:** Launched *Get Organised Now!* organising guide

We were also a key part of the organisation of *Troublemakers At Work*, a one day conference dedicated to uniting activists across our movement through a series of workshops.

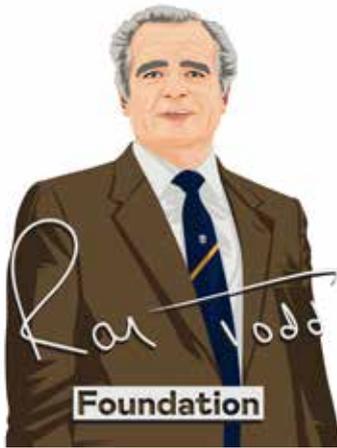
How you can support?

There are so many ways that BFAWU members can support and get involved:

- Become a supporting organisation.
- Volunteer for the project.
- Share our workers sign up form.
- Follow us on twitter, facebook, instagram and tik tok.

You can find all relevant links and more information via our website:

www.organisnow.org.uk



Who we are

RON TODD IS A NAME that any trade unionist involved in trade unionism in the dark days of the Thatcher government will have heard. For the benefit of those that weren't, he was the General Secretary of the *TGWU* during some of those troubling and difficult days.

What some of you might not know however is, that fire for social justice and solidarity that burnt within Ron Todd lives on, not only in those he inspired and impacted during his time as a trade unionist but through the charity, **the Ron Todd Foundation**.

The charity was founded by Ron's granddaughter **Bianca Todd**. She picked up the torch in order to honour her granddad and continue to shine a light on those issues that were important to Ron, and to share the principles that he had instilled within her.

Its mission is the prevention or relief of poverty and the promotion of equality and diversity – we achieve this through building the **Ron Todd Network**, our solidarity education programme and the annual *Ron Todd Lecture and Awards*.

What we do

Lecture and Awards

The **Ron Todd Memorial Lecture** is held annually on the Saturday nearest to Ron's birthday at the Marx Memorial Library, there we celebrate Ron's life and hold awards in his memory. The awards are *Socialism of the Heart*, *Peace*, *Social Justice*, *Equality*, *Inspiring Young People* and the *Contribution to the Movement in Memory of Jack Jones*.

They exist to celebrate the contributions of the many committed and inspiring individuals within the movement. In the words of **Bruce Kent** (CND) the awards remind us that "*the ordinary is always extraordinary*."

Ron Todd Network

Solidarity lays the seeds of our work, these seeds are nurtured and from them mighty trees of togetherness sprout forth.

RON TODD FOUNDATION

Looking Back To Fight Forward

Their roots intertwining, create strong communities built on *resilience* and *unity*. That is why we have a **Ron Todd House** and that is why we have developed the *Ron Todd Network*, bringing people together providing real practical hands on support, so that we can all thrive and survive.

Within the network people share skills and spaces to support each other in time of need. From offering a cup of tea and a listening ear to reduce loneliness and suicide to sharing practical skills such as plumbing and car maintenance to keep people on the road.

Solidarity Education

Solidarity is not something that happens in isolation, it begins through developing authentic relationships where conversations up-skill, empower, motivate and mobilise. Sparking movements, doing things *with* people, not *for* people.

Our solidarity education programme includes workshops focusing on **Solidarity** – *in actions, not words*; **Community** – *how to bring people together* and **Housing** – *building McKenzie friendships to tackle evictions*.

Research and Campaigning

The Foundation is a campaigning organisation. We support and promote campaigns which align to our values and the values of the wider movement.

The Foundation utilises research as a vital tool to build a strong evidence base for its campaigns. It carries out and supports research that explores poverty and inequality in the hope that a better world is possible.

Get involved

Times are hard for us all and having shared with you how the charity can help you, in turn this is how you can help the charity:

- Nominate a comrade for a **Ron Todd Award** and come to our annual Ron Todd Lecture [09th March 2024 at the Marx Memorial Library]
- Make sure you, your branch, your region, your union is a member of the *Ron Todd Foundation*.

Be a part of our **Looking Back To Fight Forward** campaign, by:

- Inviting us to your branch, event, conference to share Ron's words, speeches and poetry
- Become part of the Ron Todd Network, by creating your own *Ron Todd Hub* [we will help set this up]
- Become a **Champion of the Ron Todd Foundation** – donate £1–£50 and get an *annual solidarity kit*, *newsletter* and much more
- Take part in a solidarity education workshop – book a place through our website [£25 per person or £250 for your branch]
- Help us develop the Ron Todd Network by finding 500 branches who can afford to donate *£500 a year for 5 years* [see next page]

Follow, like and share the work of the Ron Todd Foundation on all social media platforms: @RonToddFdn

Comradely,
Ron Todd Foundation.

www.rontoddfoundation.org



Solidarity lays the seeds of our work, these seeds are nurtured and from them mighty trees of togetherness sprout forth, their roots intertwining creating strong communities built on resilience and unity. That is why we have a Ron Todd House and that is why we want to develop the Ron Todd Network, bringing people together providing real practical hands on support, so that we can all thrive and survive.

Now we want to expand our network where people can share skills and spaces to support each other in time of need. From offering a cup of tea and a listening ear to reduce loneliness and suicide to sharing practical skills such as plumbing and car maintenance to keep people on the road

1

BE ONE IN FIVE

We are looking for 500 trade branches, regions, sectors unions to donate £500 a year for five years. To enable to Foundation to create additional solidarity hubs across the regions.



Five Hundred
SOLIDARITY NETWORK

2

AFFILIATE & SUPPORT

If your branch can't afford the £500, then we are asking them to support the campaign by becoming a friend of the Foundation through affiliating for £100.

3

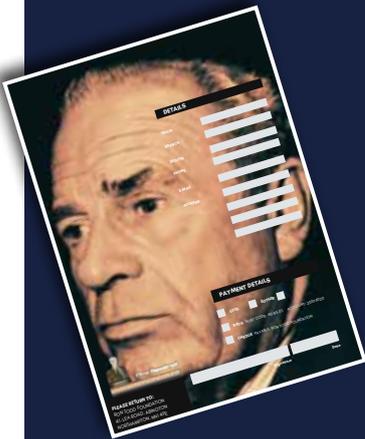
SPREAD THE WORD

Help us spread the word about the Ron Todd Network and the 500 campaign within your trade union community. Encourage other branches to join us and support this worthy cause.

4

JOIN THE NETWORK

Share your skill, knowledge and expertise and become part of a national solidarity network, where together we make a better world possible.



Apply for your Ron Todd Network 500 Membership via the website

What are your experiences of Universal Credit and food insecurity?

We would like to invite you to take part in important new research

What is the research about?

Evidence suggests those on Universal Credit are more likely to experience food insecurity. The proposed research is a series of depth interviews with those on Universal Credit, or who have been in the past, to explore their experience of claiming this (including the five week wait for the first payment), any impact on their food security, as well as any associated effects relating to health, family and relationships.

Who is doing the research?

The research is being conducted by **Dr Laura Richards-Gray**, an academic at Birkbeck, University of London. The findings will inform the work of the **Food and Work Network** (www.fawn.org.uk/) and will be published in an academic article.

How do I take part?

Laura would like to talk to you online (on Teams or similar) and this will last no more than an hour. You don't have to talk about anything you don't want to, and you can withdraw from the research at any time. Everything you say will be treated in confidence. Your name will not be used in any research outputs and your details won't be shared with anybody else.

As a thank you...

You will receive a **£20 voucher** – emailed on the day you are interviewed.

Finding out more...

If you want to ask any questions about the research, or want to know more about taking part, please contact Laura on l.richards-gray@bbk.ac.uk.



CONFERENCE MEMORIES



We even bought our fans along



Plenty to think about and discuss



the A Team



Guest Speakers - Lorraine Mponela, Status Now



Guest Speakers - Artin Giles, Peace and Justice Project



Fringe meetings with Thompsons Solicitors



Region 3 delegates



Region 5 delegates



CONFERENCE: MOTIONS CARRIED

The full list of motions debated by Conference can be found in the **Final Agenda 2023**

Motions lost, withdrawn or 'Out of Order' are not included here, but some motions were *remitted* for debate on a future occasion.

For a copy of the Agenda, please visit the new website (www.bfawu.org) and search for **Conference Documents – Agenda** is first on the list. If you can't find it, email info@bfawu.org to request a link.

Rule Changes and New Rules

5 Rule 6 Executive Council

6.1 a) Remove "Funeral Benefit shall also be paid for any one child of a one parent family on the same scale as on death of a Member's spouse" and replace with:

Funeral benefit shall also be paid for any one child of a ones parent family and normal family with a low income or one of the parents being in a poor state (health issue or unemployed) the same scale on the death of a member's spouse.

6 Rule 4.1 Executive Council

The National Safety Committee shall consist of two representatives from each region, one of which must be female it will also include the National President and General Secretary.

The committee will meet 4 times per year two physical and two digital except in exceptional circumstances.

Only Safety representatives who hold the appropriate credentials issued by the BFAWU, Regional council can be Safety Representatives and serve on Regional and National Committees.

AMENDMENT: Replace Paragraph 2 with:

'after Rule 4.1

7 Rule 14.3 Executive Council

Remove the current rule and replace with the following;

14.3 Union learner Representatives

Each Branch should elect Union Learner Representatives. The Learner Representatives must normally complete a Union Training course in Learner representative skills within 6 months of election. Upon successful completion of this course, they will be issued with Learner Representatives Credentials by the relevant Regional Council.

Regional Councils shall elect two Learner Representative per Region to attend the National Union Learner Representative Committee, one of which must be female plus a substitute.

The role of the National Learner Representatives Committee shall be to discuss the progress of the Union Learner Reps programme/ learning activity within the Union/Industries and to make recommendations to the EC on these matters. The National ULR Committee shall not have decision making powers.

The National Learner Representatives Committee shall consist of two representatives from each region, one of which must be female it will also include the National President and General Secretary plus co-opted members when required.

Only Learner Representatives who hold the appropriate credentials issued by the relevant Regional Council can be Learner Representative under the Rule and serve on Learner Representatives Committees at whatever level.

Meetings of the National Learner Representatives Committee shall be held at least one week prior to the quarterly EC meetings. Two meetings will be physical and two digital except in exceptional circumstances.

National Learner Representative Committee Members will hold office for a period of two years, be eligible for re-election and paid fares and fees as per Regional Council Members. Where a Learner Representative Committee Member is unable to attend a meeting, substitutes are allowed.

Each Branch or Regional Council must include on their agenda the item 'Learning and Training' to encourage discussion of this important subject.

9 Rule 5.2 Executive Council

Remove from second line 'the recognized state'

General Motions

Union Policies

10 Branch 356

This Conference declares that when a person is elected to the EC that should be given training in finance, recruitment, and pensions, and should fully versed in all these matters.

12 Branch 432

That this Conference agrees that the Executive council/ Union look at set payment rate for those members taking strike action. We have seen many members from different unions over the past 12 months who get a set payment while on strike which is some financial comfort to those taking strike action. While we accept this will have a financial impact on the union we are just asking for it to be looked at.

18 Branch 356

That the BFAWU should name and shame any company that pays its workers less than the minimum wage.

19 Branch 432

That this Conference agrees that we should use what ever means possible to call for the re Nationalization of our railways they are a shambles and possible the worst in Europe.

20 Branch 356

The BFAWU calls for action to tackle the deepening cost of living crisis and respect for shopworkers.

22 **Branch 356**
This union should affiliate on a national level to the Peace and Justice Project.

23 **Executive Council**
'Conference condemns the continued political and physical attacks on refugees, asylum seekers and others without their status in the UK. Conference accepts that many people, even with the right to work, are often in precarious situations due to their immigration status. Conference reaffirms the right of all workers to employment which is safe and secure and have access to justice against labour exploitation in workplaces.

We believe that migrants who are undocumented and working in the UK have the right to join trade unions and be protected from exploitation and modern slavery. To this end, Conference supports the call made by a number of migrant bodies, anti-racist, poverty eradication groups and others that all undocumented and people with insecure immigration status residing in the UK should be granted indefinite leave to remain.'

We resolve to sign up to **statusnow4all**, and our Union to become an organisation signatory and encourage our branches to join the growing coalition of organisations calling for the United Kingdom to act NOW and grant **#LeaveToRemain** to all undocumented migrant people.

Support all future petitions that promote the statusnow4all call and the aims and objectives of StatusNow4All <https://statusnow4all.org/about-status-now/>.

24 **Executive Council**

Conference notes with concern reports in the Sunday Times on the 15th January 2023 suggesting that, at a time of an acute cost of living crisis for households with food inflation running at over 14 per cent, UK supermarkets are set to announce higher than anticipated profits;

Further notes that Tesco alone is set to forecast increased operating profits of nearly £2.5 billion, significantly above its five-yearly average;

Shares the reported fears of industry insiders that the supermarket giants are benefitting from so-called "rocket and feather" pricing, where prices rise sharply in response to an inflationary spike, only to remain persistently higher than necessary as the rate of inflation falls;

Is scandalised that corporate shareholders should be making excessive profits and more and more households are forced to use foodbanks;

Remains concerned that, despite these rocketing profits, the big retailers in the food and drink sector continue to place undue commercial pressures on their suppliers, leading to a further squeeze on the terms and conditions of workers across the food sector, and more suppliers closing sites or going into administration;

Notes that food workers, like other low paid groups in society, are disproportionately impacted by the relentless increase in grocery prices;

Conference therefore instructs the executive of the Bakers, Food and Allied Workers union to call for urgent regulatory action to tackle the plague of excessive corporate profiteering by the UK supermarkets, and urges the government to introduce a statutory Right to Food for everyone in our country.

26 **Branch 405**

That this Conference congratulates our Union Towns Project on winning new deals for workers in the Fast Food and Hospitality sector.

Such as the Victory achieved at Cutlery Works, that won a 45% pay increase and abolition of Zero Hour Contracts and Youth Rates.

The Campaign that launched both McStrike and Spoonstrike have shown with dedicated organising strategy and methods, that no area is un-organisable.

Branch 405 asks that the EC looks at the model and how it can be adapted into building a sustainable union that delivers across both organised and unorganised sectors that we are involved in. Now is the time to put structures in place to build our mighty BFAWU, that will be here to build workers power for the next 175 years.

27 **Branch 356**

The BFAWU should commit into issuing recruitment materials in the hospitality sector to all parts of our union with a view of building up our membership within that sector.

28 **Branch 500**

That this Conference agrees that we must increase use of social media outlets as a way of increasing membership. Any posts that mention BFAWU or campaign work by the union should be shared, or tagged fellow members and colleagues, to improve visibility on social media.

29 **Branch 356**

As we are a union that operates in a sector of industry that has a high level of migrant labour, we consider it a priority in building our union to have leaflets in languages other than English.

30 **Branch 405**

That this Conference agrees 'The future of the BFAWU' is dependent on delivering for members and building workers power in the food industry.

Organising is the key to winning, be it around Health & Safety or Terms and Conditions. Our union must put in place a structure that delivers these objectives. This means we need to have an organising team for co-ordinating across the union.

The loss of membership would suggest the old ways are not working, and we need a fresh approach to building a sustainable union that delivers for food workers across the UK.

Safety, Health and Environment

33 **Branch 558**

That this Conference agrees to encourage the use of the Brown Book and work to get it married into the Health & Safety act of 1974

34 **Branch 405**

That this Conference agrees that we lobby the government that all new estates that are built, are built with their own green renewable energy supply from either wind power, Solar Power, Hydroelectric or Geothermal. All which would be connected to a universal battery to store power for the dark and cold evenings, for that estate. Thus keeping the carbon footprint at a minimum.

35 **Branch 568**

This Conference agrees that assisted euthanasia be allowed in extreme circumstances of illness, and of course is not considered to be a criminal record.

36 **Branch 356**

This union should make it a priority in supporting our comrades with mental health issues.

38 Region 4

That this Conference agrees to call upon the Government to work with the N.H.S to set up Non-Medical practitioner – led prostrate cancer clinics and to fund prostrate cancer research screening as a matter of urgency

39 Branch 356

We as a conference say that those who are suffering from long term COVID should be given support in dealing with this by the government.

Workplace**42 Branch 390**

This Conference agrees that temporary/fixed term employees are being denied permanent contracts, and the associated rights, in our industry by being dismissed before they have completed two years continuous employment. This is a tactic used deliberately by companies to prevent employees achieving two years' service and getting their legal rights to claim unfair dismissal and redundancy pay. In an effort to deter this practise, we agree that full employment rights should be given after one year's continuous service. To achieve this we will instruct our parliamentary group to lobby for this change to the Employment Rights Act.

43 Branch 558

That this Conference agrees that trade unions oppose fire & rehire, advancing to bring in a forum of consultation that creates win, win, which is then used as a blueprint going forward. A code of practise and guidance cemented by constitution and employment law.

45 Branch 582

That this Conference agrees that decisions made at every level of each company should be totally transparent so there's no hidden agendas for both union and company management to negotiate and work together for the benefit of all

47 Branch 253

This Conference agrees to work with members of the union and their employers, to look at ways of reducing undue stress and pressure in the workplace, and restoring a work life balance

49 Branch 558

That this Conference agrees that terms and conditions are not for sale to the highest bidder, within pay negotiations, thus setting a benchmark post BREXIT This should be then aligned to TUC policy and made a National Code of Practice for all trade unions.

50 Branch 356

The BFAWU should be committed to Lobbying the Government to strengthen the Agency Workers Regulations, to prevent employers from introducing "At Will" contracts by the back door.

51 Branch 500

That this Conference agrees that Defibrillator are in all workplaces and in public places where there is easy access to this life saving piece of kit. In both instances of workplace and public places where the defibrillators are situated there is a core group of people fully trained, and updated yearly, in the use of such an important piece of life saving machinery.

52 Branch 558

That this Conference agrees to stop the discrimination within companies policies against unvaccinated workers, it is a basic

human right to have a choice and make a decision without the pressure of the worlds chemical production suppliers increasing their profits and buying and bullying politicians to get their wares out on the street.

54 Branch 558

That this Conference agrees that companies who deliberately target the elected representatives of a trade union are publicly shamed.

55 Branch 500

That this Conference agrees to ensure any worker working in late night premises are given a lift home from their employer or there is a taxi account set up to ensure workers get home safely outside of train and bus times.

57 Branch 500

That this Conference agrees that the financial mismanagement of employers, who knowingly leave their loyal employees high and dry with no pay, redundancy, or other agreed payment through the consultation process, are held to account through legislation that ensures that they are not fit and proper to take ownership/directorship of a company again. The impact this has on so many working families, especially during a cost-of-living crisis is further compounded by having to apply to government to access statutory redundancy, whilst owners and directors pay themselves bonuses before disappearing leaving a trail of destruction behind them.

Household**58 Branch 500**

That this Conference agrees that the spike in holiday prices is curbed during school holidays. This makes it unaffordable to families to take their children away during this special family time.

59 Branch 405

That this Conference agrees to demand the government raises the payment levy for the Feed-in Tariff from the energy companies as we believe these companies are now stealing from us, due to the energy crisis. As we have paid for the solar panels and the energy companies are not passing on the profits, they are making from the excess energy that is being produced.

These companies have put their charges up by over 82% in the last 12 months, and a further rise planned in April 2023 of 20%.

This information is from the Houses of Parliament Library published Friday 25th November 2022.

61 Branch 356

The BFAWU is committed to ending the bank and building society overdraft changes that came into effect in April 2020. We say that finance companies should act within the spirit of the regulator's 2019 ruling that banned fixed overdraft fees so they cannot charge higher and higher prices for any unarranged overdrafts than for arranged overdrafts.

63 Branch 356

The BFAWU demands the abolition of Section 21 of the 1988 Housing Act thereby putting an end to 'No Fault' evictions which is the number one reason for homelessness in the UK.

Community**65 Branch 390**

This Conference agrees that public bus transport should be a cheap and effective way for people to avoid having to use private cars. As such we ask our parliamentary group to lobby that the price cap

of £2 per single journey that is scheduled to be introduced from 01/01/2023 to 31/03/2023 be made permanent. This scheme should also be nationwide, not limited to only some companies.

66 **Branch 500**

That this Conference agrees that free transport be available from the age of 16- to 25-year-old for all. This would take in trains, buses, subway. Given that this age bracket is often discriminated against in terms of youth rates and apprenticeship pay, this would ensure that this age group could attend studies or work.

67 **Branch 356**

This Conference says that with Britain being the 5 richest country in the world we demand that the government should end homelessness forthwith.

68 **Branch 580**

That this Conference agrees cyclists using mobile phones while driving/riding should have penalties just as car users do.

69 **Branch 405**

That this Conference agrees to work with the Parliamentary group and any other interested parties. To ensure that private security firms are never given the power of arrest, as this would lead to the creation of private police forces in this country. Something that must be resisted.

71 **Branch 580**

That this Conference agree bikes with motors should not be used on paths, as they pose more danger than push bikes

73 **Branch 568**

This Conference agrees that speeding fines should be increased dramatically, but only for excessive and dangerous speed, for instance 20 miles over the legislated limit. If there was say, minimum £300.00, this would hopefully reduce accidents, and not reward insurance companies. Insurance companies overuse the points system to charge people excessive premiums.

74 **Branch 580**

That this Conference agrees motorised scooters need some regulations on who and where they should be ridden, they are not toys and can kill.

Equalities

75 **Branch 356**

That the BFAWU acknowledges that Migrant workers are often subject to discrimination in the workplace, and we should see this is an equalities issue which should be addressed when it comes to shaping our policies.

76 **Branch 568**

This Conference agrees that bus passes for pensioners can be used at any time, and not just at weekends and off-peak periods. We have many over 65s who still work or may have hospital appointments.

77 **Branch 356**

The BFAWU says that those affected by domestic abuse should be allowed to take paid sick leave.

78 **Branch 568**

This Conference agrees that ladies reaching menopause should be treated sympathetically under the discrimination act. As this can in

some cases have an extreme effect on capability, your mental, and your physical wellbeing. Time off may have to be taken, or workload assessed. This should have no detrimental effect to your record.

79 **Branch 356**
The BFAWU says that it must be a legal right for disabled people to have a space on buses.

81 **Branch 356**

This union should be a union for the 21st century union and therefore should promote issues surrounding the LGBT community. This includes giving training around LGBT rights at work and other issues to all our shop stewards and Full Time Officers.

82 **Executive Council**

This Conference believes that the UK state pension must be sufficient to meet the needs of a retired population who can no longer rely on secure work and occupational pensions to supplement what is one of the lowest state pensions in the world's developed economies.

The trade union movement, which represents tomorrow's pensioners, should be at the forefront of a campaign to provide a better state pension. While we continue the fight to defend and improve workplace pensions, we must unite with other union organisations and the National Pensioners Convention to fight a vigorous campaign for a Living State Pension.

The basic state pension should be set at 70% of the living wage (outside London rate) and above the official poverty level. This is currently £242.55 a week in 2022. This should be paid to all men and women, regardless of their National Insurance contributions.

Every year the state pension should rise in line with the best of earnings, the Consumer Price Index, the Retail Price Index, or 2.5%. Solidarity with the National Pensioners' Convention!

Education

83 **Branch 558**

That this Conference agrees that the success of last year's format of class room education is to carrying on for future conferences. Educating delegates and equipping them with the knowledge and know-how of how to go about their business in the correct manner.

84 **Branch 390**

This Conference believes that learning is a vital tool in improving our members' lives. As such we will instruct our Parliamentary Group to lobby for the reintroduction of the Union Learning Fund which was closed by the conservative government in 2021

85 **Branch 500**

That this Conference offers bespoke support to branch reps, FTOs and learning organisers who find themselves dealing with members who confide in them with examples of domestic abuse, sexual abuse, attempted suicide and other such examples of members dealing with desperate circumstances. It is not enough to signpost members to the Police to deal with, given that they have recently been in the news for employing people who have been the perpetrators of such acts.

Political

90 **Branch 405**

That this Conference agrees to campaign for and work with all interested parties, to prevent or outlaw any party in government from changing their leader for their own convenience; without calling for a general election.

International
94**Branch 356**

That this Conference says that those who are fleeing war or persecution should be welcomed and granted asylum in the United Kingdom.

95**Branch 356**

This Conference says that Britain should cancel all weapons sales to Israel and that the BFAWU reaffirms its support for Palestinian people in their fight for self-determination.

96**Branch 356**

This Union should support ending sweatshops both here and abroad and the companies who profit from them.

98**Executive Council**

This Conference notes the ongoing revolutionary uprising in Iran, spearheaded by women and young people. Sparked by protests against the death of Mahsa Amini, the uprising foregrounds issues of women's rights and opposition to gender apartheid, but also raises issues of social freedom and equality, with people demanding the right to democratically determine their future through their own councils and direct representatives.

This Conference also notes the workers' protests and strikes, involving teachers; nurses; oil, gas and petrochemical workers; steel workers; Haft Tapeh sugar cane workers, and many others. Despite decades of repression, war, and bearing the brunt of economic sanctions, workers in Iran have continued their tradition of militant action and struggled for recognition of the right to form their own independent organisations and to strike.

This Conference further notes the recent establishment of Solidarity with the Iranian Workers' Movement, chaired by John McDonnell MP. This Conference believes international solidarity with all working-class and democratic struggles for freedom is a core labour movement principle, and supports the struggles of Iran's workers, women, and youth against the Islamic Republic.

This Conference in support of the workers' movement in Iran therefore resolves:

- To support work of the Committee for Solidarity with the Iranian Workers' Movement, circulate its materials to members, and invite a speaker from the committee to a future meeting
- To promote local mobilisations in support of the uprising in Iran to members, and organise a distinct, visible trade union presence on such mobilisations
- To mobilise support at national level
- To specifically support workers' struggles in our sector in Iran, and aim to make direct links with the workers involved if possible
- To request that the national union audits whether we organise workers at companies or in supply chains that have economic interests in Iran or ties to the Islamic Republic, to establish whether action by our members could directly aid workers' struggles in Iran
- To condemn the arrest of protestors, and the executions of Mohsen Shekari and Majidreza Rahnavaard.

Miscellaneous
102**Branch 356**

Since the arrest of Andrew Tate we as union should call upon all unions to campaign against the propagandising of gross misogyny online.

Composite Motions

Composite 1

The BFAWU calls on this Conference to organise with other Trades Unions for a General Strike, all unions and the TUC need to come together in a general strike to demand an end to austerity.

This conference also agrees that all anti-Trade Union Legislation is repealed and to have the minimum wage increased to £15 per hour. Our parliamentary group and any other interested parties work to make the abolition of all anti-trade union laws happen.

Original motions: 13 [Branch 356] 32 [Branch 711] and 88 [Branch 405]

Composite 2

The BFAWU is committed to ensure the BFAWU campaigns and fights against any changes to employment and social rights which could have a detrimental impact on our members.

We as a union and membership should in the strongest terms fight any attacks on our trade union rights. Time and time again this tory government is attacking us to stifle us, and it must stop. The right to protest is enshrined in international law and this conference condemns the government's attempt to clamp down on it.

Conference agrees to work with all interested parties and our parliamentary group, to prevent the new anti-protest legislation, and to campaign for the removal of these anti-protest laws.

Original motions: 15 [Branch 432] 16 [Branch 356] 21 [Branch 405] and 97 [Branch 356]

Composite 3

The BFAWU condemns how the energy companies have been making record profits and giving out historical high dividends to shareholders, while working class people including pensioners are afraid to turn on the heating. We as a union call for the immediate renationalisation of all energy providers and presses the government of the day to do a u-turn on the cost of energy prices, and to bring them back to the level of 2020's costs and that energy companies reduce profits and pass savings onto the consumer. So that vulnerable people wouldn't have to choose between having to eat or heat.

Original motions: 41 [Branch 432] 60 [Branch 580] and 62 [Branch 405]

Composite 4

This conference condemns the Governments legislation that restricts workers right to withdraw their labour. All unions should stand as one to defend and further attacks on our right to strike and campaign to remove many of the restrictions already in place against our freedom to take industrial action.

Conference therefore agrees to call upon the Trade Unions Parliamentary Group to oppose the anti-strike legislation (Minimum Service Level Bill) as the impact of this bill could mean that Employers are able to effectively disregard strike action and representatives dismissed for taking strike action

Original motions: 44 [Branch 356] 48 [Branch 582] and 62 [Region 4]

Composite 5

The BFAWU is committed to giving support for the working class and indigenous peoples of Latin America and their unions, furthermore, the BFAWU should join in campaigning for the defence of peace, human rights and social justice in Columbia

Original motions: 91 and 93 [Both Branch 356]

Remitted Motions

The following motions were remitted for later discussion in the EC

31

Branch 356

This Conference says that since we have multiple Eastern European shop stewards in our union, we should make sure we have courses that are tailored towards them.

53

Branch 568

This Conference agrees that zero hours contracts be outlawed, and all contract are given a minimum weekly rate. This could be as little as 10 hrs, then at least all workers would not have the same financial worry, and businesses would find it far easier to fill vacancies. This would apply to agency workers, which may encourage employers to source directly.

56

Branch 582

This Conference agrees that more flexibility in the workplace should be allowed, giving employees and their union representatives a chance to look at an opportunity to work shorter or a more favourable working week.

2022 FINANCIAL STATEMENT TO MEMBERS

UNDER SECTION 32A of the **Trade Union Reform & Employment Rights Act 1993**, the Union is obliged to give the following Statement of Finances to members.

1 Salaries

Executive Council Members – In 2022 no payments were made to members of the Unions' Executive Council under Rule 21.1 (p)

National Officers – In 2020 the salary paid to the General Secretary was £51,093.

Other benefits paid to and/or on behalf of the General Secretary were £20,620.

2 Income and Expenditure of General Fund

Total Income in 2022 £2,128,441

Total Expenditure in 2022 £2,640,242

3 Contributions from Members

Contributions from members in 2022 totalled £2,270,059

4 Political Fund

Total Income in 2022 £27,148

Total Expenditure in 2022 £22,889

5 Benevolent/Social Funds

Total income in 2022 £5,631

Total Expenditure in 2022 £6,035

6 Auditors Report to Members

Opinion

We have audited the financial statements on pages 1 to 15 of Bakers, Food and Allied Workers Union (the 'Union') for the year ended 31 December 2022. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2022 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the **Trade Union and Labour Relations (Consolidation) Act 1992**.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

A MESSAGE FROM MAY

Hi Sarah

Just wanted to put a few words of thanks in the FOODWORKER for my retirement gifts and cards.

A big thank you to everyone who sent cards and gifts for my retirement and my surprise lunch. It's lovely to have retired (at 70!) but will miss you all. Had good times over the years at conference and over the 23 years I worked for the union I have met some lovely people who I will miss.

So best wishes to you all I won't forget you ♥
Love and best wishes

May
No. 5 Regional clerk Pudsey



Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Council with respect to going concern are described in the relevant sections of this report.

Other information

The executive council are responsible for the other information. The other information comprises the information included in the Annual Report of the Executive Council, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Executive Council's report.

We have nothing to report in respect of the following matters where which we are required to the **Trade Union and Labour Relations (Consolidation) Act 1992** requires us to report to you if, in our opinion:

- adequate accounting records have not

been kept, or returns adequate for our audit have not been received from branches not visited by us; or

- the Union has not maintained a satisfactory system of control over its transactions; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Executive Council

As explained more fully in the Executive Council's responsibilities statement on page 16, the executive council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the executive council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the executive council are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Capability of the audit in detecting irregularities, including fraud

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks.

Based on our understanding of the Trade Union, and through discussion with the executive council and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements.

We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the **Trade Union Act 2016** and **Labour Relations (Consolidation) Act 1992 (Amended)**. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements.

Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance and reviewing correspondence with relevant tax and regulatory authorities; and
- Identifying and testing journal entries, in particular any manual entries made at the year-end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation.

This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Council.
- Conclude on the appropriateness of the Executive Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Union's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditors' report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP
1st June 2023
Chartered Accountants
Statutory Auditors
Springfield House
Springfield Road
Horsham
West Sussex, RH12 2RG

7 Members Complaints

A member with any concern over, or complaint about these Accounts or the handling of the Union's finances, can avail themselves of the following procedures:

- Under Rule 25.1 members have the right to inspect the Union's books. This can be done by contacting Head Office.
- Members can raise any questions on the Union's Accounts or financial affairs by writing to the Executive Council via Head Office.
- A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Conclusion

Every Branch Secretary has been supplied with a copy of the full, detailed Accounts of the Union for 2022. Any member wishing to avail themselves of these Accounts should contact their Branch Secretary.

STATEMENT TO MEMBERS REGARDING POLITICAL FUND CONTRIBUTIONS

MEMBERS WHO JOINED on or after the 31st of March 2018 and opted to contribute to the Union's political Fund are reminded of the Union's Rules in relation to this contribution:

- 1 A member of a trade union who has given an opt-in notice may withdraw that notice by giving notice to the union (a 'withdrawal notice').
- 2 A withdrawal notice takes effect at the end of the period of one month beginning with the day on which it is given.
- 3 A member of a trade union may give an opt-in notice or a withdrawal notice:
 - a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
 - b) by sending it by e-mail to the following email address: politicalfund@bfawu.org;
 - c) by completing an electronic form provided by the union which sets out the notice and sending it to the union by electronic means with instructions by the union; or
 - d) by any other electronic means prescribed under the 1992 Act (as inserted by the 2016 Act).

Full copies of these Rules may be obtained by contacting your local BFAWU Office or Head Office.

Sarah Woolley
General Secretary

WORK YOUR BRAIN

WORDSEARCH

How many words can you find?

D	U	R	H	A	M	D	N	U	F	T
W	A	M	P	L	I	F	Y	G	A	S
N	O	S	B	L	D	O	O	F	N	O
I	N	A	H	I	I	S	R	A	E	L
C	O	N	F	E	R	E	N	C	E	I
A	R	D	L	D	I	D	Z	E	R	D
R	D	I	E	H	K	N	D	U	G	A
A	R	N	H	M	A	A	N	O	X	R
G	O	O	C	E	L	U	R	I	T	I
U	W	Q	A	P	R	R	O	D	V	T
A	S	D	R	A	W	A	M	A	Y	Y

WORDS CAN GO IN ANY DIRECTION (inc diagonally)!

Clue: you will find all of the words in this Foodworker... if you look closely enough!

SUDOKU

Fill the 9x9 grid with numbers so that each row, column and 3x3 section contains all of the digits between 1 and 9

1				7				
			3	4				
					8		7	3
9								2
5		3					1	7
			5			3	8	
		5	1		6			
	7					5		
	2				4	6		8

difficulty: easy

1 2 3 4 5 6 7 8 9

Prizes to be won!

These puzzles are designed as a piece of fun to keep your brain active and perhaps while away a bit of time on your break. There are, however, prizes to be won!

If you have completed a puzzle, take a picture of your answer and mail it to us at BFAWU Head Office:

foodworker_puzzles@BFAWU.org

We will check each entry and will contact you by email if you have won a prize.

Entries must be received by **30th April 2023** and winners will be announced in the next Foodworker.

CROSSWORD

1		2		3		4		5		6		7
8						9						
10								11				
	12			13						14		
15												16
17		18				19		20				
21								22				
23								24				

Across

- 1 Minor Biblical prophet (5)
- 4 Used for treating malaria (7)
- 8 Small house (5)
- 9 Something unpleasant to look at (7)
- 10 Notice (7)
- 11 Map within a map (5)
- 12 Temperature measuring instrument (11)
- 17 Racecourse (5)
- 19 Human air intake? (7)
- 21 Warrior of feudal Japan (7)
- 22 Visible vapour (5)
- 23 Setback (7)
- 24 Very steep (5)

Down

- 1 Barrack (6)
- 2 Seventh day (7)
- 3 Invalidate (5)
- 4 Form (13)
- 5 List (7)
- 6 Golf clubs (5)
- 7 Builds (6)
- 13 Ramshackle building (3,4)
- 14 Body part pierced for rings (7)
- 15 Roman general (6)
- 16 Unpowered aircraft (6)
- 18 Ship of the desert (5)
- 20 Draws into the mouth (5)

BFAWU OFFICERS AND REGIONAL ADDRESSES

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JOIN THE
BAKERS, FOOD AND ALLIED WORKERS UNION

If you or any of your work colleagues are interested
in what the BFAWU can offer, scan the QR code to find out more
and **Join this Great Union!**

