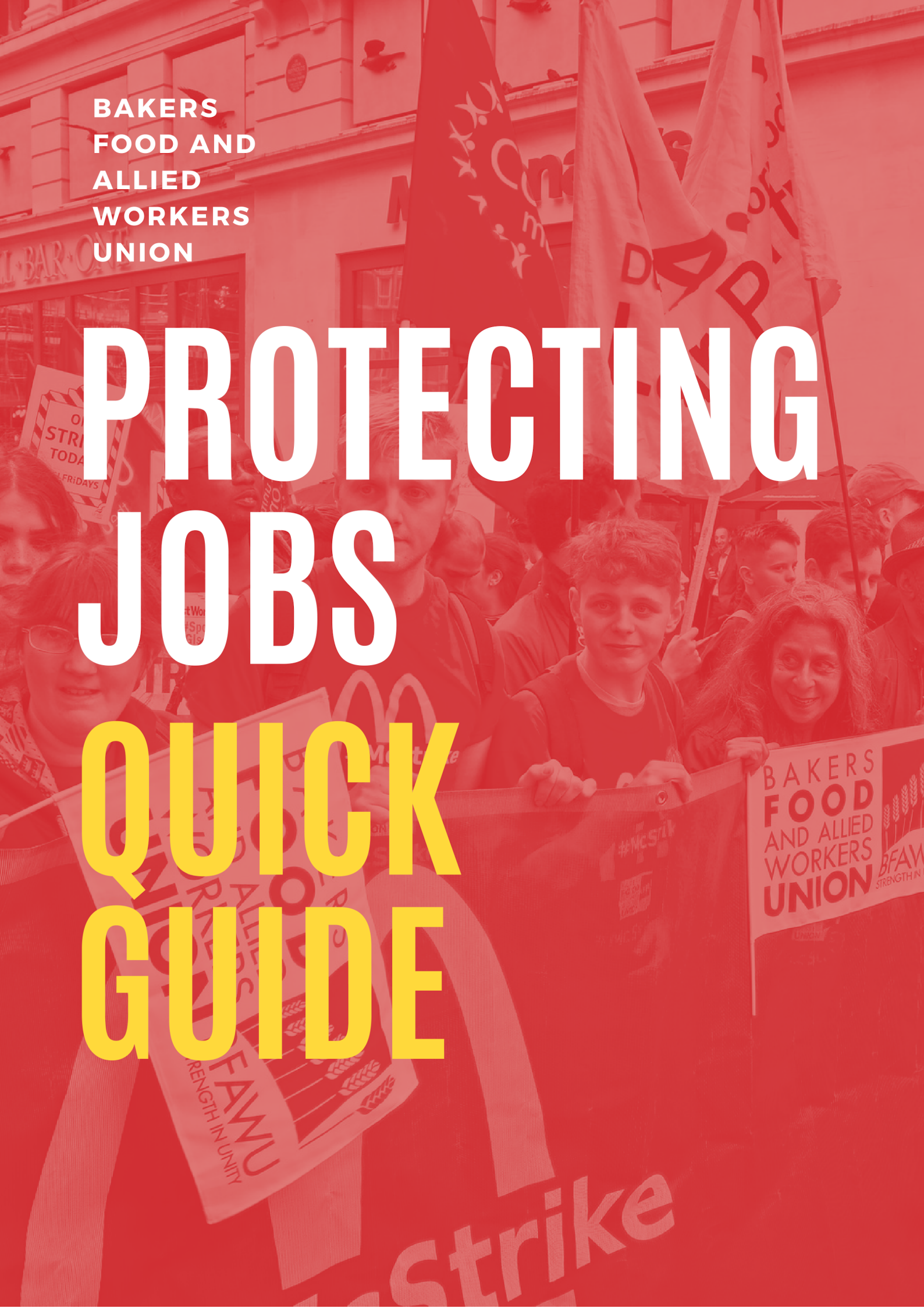


**BAKERS
FOOD AND
ALLIED
WORKERS
UNION**

PROTECTING JOBS QUICK GUIDE



PROTECTING JOBS

QUICK GUIDE

At the first threat of closure, union reps, members and officials should start to put in place a series of actions. Each situation will be different depending on how employers act.

This quick guide is intended to help form an immediate response plan in circumstances where an employer announces a closure plan, but it may also be helpful when large-scale redundancy or threats of closure emerge.

01

INFORM

Notify the BFAWU union head office and regional officer.

02

ADVICE

Seek legal advice from the union head office to review the processes being set out by the employer and compare against what the law says should happen.

03

ORGANISE

Call an immediate workplace branch meeting to discuss the situation with members - ask for a regional officer/senior official to be in attendance

04

PLAN

Start drawing up a campaign plan working back from the desired outcome - what's needed and when?

INVOLVING POLITICIANS

It is important to use local elected politicians to both highlight the situation and advocate on behalf of the workforce.

- Contact your local MP and in Scotland MSP, Wales AM, Northern Ireland MLA and local councillor/s to alert them to the situation.
- Arrange to meet with them and union reps, senior officers and relevant members to brief them of the situation.
- Ask them to immediately contact the employer for a meeting to discuss the proposals.
- Ask the politicians to raise this in their respective parliament or council for example, at Prime Minister's questions
- Ask them to write to the relevant minister demanding an urgent meeting to try to prevent closure
- Ask them to contact other colleagues who may have constituents affected
- Ask them to contact local press to raise awareness of the the issues and for possible joint working on a local campaign to save jobs
- If appropriate MP should contact members/chair of the select committee to ask for the committee to call the owners before the committee

All of the above should be accompanied by regular press and social media to highlight the action being taken. Think creatively about how to attract the most positive publicity. If you need help with this contact your regional officer or the union headquarters.

PRACTICAL SUGGESTIONS

- Work with supportive politicians to contact the local authority, Job Centre+, Citizens' Advice Bureau etc. to bring together agencies to coordinate support to the workforce
- Local BFAWU branch to have a meeting with politicians and local authority reps to build support
- Public meeting with politicians as well as local and national union reps to draw attention of the local community to the plant closure plans
- Seek support from the local trades council and other unions and their branches
- Use existing social media channels and local newspapers, radio and TV to highlight the situation
- Research the company and use on the ground intelligence from the workforce, board etc. to publicise bad practice/decisions
- Seek support from the local community including community councils, trade unions, faith groups etc.
- Do a petition, street work, leafleting, town centre stall etc. to attract public attention
- Make a video to highlight the situation
- Hold a local march/rally in support of the workforce

PROTECTING JOBS

CAMPAIGN PLAN

