

THE BAKERS' DOZEN

2024 ELECTION MANIFESTO

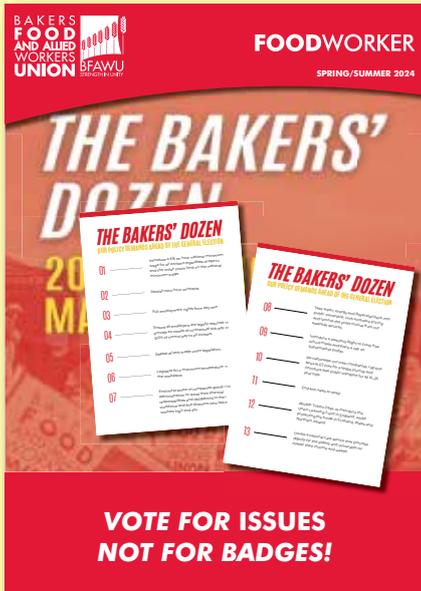
THE BAKERS' DOZEN OUR POLICY DEMANDS AHEAD OF THE GENERAL ELECTION

- 01 Introduce a £15 an hour national minimum wage for all workers regardless of age to end the unfair youth limit on the national minimum wage.
- 02 Abolish zero-hour contracts.
- 03 Full employment rights from day one.
- 04 Ensure all employers are legally required to provide six weeks of contractual sick pay at 100% of normal pay to all workers.
- 05 Repeal all anti-trade union legislation.
- 06 Legislate for a maximum temperature in the workplace.
- 07 End the practice of companies going into administration to avoid their financial responsibilities and obligations to their workforce and fine directors who leave workers high and dry.

THE BAKERS' DOZEN OUR POLICY DEMANDS AHEAD OF THE GENERAL ELECTION

- 08 Take water, energy and Royal Mail back into public ownership, curb excessive pricing and remove the profit motive from our essential services.
- 09 Introduce a statutory Right to Food, free school meals and place a cap on Supermarket profits.
- 10 Re-nationalise our train companies, cap bus fares at £2 max for a single journey and introduce free public transport for all 16-25 year olds.
- 11 End arm sales to Israel
- 12 Abolish Tuition Fees, re-introduce the Union Learning Fund in England, whilst protecting the funds in Scotland, Wales and Northern Ireland.
- 13 Create a national care service that provides dignity for the elderly and vulnerable no matter their income and wealth.

**VOTE FOR ISSUES
NOT FOR BADGES!**



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EDITOR'S NOTES

"...by working together we can and will grow our fantastic union and the movement as a whole which, in turn, will make all of our lives better."

sarah.woolley@bfawu.org

As I sit and put this together, I am sat at the third *Political Economy* Course that we have been able to run thanks to support from the Rosa Luxembourg Stiftung, London Office.

17 attendees are here which makes the total number of BFAWU reps and activists completing the course to 45 and already we are seeing new members being made on the back of it and those attending feeling empowered to think outside of the box when growing our union and being more confident on speaking about and challenging some of the myths we are told.

In Norwich we have a group of activists now trying to organise restaurant workers, in Wales we have a group of members organising bar workers, Gregg's reps have developed plans and are looking at how they support each other across branches to organise and grow and we have activists in London wanting to train to become reps so they can do more than organise members in their workplaces.



Gregg's Reps at the RLS course in May

During the courses, we have worked through how we have come to be in the world we are in today, how worker power forced things like the creation of the NHS and the subsequent reaction of the elite to ensure they get richer whilst the working class are reminded of 'our place' in society.

We have been reminded of just what can be achieved when workers organise and unionise without relying on politicians to change things for us. We covered how Thatcher 40 years ago engaged in a process to attack worker power and that the last 14 years of austerity and the push for us to be divided, blaming each other for the issues rather than a government that has created a society where we have forgotten our power, have received lower pay rises and seen terms and conditions slowly eroded away, Not just in BFAWU members workplaces but across *every* sector – though clearly more evident in those which are unionised.

We have covered the importance of *organising*, the myths around it and how we build power with each other to challenge and fight back against those who have power over us, setting our own targets for conversations and members to be made.



Initial RLS course in November

It's been an absolute privilege spending the time on the courses with our activists and reps, getting to know them, the issues in their workplaces, seeing their confidence grow and, of course, helping with their organising practice by being a difficult non-member!

There are some fantastic people in our union, who work hard day in day out for the members they represent and sometimes we forget just what has been achieved, mainly because we don't shout about it enough!

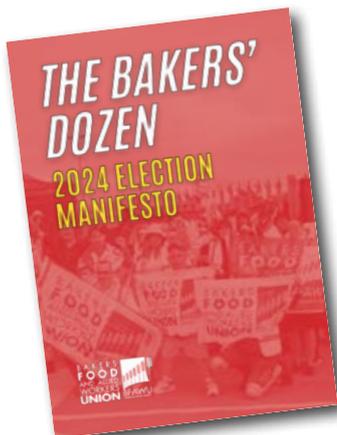
Rafael (from CWA in America) Deborah, Joe, Emma, Ewa and Lou (from RLS) have been fantastic – driving the message home that all our reps and activists can and should be organisers in their workplaces and that by working together we can and will grow our fantastic union and the movement therefore as a whole which, in turn, will make all of our lives better.

The Bakers' Dozen

This year, and for the first time ever, we have created a manifesto asks document in preparation for the General Election. We felt it was important this year as we are no longer affiliated to the Labour Party and this is pipped to be the most aggressively divisive election in recent history. People who are clearly not to blame for the issues we see in society are being placed front and centre of them – it's not migrants who are stopping us getting a doctor's appointment, it's 14 years of austerity and cuts driven by the Tories. People on benefits aren't work shy – most benefit claimants are in work, not paid enough by their employers to get by. We haven't got a sick note culture – how dare Sunak even suggest that we have.

What we do have is people falling ill with diseases that should be left to the history books because they are living in damp homes, because they can't afford decent nutritious healthy food and because the Tories have put profits of them and their mates above the rest of us at all costs. When you are poor, cold, hungry and lack nutrients of course you aren't going to be fit to work – that doesn't make a sick note culture. It is purely down to a political choice to drive the masses into abject poverty under the guise of austerity and its absolutely disgusting.

We asked you at the beginning of the year a series of questions, whether you are registered to vote, whether you would vote, who you usually vote for and who you may vote for if an election was called soon and crucially what the issues are that affect you in your community and workplace.



Your input has ensured that the 13 key points we are calling for all political parties to sign up to are based on issues that are important to you and that would not only improve your lives, but those of your families and communities too, the next steps are holding the political parties to account, ensuring we vote for those who want to fight for these issues and that when we are in wage negotiations with our employers the points are included in our claims..

Conference

Preparations are almost complete for Annual Conference 2024. We have motions challenging Tim Martin's knighthood, no fault evictions and companies who target effective union reps. There are motions around climate change, mental health, sexual harassment, and more inclusive language. We will have delegates on Wage Streaming, JENGBA, pensions, international issues, rule changes and visa systems.

Conference is very different to how it has been historically. We are in a completely different type of location and education and upskilling plays a key role in the time we spend together. It is no longer just a place where we develop policy for our union going forwards – it's also a place where we develop delegates to put our decisions into practice in branches and regions.

Despite the changes, the content and quality of the discussions and debates we are having are still strong, powerful and at times inspirational and moving. There have been a few tears shed over the last couple of years thanks to the powerful, honest contributions from delegates, and I can't wait to hear all of your contributions this year.

For those who may be attending Conference for the first time, who may be nervous about attending or aren't sure what to expect, please know that you are with friends.

Everyone there has been a first-time delegate at some point and will guide you through and support you, you aren't alone, it's very welcoming (even when we have lively debates) and whilst we encourage everyone to get involved with the debate, there is absolutely no mandatory pressure for you to do so, it may be easier to talk in one of the fringe meetings first though to get used to it.

Last years Conference is on the website, if you want to have a little look so its not quite so daunting when you get there, please do https://www.bfawu.org/annual-Conference/ and please come and say hello whilst we are there, ask me questions and tell me about your branch and why you got active in the union!

Resources and education

Finally, there is still rumours going round that we don't have courses for reps and that there are no leaflets or 'resources' for branches.

This simply isn't true, there are a range of leaflets in the regional offices, from Payplan and the credit union, to multilingual leaflets on the benefits of joining the union. There are posters for noticeboards on keeping membership details up to date, health and safety issues, sexual harassment and why you should join the union.



Complex block with text: 'JOIN US TODAY...', 'THE BAKERS' DOZEN 2024 ELECTION MANIFESTO', and a map of the UK with regional office locations.

Complex block with text: 'DIBATE MAISTO PRAMONEJ?', 'WORKING IN THE FOOD INDUSTRY?', 'STRECHON IN UNITY', 'TRADE UNIONS', 'LUCRATI IN INDUSTRIA ALIMENTARE?', 'ENTRO O BRAWO FOOD O ADORE', 'LUCRATI IN INDUSTRIA ALIMENTARE?', 'ATUNCI BRAWO VA PORKE AUSTA'.

Complex block with text: 'WHY CHOOSE PAYPLAN?', 'At PayPlan, we help over 100,000 people every year with confidence advice and personalised debt solutions.'

Complex block with text: 'READY TO TALK?', 'GET FREE DEBT ADVICE', 'HELPING YOU GET YOUR FINANCES UNDER CONTROL'.

We are working with **TC branding** who have T-Shirts, notebooks, bags, pens, water bottles and flags available to purchase.

The GFTU courses have been heavily attended by BFAWU reps over the last 12 months, 16 young members have attended the November and May Young member development weekend and the 2024/2025 programme of courses is due out imminently which will be the biggest programme the GFTU has ever run – concentrating on developing skills of reps and creating activists.



NATIONAL PRESIDENT IAN HODSON

“If your pay is low, it's because you haven't stood up to get better and because politicians have put in place legislation removing the right to organise into a union with the right to strike.”

It is different, to what we have had historically, rather than have things like negotiation and organising skills sit as a stand-alone course, those skills are embedded into every course that is run as we negotiate on all sorts in branches not just pay, and should always be organising whether its around pay, health and safety or learning.

The feedback we have received on the courses that have been attended have been incredibly positive and we can see where branches have engaged, sending reps on the courses and the follow up sessions that their branches are growing again the new programme will be available on their website so keep a look out for it:

www.gftuet.org.uk/education

We will send it out via circular when it is officially launched)

Safe travels to all the delegates attending Conference, see you on the other side!

In solidarity



So IT'S CONFERENCE TIME again, and we're going to be meeting with the backdrop of a General Election. A General Election that provides us with a choice between Keir Starmer's Labour and a Conservative Party that has demonstrated, through its actions and deeds of being anti-worker and totally against equality.

Most of its policies have created division and injustice. In communities across the country they have deliberately set about using language that creates hate and fear: blaming migrants for every problem we face – the shortage of housing, the inability to see a doctor, and low pay – when the reality is that *politicians* are the ones responsible.

Migrants are just a helpful tool, too, to distract the ignorant and stupid. If you don't build council houses and leave landlords to control housing supply, then you must expect no decent homes, and the ones being built at sky-high prices. It's how the system is designed for *profit* not for *people*.

If you don't invest in the NHS, expect lengthening waits if the majority of the cash invested is siphoned off by privateers that now infest our National Health service, then you must expect the problems we have today. It's politically designed.

If your pay is low, it's because you haven't stood up to get better and because politicians have put in place legislation to prevent workers from doing anything about it by removing the right to organise into a union the right to strike.

It's time to wake up and recognise that hating migrants is just a lazy, idiotic thing to do because *it won't improve your life*. Yes, it may make you feel superior for that hateful minute, but you'll still struggle afterwards.

It isn't a migrant, but those whom you keep voting for that – though you won't admit it – are the *real* reason. If that sounds harsh, so is hating a refugee or migrant who are just seeking safety and a better life. If any one of us faced what so many in our world do, we too would want safety and security for ourselves and our loved ones. We all deserve it but won't achieve it whilst we allow those at the top of society to keep us divided. The far right have always said if you take away the opportunity to *hate* you take away the opportunity to *organise*.

The recent Tory budget cut National Insurance, which sounds fantastic until you realise that national insurance is used to fund the NHS and your pension, creating a **£19 billion black hole** in the process.

This has to mean more *Austerity* to come if it's elected – yet you wouldn't guess that from all the announcements made by Rishi Sunak and the Conservatives, with their promises that things will get better and that life will be so much easier now because of their changes.

Yet, the economic statement they produced from the budget confirms that they will be cutting £19 billion from the public sector services that so many of us rely on. It's available on the website for anyone that wishes to check it out.

That equates to three-quarters of the cuts that Osborne and Cameron made, which caused so much harm, hardship, and devastation to the lives of people in the United Kingdom – *Three-Quarters!*

Despite all those cuts, *Austerity* and hardships that people have suffered, people are *worse off* – the public services are broken today, pay is still lower than in 2008. The debt is no longer counted in billions but *trillions*. *Austerity doesn't work*, history shows us that.

And so to Labour...

By contrast, a Labour Party riding the crest of a wave in what appears to be an unassailable lead, you would think would be offering real change and radical reform of the country.

You would think it would want to ensure that all of the bad things that the Tory government has implemented have caused so much hardship, devastation, insecurity and inequality that's left people isolated, vulnerable, and, in many cases, suffering from mental illness due to the policies of this government were reversed. That they would want to roll all that back and provide a fair and equal society that's *just*.

A society that provides for people in need and looks for growth through ensuring the security of employment, invests in an infrastructure that builds homes to enable people to live a decent life, reinvests in our National Health Service and ends the privatisation that's infecting it's very soul.

Unfortunately, the Labour Party has chosen to mirror the Conservative Party in its commitment to following the same fiscal rules. Indeed, it's even signed up to the £19 billion worth of cuts that the Tories have proposed in the recent economic statement.

So, for all its talk about not increasing taxes, be it income tax, national insurance, or VAT, the reality is that under Labour and a Conservative government, we will go through more *Austerity*, division and inequality in our society. Yes, it is true that they've protected the education budget and the NHS budget, but in real terms. *Protecting* them is not *investing* in them.

It's just securing a payment equal to the value of a figure they believe should meet the current needs, but our needs are increasing because our lives are becoming more challenging. *Either we tax wealth or we continue to see an increase in inequality and poverty.*

And in the blue corner...

So, at this General Election, the choices are a Conservative or Labour governments offering the wrong solutions to our problems.

Both parties have many things in common including their hatred of socialism and their refusal to accept the need to invest in working-class people and our communities. I believe this is why our recent survey showed our members moving to support other political parties. In 2019, for example, Labour received 78% support but today just 42% said they intend to vote Labour.

Some of the choices on offer are not as they seem – **Reform** are turbo-charged Thatcherites whose interests are in the bosses just like their Tory mates. If Tory and Labour are 2 cheeks of the same backside then Reform are the Hole. They want privatisation of our health and they would end welfare support, meaning the vulnerable would be unable to receive the support they need. Their racism will not *heal* our divided country – it would *explode* it.

Reform are not the answer. We need real change and my recommendations is to *support those who support you* – look to our **Baker's Dozen manifesto** to discover who will deliver the future we all deserve.

Once again, the Politicians have found another £70 billion for weapons so our foodbanks and homeless shelters will probably have the best military hardware the UK has ever seen. *But is what we are defending worth the costs?* Poverty is political and dealing with it takes political action. My personal view is that weapons should be bought through charity and jumble sales while poverty should be resolved by investing that £70 billion into introducing a legal **right to food**.

I can't not comment on the death of Palestinians. Again, both the media and the political establishment have come together to make us believe that what is happening to the human beings that live in Palestine is *justified*, that it's not a genocide and somehow it's a war between 'equals'. **It's not.**

Palestine is *occupied* – it has no army and no defences. It's people now live mainly in tents and have food and water entering only when the far right Netanyahu government says so. That's not a people who control their destiny, that's a people whose lives are governed and controlled by an *occupier*. Israel needs to end the killing. Palestinians and the Politicians that represent both peoples need to find a solution. No war ends through the murder of other human beings it ends when those politicians get round the table and work to end it.

Leaders with big egos, macho men wanting to stride the world stage like they're some kind of statesmen kicking sand in our eyes to blind us from the truth are not *heroes* – they are the real traitors to life, to humanity. We need to stop voting for those greedy weak excuses of politicians because it's stronger to find solutions for peace than justifications for war and we want leaders in love with humanity

In Solidarity

Ian



IT'S NOT 'WHO?' BUT 'WHAT FOR?'

Bakers Political Survey Results and Policy Manifesto Prior to the 2024 General Election

ON THE 14TH MAY we launched our *'Bakers Dozen'* manifesto asks document at an event in Parliament. Around 50 people attended at different intervals, we had **Chris Stephens MP**, **Rebecca Long-Bailey MP**, **Lord John Hendy KC** and our very own National President **Ian Hodson** speaking to the meeting. It was then opened up for contributions and questions which provided a great opportunity for us to hear other thoughts and the impact the demands would make on people's lives.



Background

The Bakers Food and Allied Workers Union (BFAWU) recently conducted a survey of its members to try to understand the attitudes and concerns of their members prior to the forthcoming election.

The evidence gathered from the survey will help form the campaigning priorities of the union pre- and post-election. The survey has shown how engaged BFAWU members are with politics, how concerned they are about issues and how they want to see political change and economic transformation. They do not want a government that offers little or no change to the list of pressing issues that are impacting on their lives, the lives of their families, work colleagues and the wider community.

Political Engagement

BFAWU members are politically engaged citizens. The survey data has shown how the vast majority of members are registered to vote, that most of them normally exercise that vote in General Elections and that they are likely to vote in the next election. The vast majority of them choose to vote in person at a polling station.

How BFAWU members intend to vote largely reflects, the views of the wider electorate. Albeit, as trade unionists, it may not be surprising to see that there appears to be a greater inclination amongst members to vote Labour but what is clear from previous BFAWU polling is that support for Labour is falling. Moreover, the data also demonstrates a proportion of those people who see themselves as natural Labour voters do not intend voting for the party at the next election.

Issues Impacting BFAWU members.

Issues impacting BFAWU members again reflect the concerns of the wider population. The cost-of-living crisis that is affecting people's ability to pay for basic needs such as food, energy and housing is the single biggest concern facing members.

Access to NHS services, the lack of affordable housing and low pay are also big issues for members. Other issues include access to dental services, crime, anti-social behaviour, public transport and social care.

Issues that impact members in their workplace include (again) low pay, poor treatment from management (which we often find is code for bullying and an authoritarian management style), health and safety, unsociable hours, low sick pay, insecure work, workload and insufficient staff in place to cope with demands. In short, according to BFAWU members they are being asked to do more work, often with unsociable hours, and on insecure contracts with a reduced staffing cohort and low pay.

Policy Priorities and BFAWU Manifesto

Critically, our members have prescribed what they believe is necessary to help address the issues that are confronting them in their communities and workplaces. They have linked the cost-of-living crisis facing them with ownership of utilities and believe that water, energy and Royal Mail should be taken back into public ownership.

Clearly linked to their work situation they resoundingly support a £15 an hour minimum wage and 100% sick pay from day one for every worker.

Also linked to their employment the members who took part support the ending of zero-hour contracts and the youth rate on the national minimum wage and legislation to introduce a maximum temperature in the workplace.

They want to see more investment in the food industry, a right to food (in the knowledge that they or their colleagues will have experienced food insecurity due to low pay and insecure work) and the removal of anti-union legislation, which makes it difficult for unions to organise and recruit and, ultimately which prevents unions from being able to negotiate on the behalf of workers and improve their pay, terms and conditions at work.

BFAWU members also want to see the creation of a national care service and an end to university fees that act as a barrier to working class young people considering, let alone being able to enter, higher education.



The Bakers' Dozen

Based on the union's policies and the recent data from the survey. We have developed a 'Bakers' Dozen' set of policies that will alleviate the huge cost of living pressures facing people in their communities and daily lives and transform our members' experiences at work by giving them the dignity they deserve – empowering them, making work better paid and making the workplace *fairer* and *safer*.

- 1** Introduce a **£15 an hour national minimum wage for all workers regardless of age to end the unfair youth limit on the national minimum wage.**
- 2** Abolish zero hours contracts.
- 3** Full Employment Rights from day one
- 4** Ensure all employers are legally required to provide six weeks of contractual sick pay at 100% of normal pay to all workers.
- 5** Repeal all anti-trade union legislation.
- 6** Legislate for a Maximum Temperature in the Workplace
- 7** End the practice of companies going into administration and avoiding their financial responsibilities and obligations to their workforce and fine directors who leave workers high and dry.
- 8** Take Water, Energy and Royal Mail back into public ownership, curb excessive pricing and remove the profit motive from our essential services.
- 9** Introduce a Statutory Right to Food, free school meals and place a Cap on Supermarket Profits and Price Caps
- 10** Renationalise our train companies, cap bus fares at £2 max for a single journey and introduce free public transport for all 16–25-year-olds.
- 11** End Arm Sales to Israel.
- 12** Abolish Tuition Fees, re-introduce the Union Learning Fund in England, whilst protecting the funds in Scotland, Wales and Northern Ireland
- 13** Create a national care service provides dignity for the elderly and vulnerable no matter their income and wealth

WELSH RALLY FOR RIGHT TO FOOD

WALES FOOTBALL LEGEND tells hunger marchers that the redundancies announced by Tata Steel in Port Talbot will lead to 'massive foodbank demand', adding there was little alternative work in the area.

Food campaigners in Rhondda Cynon Taff called for action to end the scandal of hunger in 21st century Britain, including docking salaries of MPs and Welsh Senedd members as fines for the existence of foodbanks.

Mandy Haydon-Hall, foodbank manager in Pontypridd, said food banks in the RCT area fed over 23,000 people last year.

"That's one in 11 people in RCT using foodbanks," she said. She added 12% of food parcels handed out in Wales are in a single area, RCT. Free school meals for primary school children in Wales are only for the under 11s, as if children stop being hungry when they turn 11, she said. "Change can happen, but it's got to come from the bottom. It's not coming from the top."

Activist and former Wales footballer **Neville Southall** said, "It's not just in Wales where people are going hungry – it's all over the world and we should learn from other countries how they deal with it."

Fines for politicians

Speaking at a 'Hunger March' in the Rhondda last weekend, he demanded MPs and Welsh Senedd members be fined for the existence of food banks: "I'd take a grand off your wages every year for every food bank in your area," he said.

The question of food poverty has to be cross party, he argued, it's too big for any one party to solve. Redundancies announced by Tata Steel in Port Talbot will lead to massive food bank demand, he said, adding there was little alternative work in the area.



Neville Southall speaking at the rally

The march and rally last Saturday was organised by *Rhondda Cynon Taff Trades Union Council* in conjunction with **Beth Winter**, Labour MP for Cynon Valley.

Trades Council Secretary **Jason Richards** told the rally in the YMA, in Pontypridd, that in 1927, hundreds of miners marched to London to highlight the plight of hunger and poverty in their communities. Some died on the march. He called for the right of all to have access to *healthy nutritious food*.

He said in Aberdare, members of the CWU, had shown great solidarity with their community by raising funds for foodbanks, even during a lengthy pay dispute and strike of their own to deal with. "The right to food is a basic human right," he said, "Even working people are turning to foodbanks. The trade union movement has always been at the fore... It's unacceptable in a prosperous society that anyone should choose between heating and eating."

He called for legislation to protect the right to food,

Beth Winter told the campaign rally she felt quite ashamed to be at the march and rally as a politician. "It's an indictment 97 years later we're having to campaign on food poverty. We've got over 14 million people living in poverty in the United Kingdom... it's an absolute disgrace and we should be angry. It's shameful."

She said she was filled with hope and been 'very blessed' to share an office in parliament with tireless food rights campaigner **Ian Byrne**, Labour MP for Liverpool, West Derby. She said she had learnt so much from him.

Campaigners should be calling on the Welsh Government to enshrine the right to food in law. "Food banks have become normalised. We want an end to them," she demanded.

Power lies in communities

Winter – who was recently de-selected as a Labour candidate for the upcoming General Election – went on to talk about the Westminster bubble and called for a change to politics in this country. The power lies in our communities and we need to recognise and use that, she said. "It is the power to tell those in political power that we won't put up with this anymore. We've seen that in other parts of the world."

Robbie Woodland, president in Cornwall of the Bakers, Food and Allied Workers Union, gave an entertaining but combative speech, in which he said it is for workers and ordinary people to push and say that we will not be putting up with poverty any more. "We will fight with you... we're a union that won't give in," he said.

He called for the abolition of poverty in all its forms, which can only be achieved if people work together and stick together.

He rounded off with a message to politicians: "We will damn well all sack you if you don't shape up." They have power in their hands to change this, he said.

The event collected food for local food banks and was entertained by a group of singers and dancers from Nigeria.

For more information, see:

<https://www.righttofood.wales/>

Andrew Draper



RECOGNITION AT WARP FOODS

WITH ANOTHER RECOGNITION to its name, the Bakers Union is starting the year as it plans to go on. This has been a campaign that has shown how solidarity works within our union. The recognition at Warp Foods was signed by the National President, **Ian Hodson** with Regional Officer, George Atwall at his side.



National President Ian Hodson displays the Agreement signed with Warp Foods

What the campaign to unionise Warp has proven is that by working together as a team is that we can achieve a better deal for workers everywhere. Indeed, speaking about the recognition **George Atwall** wished to express his thanks for all involved in the campaign. Those who deserve thanks were the National President, Ian Hodson, **Lukasz Bemka** Region 3 FTO, **Jit Singh** FTO from Region 5 together with **Douglas Johnstone**. On top of this nothing would have been achieved without the hard work, support and solidarity from our friend and comrade from the *Peace and Justice Project*, **Artin Giles**.

What we can all say is that the workers at Warp can now look forward for better future in their workplace, and that if we continue to work together in Bakers Union we can look forward to a greater future for our union.

WARP

we are real + proper



HAZARDS MAGAZINE HAS BEEN around for almost as long as the Health and Safety at Work Act. It has survived many storms including malicious litigation, bankruptcy and Covid. And we now need your help to survive the latest massive blow. We have lost a sizeable proportion of our annual revenue at exceptionally short notice and this has put the magazine's existence in serious jeopardy – we are scrambling to keep Hazards' alive.

Help us save Hazards Magazine

All who value workers' lives and health recognise the role **Hazards Magazine** plays in making workplaces safer and healthier. We need to make sure Hazards Magazine survives and *thrives*.

Hazards magazine has always operated on a shoestring. We've punched well above our weight on very limited resources. We've lived on scraps, but we're now living on fumes. Please become a friend of Hazards and donate now and encourage others to do so- lots of small donations build up, the more the merrier.

Urgent Appeal – Become a friend of Hazards:

- Could you support us personally?
- Can your union branch help? We have secured a four figure sum from one union branch.
- Do you know an organisation or individual with deep pockets?
- Perhaps your Trades Council would donate?
- Additionally, if you do not already, *please subscribe* – individually or in bulk.

www.hazards.org/friends/index.htm

We have the support of **Hazards Campaign** and we have the support of the **Trades Union Congress** who are urging all trade councils, union branches and safety reps to ensure they are subscribed to Hazards magazine and encourage others to do so immediately.



THE LAW ON FLEXIBLE WORK IS CHANGING –

THE EMPLOYMENT RIGHTS BILL (FLEXIBLE WORKING) reached royal assent – that means the law on flexible working is changing. Whilst the law itself won't change until Spring 2024, employers need to be prepared.

Flexible working is any change to when, where and how long you work. It can include compressed hours, flexi-time, remote working, job-shares and set shift patterns.

How is the law changing?

Now the Bill has passed, the following changes will be introduced:

- The number of times employees can make a flexible working request every 12 months will increase from one to two.
- Currently employers must respond within three months to any flexible working request, this will be reduced to two months.
- Employers will be required to consult with the employee before rejecting a flexible working request, and
- The requirement on the employee to explain in the request what effect, if any, the flexible working request would have on the organisation and how it could be dealt with will be removed.

In addition, the government have committed to introducing a day one right to request flexible working for all employees, also to be introduced in the spring 2024.

This means from your first day of work, you can ask your employer for changes to how long, when and where you work.

Does it go far enough?

Unions have been campaigning for years for stronger rights to flexible working – these changes are a small step in the right direction but a right to request is still a right to be rejected as employers can still turn down requests. Recent TUC research showed that 50% of dads and partners entitled to paternity leave had all or some of their flexible working request *rejected* by their employer.

And too many people won't ask for flexibility to start with for fear of negative treatment or rejection. A TUC and Mother Pukka survey of working mums found that two in five (42 per cent) would not feel comfortable asking about flexible working in a job interview.

The TUC is calling for the right to work flexibly from day one, unless an employer can properly justify why this is not possible. We're also asking for employers to publish possible flexible working options in all job adverts and give successful applicants a day one right to take up any of those options.

What should union and employers be doing?

Even though the law won't come into effect until April 2024, as a rep you should speak to your employer now about what they should be doing on flexible working.

- **Update policies.**
If flexible working policies don't already reflect the new law, change them now – there's no need to wait until next year. You can also negotiate with your employer to go further. For example, you could ask for them to ensure that all workers (e.g agency staff, those on zero-hour contracts) not just employees to have access to flexible working, reduce the time employers can take to respond to requests, ensure people can appeal rejections and don't apply limits to the number of times people can ask.
- **Get familiar with the new ACAS statutory code of practice.**
Employers need to be aware of the new code which will be published when the law changes. Reps can currently contribute to the consultation ACAS are running on this, to ensure working people's voices are heard.

HERE'S WHAT YOUR EMPLOYER NEEDS TO DO

- **Review job roles for possible flexible working options and include in job adverts.**

Given that workers will be able to make a request from day one, employers should get ahead of this and be up front about what working arrangements are possible. Knowing what flexibility is on offer is essential for people who need flexibility to be able to work and it removes the onus on people to ask.

The TUC are signed up to the happy to talk flexible working scheme, which encourages employers to include possible flexible working options in job adverts. Reps should work with employers to decide what flexible working options are possible.

- **Make sure flexible working is for everyone.**

Whilst not every type of flexible working will work in all jobs, some form of flexible working is possible in every job, whether that's a set shift pattern, flexi-time, compressed hours, a four-day week or hybrid working. Review your flexible working policies to make sure there are options available for everyone and have workplace wide policies, like flexi-time, team rostering or hybrid working, so people don't always have to make a statutory request.

- **Conduct an equality impact assessment of your flexible working policy.**

Flexible working benefits everyone but we know that some people need it to be able to get into and stay in work. Not having good policies could disadvantage women, older workers and disabled workers.

- **Track who has access to flexible working and their experience of it.**

To understand whether your employer has a good culture, they need to know how many people want flexible working, who is getting it and monitoring whether people who do work flexibly are treated fairly with things like access to training, progression, and development. You could also do a member survey to find out what people want from a policy.

The TUC's rep guidance on flexible working has more information and we'll be updating it and other resources in the future to reflect the new law.

What do you think about the legislation?

Does it go far enough?

What information will be helpful for reps?

Email me on

aarkwright@tuc.org.uk.

Alice Arkwright

INTERNATIONAL BRIGADES: THE



'All the peoples of the world are in the International Brigades on the side of the Spanish people' says this 1937 poster.

THE STORY OF THE British volunteers in the Spanish Civil War must be kept alive to inspire future generations in the labour movement, writes **Jim Jump** of the *International Brigade Memorial Trust*.

Apart from working in the food industry in the 1930s, what do bakery worker **Basil Abrahams** from London's East End, Bristol cook **William Dempsey**, Fulham milk roundsman **Les Gibson** and Hartlepool chef **Herbert Riding** all have in common?

They were among the dozens of bakers and food and hospitality workers who volunteered to fight fascism in the **Spanish Civil War of 1936-39**, the first Britons to take up arms against Hitler and Mussolini.

This was a time when Britain's Conservative leaders were appeasing military aggression in Europe and Africa. They hoped the fascist dictators would turn their firepower on progressive governments and on the communist Soviet Union.

Many of those who joined the legendary International Brigades gave their lives. They included **Malcolm Smith**, a baker from Dundee, who was killed in the summer of 1938 in the Battle of the *Ebro*. He had destroyed one of Mussolini's tanks with his machine gun and was known as a brave and extremely loyal comrade.

Another to die was bakery worker **Nathan Steigman**, from Whitechapel, in London's East End.



Basil Abrahams



William Dempsey



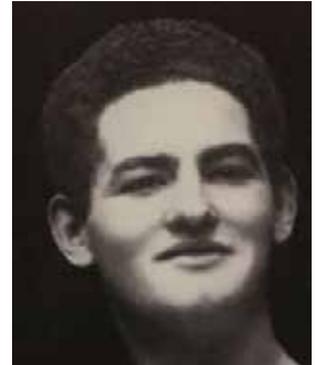
Les Gibson



Herbert Riding



Malcolm Smith



Nathan Steigman

As a Jew, he understood full well the unique danger that fascism posed. He fell early in 1937 at the Battle of *Jarama*, near Madrid, one of more than 100 Britons to die in the battle.

Hitler and Mussolini poured troops and aeroplanes into Spain, where the jackbooted General Franco was trying to crush the country's elected government.

The Spanish Republic was supported by a coalition of liberals, socialists and communists including its spiritual cousin, Soviet Russia. It was building schools and hospitals and giving new rights to workers and women – things that were hated by the fascists and reactionary forces in the country and beyond, across the continent.



British volunteers of the 15th International Brigade.

R MEMORY AND SPIRIT LIVES ON



British anti-tank battery in Spain in 1937.

All this was happening when the world was in the aftershock of the financial crash of 1929. Unemployment was high, poverty was rife and people around the world wanted answers to their economic woes.

Some were seduced by lies that blamed Jews, foreigners and communists for the crisis. *Sounds familiar, doesn't it?*

Others knew better. More than 2,500 volunteers went from Britain to join the International Brigades. The remains of 530 of them, including Malcolm Smith and Nathan Steigman, lie in the olive groves, vineyards and pine-clad hillsides of Córdoba, Jarama, Brunete, Teruel, Belchite and the Ebro.

Who were these men and women – who mainly served as nurses – willing to die for a cause in a foreign land? Most were young working-class trade unionists and political activists. Many had helped organise hunger marches and rent strikes. Quite a few of them had fought fascist Blackshirts on the streets of our major cities. All of them watched in horror as fascism in Europe toppled democracies, persecuted minorities and banned unions.

In Spain, with its *Popular Front* government resisting a fascist uprising, many Britons saw their chance to fight back. Their cry was '*¡No pasarán!*' – '**They shall not pass!**' – the same slogan that was used when protesters stopped the Blackshirts marching through Whitechapel in October 1936 in what became known as the Battle of Cable Street.

The courage and sacrifice of the International Brigades remain an unprecedented example of international solidarity – one that we must remember today.

Why? Because they were the first Britons to confront the rise of modern fascism, whose hateful creed mutates with each generation. In the 1930s they attacked Jews, later Commonwealth immigrants, now Muslims. The threat has not gone away and still has the potential to divide and weaken the working class.

In 1939 the British political establishment finally woke up to the danger of fascism, though too late to save Spain.

The Second World War, which the International Brigade volunteers warned would be inevitable unless fascism was stopped in Spain, began in September that year, just five months after Franco's army marched into Madrid.

Outside of the labour movement, the International Brigade volunteers never got the thanks and recognition they deserved. They were spied on as 'reds' by MI5, blacklisted at work and vilified as hopeless romantics and communist dupes.

The International Brigade Memorial Trust keeps their memory alive. We work with teachers and students so that this story can be taught in schools. We look after more than 100 memorials to the volunteers in all our major towns and cities around the country.

Jim Jump

International Brigade Memorial Trust

Just as we remember *the Tolpuddle Martyrs, the Chartists and the Suffragettes*, so we must also preserve the legacy and values of those who fought fascism when most of the rest of the world looked the other way.

¡No pasarán!

To find out more about the work of the IBMT, visit:

www.international-brigades.org.uk



British nurses care for the wounded.

ADDRESSING MENTAL HEALTH ISSUES IN THE WORKPLACE

FOLLOWING ON FROM our first webinar, the following is designed to assist Safety Representatives to ensure we tackle what has become one of the biggest issues facing workers today.

What needs to happen?

- High level commitment to challenging the stigma that surrounds mental health issues. This requires senior management to commit and provide the resources.
- A recruitment policy that does not discriminate against those with mental health conditions. The company with nothing to fear will welcome the opportunity to ensure it operates a fair recruitment policy.
- A review of sickness absence policies to ensure they do not discriminate against those with mental health conditions.
- Early access to occupational health services.
- Training all staff on mental health (jointly with the BFAWU).
- As line managers are expected to deal with workers attendance then it's essential they have been trained to be aware of issues relating to Mental ill health.
- The provision of an Employee Assistance Programme.
- Strong anti-bullying and harassment procedures.
- A stress management policy.
- If there are Mental Health First Aiders, a system of support for them, including regular meetings.

The BFAWU safety reps and stewards clearly must be involved both in working with their employer around mental health and supporting members with mental health problems this will help in removing the fear, stigma or any discrimination.

Mental Health First Aiders

Mental health first-aiders are trained to recognise the signs of mental ill health and provide initial support, in much the same way that physical first-aiders provide immediate help in response to an injury or physical illness to prevent the condition worsening.

Introducing mental health first-aid provision in the workplace may mean that employees are able to access help at an early stage, to prevent a mental health issue developing or becoming more serious. It can also promote a workplace culture where people who experience ongoing mental ill health feel supported and able to continue working, or to return to work successfully after periods of absence.

Why An Employer needs to Take Mental ill Health Seriously

Mental ill health is a major cause of sickness absence. Conversely, presenteeism – where people attend work when they are not well enough, potentially slowing recovery – can also be an issue connected with mental ill health, as employees may be reluctant to acknowledge or seek help for a mental health issue. Sickness absence and presenteeism both have a significant impact on productivity. The Government-sponsored Thriving at Work report estimates that poor mental health costs employers between £33 billion and £42 billion a year, due to absence, presenteeism and staff turnover.

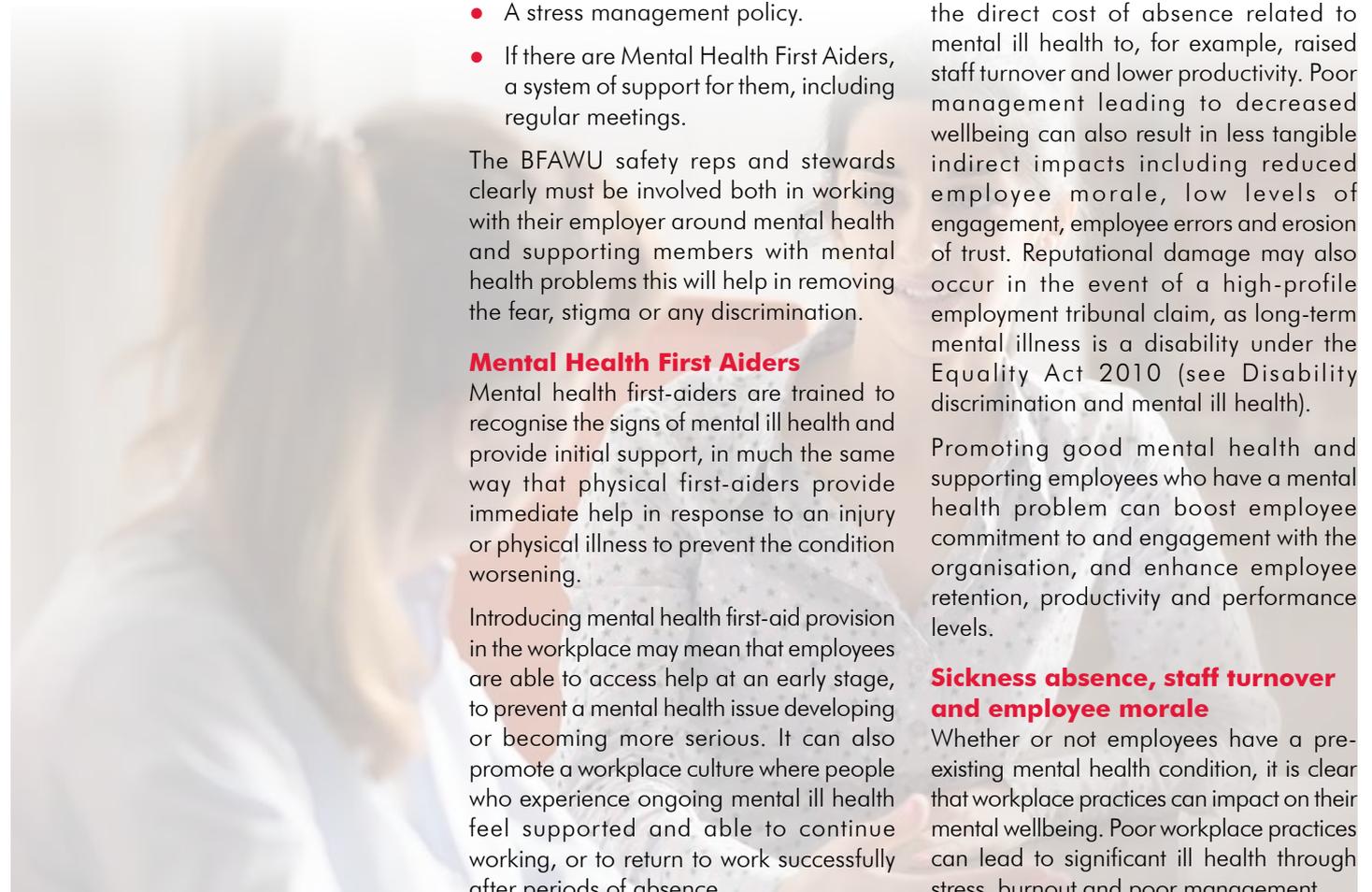
Responsible employers will take an interest in their employees' wellbeing regardless of the business benefits, but an employer that takes active steps to protect and promote the mental health of its employees can potentially see an impact in absence levels, retention and productivity.

Managers need to understand stress, distress and mental illness, and how to minimise these and offer effective support, irrespective of whether or not the poor mental health is related to organisational factors. The organisational costs of poor employee mental health extend beyond the direct cost of absence related to mental ill health to, for example, raised staff turnover and lower productivity. Poor management leading to decreased wellbeing can also result in less tangible indirect impacts including reduced employee morale, low levels of engagement, employee errors and erosion of trust. Reputational damage may also occur in the event of a high-profile employment tribunal claim, as long-term mental illness is a disability under the Equality Act 2010 (see Disability discrimination and mental ill health).

Promoting good mental health and supporting employees who have a mental health problem can boost employee commitment to and engagement with the organisation, and enhance employee retention, productivity and performance levels.

Sickness absence, staff turnover and employee morale

Whether or not employees have a pre-existing mental health condition, it is clear that workplace practices can impact on their mental wellbeing. Poor workplace practices can lead to significant ill health through stress, burnout and poor management.



There is a clear financial business case for employers to take positive steps to improve workplace practices. Office for National Statistics data shows that:

- Stress, depression or anxiety and musculoskeletal disorders accounted for the majority of days lost due to work-related ill health in 2022/23 (17.1 million and 6.6 million respectively.)
- On average, each person suffering took around 15.8 days off work. This varies as follows:
 - 6.6 days for Injuries
 - 17.8 days for Ill health cases
 - 19.6 days for Stress, depression or anxiety
 - 13.9 days for Musculoskeletal disorders

Being off work for long periods with a mental health problem can affect an individual's ability to cope with the demands of work when he or she returns to the workplace. Extended periods of work inactivity can worsen the physical symptoms of some mental health conditions. However, at least 70% of employees who take absence due to mental ill health do return to work and 83% of employers say that they do not regret hiring someone who develops or has a mental health problem. Good return-to-work policies, put into action, are fundamental for successful return to work.

<https://www.xperthr.co.uk/good-practice-manual/managing-mental-health/163121/#action-plans>

If employers do not promote good mental health and support employees who have a mental health condition effectively, this can result in increased staff turnover. Employees who are stressed or have a mental illness, and who do not feel supported by their employer, are more likely to consider leaving the organisation. It is often the case that employees' work situation aggravates their mental ill health. As well as considering resigning from the organisation, which could be seen as a natural and healthy reaction to remove themselves from harm, employees with a mental health condition may become disengaged from the organisation if they do not feel supported.

If even one employee experiences low morale, this can affect employees within the wider team. Therefore, employers that do not manage mental wellbeing may experience low morale among wider sections of staff.

Lost productivity and 'presenteeism'

Lost productivity among employees who continue to work despite having a significant mental health problem is a major component of the total cost of mental ill health at work. Many employees find it difficult to raise the matters that are causing them stress and distress and that can lead to illness, for example a heavy workload, poor work relations, bad management or unclear work roles, because they are fearful of the repercussions.

Many employees with a pre-existing mental health problem prefer not to disclose it to their employer, and continue to work even though their mental health may be impacting on their ability to do their job. The practice of employees continuing to work even though unwell is known as "presenteeism". Employees in professional jobs and on executive grades are particularly prone to attend work when they are unwell mentally because they are concerned about being stigmatised if they are known to have a mental health problem. In addition, some employees may be concerned that their career could suffer if they take time off sick.

Disability discrimination and mental ill health

Disability is a protected characteristic under the Equality Act 2010. For a mental illness to fall within the definition of disability, an employee has to show that:

- he or she has a mental or physical impairment
- the impairment affects his or her ability to carry out normal day-to-day activities
- the adverse impact of the impairment is substantial, and
- the adverse impact is long term.

Mental impairment covers a wide spectrum relating to mental functioning, including conditions with symptoms such as anxiety, low mood, panic attacks, phobias or unshared perceptions, in addition to mental illnesses.

The duty to make reasonable adjustments in the case of those coming within the definition of having a disability is a unique feature of disability discrimination law, and a failure to comply with the duty constitutes discrimination under s.21 of the **Equality Act 2010**, unless the employer lacks relevant knowledge of the employee's disability.

The risk of encountering stigma at work and fear of being discriminated against as a result of having a mental health condition understandably prompts some employees to disguise a problem, attributing their underperformance or absence from work to physical health issues. This makes it hard for people with an illness to receive the support they need in terms of reasonable adjustments and professional help. The onus is on employers to make it possible by exhibiting an explicit and demonstrable zero tolerance approach to stigma, from the top of the organisation. It will then be easier for them to fulfil their legal duties concerning the employment of people with disabilities.

Accidents at work

There is an association between mental ill health and workplace accidents; employees who are stressed, anxious or depressed may find it harder to focus on a task. Employers have a duty of care to manage all potential sources of risk, including those arising from mental ill health.

Corporate governance and reputational risk

Failing to manage employees' mental health can damage an organisation's reputation as an employer, particularly if this results in high-profile legal action, for example an unfair dismissal or discrimination claim. Conversely, positioning the organisation as a mentally healthy workplace through the development of positive management and effective wellbeing strategies can strengthen its reputation as a good employer and its corporate responsibility profile

Further information and resources

Any employer who wants to address mental health issues in the workplace needs to look much wider than MHFA, **and that is best done in co-operation with the Unions.**

Public Health England and Business in the Community have produced a toolkit for employers on what they should do. This says what a good policy will include:

https://wellbeing.bitc.org.uk/sites/default/files/business_in_the_community_mental_health_toolkit_for_employers.pdf

HEAT STRIKE

Workplace Temperature and Climate Justice

THE CLIMATE CRISIS is a Trade Union issue whether it is about a Just Transition and defending jobs or Health & Safety.

With last year the hottest year on record, we are likely to experience record breaking heat again this summer, putting many people at risk in the UK and around the, especially the elderly, infants and disabled people but also workers working outdoors with no protection.

We need workers and their Trade Unions, as well as Climate Justice activists and organisations to unite in their struggle to build a mass movement for a change, where the poorest don't pay the price for climate change.

Motion template

As the impacts of climate change become increasingly an occupational hazard and health and safety issue for Trade Unions. Deaths at work and employment disruption as a result of global warming, not to mention occupational illnesses caused by polluting fossil fuels, are rising everywhere, and are only expected to increase.

This *Branch/Trades Council/Conference* therefore agrees to campaign for the following demands:

- **Set national maximum working temperature**

When it's too hot to work, **Heat Strike!** Since 2008 unions have been calling for a maximum working temperature, but the UK government still isn't listening. We demand the UK government set a *national maximum working temperature*.

- **Put in place a heat wave furlough scheme**

Heat waves in the UK are only set to get hotter and more frequent, working people can't afford to bear the cost of climate breakdown and they shouldn't have to. We demand the government and employers set up *heat wave furlough schemes*.

- **Make a climate action plan**

The UK government's climate action plan has been ruled illegally *inadequate*. People are feeling the heat right now. We demand the government make a plan to protect workers and vulnerable people now, and to avert the worst of climate collapse in years to come.

This Branch/Trades Council/Conference welcomes the idea of organising a **Heat Strike** as joint Days of Action between workers, trade unions and Climate Justice groups on the model of the *Youth Climate Strikes*.

The Heat Strike is not legal union strike but can take many forms by workers and citizens including direct actions and protests, workplace lunch-time walkouts and awareness raising, lobbying of politicians or community actions.

This Branch/Trades Council/Conference therefore agrees to:

- Sign up to take part in Heat Strike this Summer when temperatures go above 36°C Centigrade

- Circulate and disseminate information about Heat Strike:

actionnetwork.org/forms/sign-up-for-heat-strike

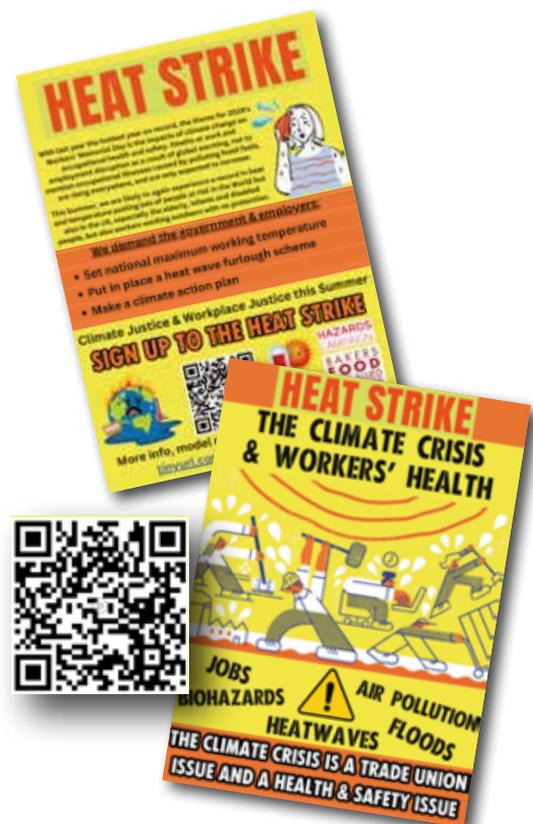
- Download, print and distribute the Heat Strike leaflet in your Branches: www.tinyurl.com/HeatStrikeleaflet

- Support campaigns to establish a heat furlough and maximum workplace temperature, including **Heat Strike** and **Cool It!**

- Campaign in our workplaces to raise awareness of the links between the Climate Crisis and Health & Safety issues

More information and resources

- Heat Strike sign-up page
- Hazards Magazine on Heat at Work
- Hazards Campaign resources on Climate issues and Health & Safety
- Learn about why International Workers Memorial Day is important with a UK Timeline
- International website for International Workers Memorial Day 2024
- Download the IWMD Heat Strike leaflet
- Map of IWMD events
- Sign the TUC petition for a maximum workplace temperature:
- TUC's *Steps to keep cool at work* and Guide for Union reps
- *Cool It!* leaflet by the BFAWU with tips for workers & reps
- *Cool It!* video by BFAWU
- Video on extreme Heat and Health by the Natural Resources Defence Council
- Heat Stress Awareness Guide by Canadian unions



**HAZARDS
CAMPAIGN**



**TIPPING
POINT**

**BAKERS
FOOD
AND ALLIED
WORKERS
UNION**

40 YEAR AWARD

Frank Loveday, Region 1 FTO, presented **Mr Mohammed Taj** with his certificate and badge .

Mohammed has worked for Hovis at Forestgate for over 42 years. Present were the Branch Secretary, colleagues and the retiring site manager



Invisible, polluted, dirty, unhealthy air in your workplace!

GET IT SORTED!

Check out the 'Workers Guide to **action** on indoor workplace air pollution.'

The air we breathe at work is likely to be full of harmful dust, dirt, gases, chemicals and microbes and is often ignored because we can't see it with our eyes - until there's a bad smell or someone gets ill that is.

Our government's own health advisers say this is a huge problem causing health and even many deaths and which is just not being addressed.

Use this **free guide** produced by the **Trade Union Clean Air Network (TUCAN)** to investigate the problem and help get your boss to clean up their air act.

Scan the QR code to access the full report.

If you cannot scan the QR code our full report can be accessed here:

Trade Union Clean Air Network (TUCAN):
greenerjobsalliance.co.uk/air-pollution/

The Trade Union Clean Air Network

What can you do?

Get active:

1. Ask your colleagues if they feel there's a problem.
2. Are any likely air pollutants being investigated or monitored? (including equipment or activities that give off dust, fumes or gases?)
3. Ask your employer about ventilation –
 - a. is there enough ventilation for those present in the space to keep CO₂ below 800ppm?
 - b. is there a mechanical ventilation system?
 - i. if there is, is it checked and maintained regularly and does it work properly?
 - ii. Does it provide fresh air through a filter or just re-circulate the air already in your workplace?
 - iii. Are the filters high efficiency?
 - c. Are there fans which force air movement and can windows be opened?
 - d. If your employer isn't doing or won't do this then investigate yourself with our help:
 - Are COSHH risk assessments carried out?
 - Do your own air monitoring for particles and check CO₂ levels
 - What are the sickness patterns at work?
 - What is the policy for sick leave for airborne diseases?
 - Are people fully paid when off sick? Is there a bullying back-to work sickness review in place?
 - Is any PPE provided to protect against airborne risks and is it the right type and replaced when used?

Trade union health and safety reps –

use your legal rights to investigate, talk to members, question your employer, get the issue of indoor air pollution on the agenda of your health and safety committee.

Scan the QR code to access the full report.

If you cannot scan the QR code our full report can be accessed here:

Trade Union Clean Air Network (TUCAN):

greenerjobsalliance.co.uk/air-pollution/

JUSTICE FOR SHEKU CAMPAIGN

SHEKU BAYOH DIED IN SCOTLAND in 2015 after he was held face down by up to nine police officers after subjecting him to CS spray, pepper spray, batons, handcuffs and leg restraints.

Sheku lost consciousness within a few minutes and died. His body was covered from top to bottom in bruises and lacerations, he had a fractured rib with petechial haemorrhages in his eyes – a sign of asphyxiation.

Nine years on, not one officer has been disciplined, let alone charged nor will any ever face trial for Sheku's death though an inquiry has been set up and is in process.

The STUC and affiliated trade unions fully support the Justice for Sheku Bayoh campaign.

Sheku came to Scotland when he was 17, thinking it would be safer for a young black man to grow up in the small town of Kirkcaldy rather than London. He died on a Scottish street, 31 years-old, leaving behind his two young sons

On the 3rd May 2015 around 7.15am police responded to reports of a black man acting erratically, walking down the street and holding a knife. Six police vehicles were dispatched, yet when they arrived Sheku was carrying neither a knife nor any other weapon.

The first four officers that arrived used *CS spray*, *pava spray* and *batons* on him, Sheku was brought to the ground in less than 45 seconds. He stopped breathing within minutes never to recover.

All nine officers returned to the Police Station and sat together in a canteen for up to 8 hours whilst failing to give statements to investigators for some 32 days. In the hours that followed many lies were told including that he had attacked a police officer with a knife.

The case of George Floyd has highlighted globally the issue of racial injustice and killings at the hands of the police, but Black Lives Matter also in the UK. *Since 1969, in the UK there has not been a single successful prosecution of a police officer for homicide.*

Public Inquiry into the Death of Sheku Bayoh

The Cabinet Secretary for Justice, Humza Yousaf MSP, announced on 12 November 2019 that a public inquiry would be held to examine the events surrounding the death of Sheku Bayoh, the subsequent investigation and whether race was a factor.



He appointed Lord Bracadale, a former High Court judge, to chair the Inquiry. After the hearings Lord Bracadale will consider all the evidence and publish a report, laying out his findings and conclusions. The report can also make recommendations aimed at preventing deaths in similar circumstances.

Evidential hearings began in May 2022

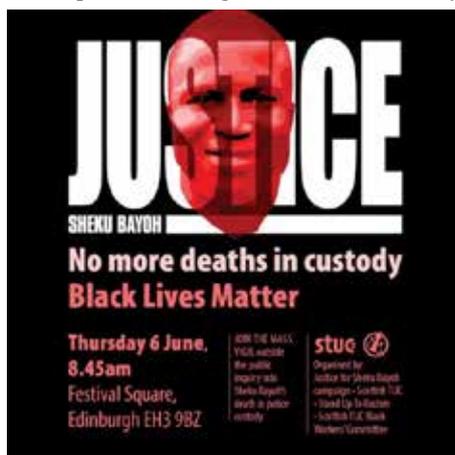
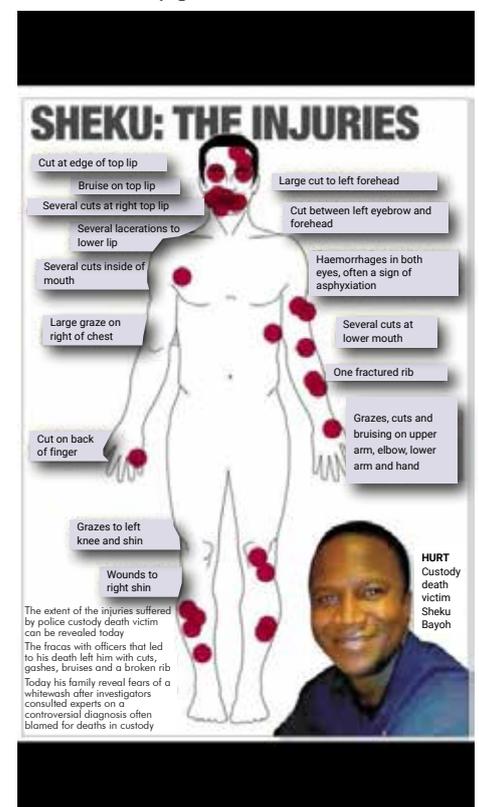
Terms of Reference

The aim of this important Inquiry is twofold: *firstly*, the Inquiry will establish the circumstances surrounding the death of Sheku Bayoh in police custody on 3 May 2015 and make recommendations to prevent deaths in similar circumstances, as would have been required under the **Inquiries into Fatal Accidents and Sudden Deaths etc. (Scotland) Act 2016**. *Secondly*, the Inquiry will assess and establish aspects of the case that could not be captured, or fully captured through the FAI process, namely (a) the post incident management process and subsequent investigation and make any

recommendations for the future in relation to these; and (b) the extent (if any) to which the events leading up to and following Mr Bayoh's death, in particular the actions of the officers involved, were affected by his actual or perceived race and to make recommendations to address any findings in that regard.

The remit of the Inquiry is accordingly:

- to establish the circumstances of the death of Sheku Bayoh
- to make recommendations, if any, of any other steps which might realistically prevent other deaths in similar circumstances.
- to examine the post-incident management process
- to establish the extent (if any) to which the events leading up to and following Mr Bayoh's death, in particular the actions of the officers involved, were affected by his actual or perceived race
- to report to the Scottish Ministers on the above matters and to make recommendations, as soon as reasonably practicable.



Find more information and campaign updates by clicking the following link:

<https://linktr.ee/justiceforsheku>

A BRIEF GUIDE TO BEING A BFAWU REP

HAVE YOU EVER THOUGHT about becoming more active in your branch by standing to be a rep, but haven't as you're not sure what it would mean?

Our rule book lays out the different rep's roles that should be elected in the branch to support the branch secretary:

- Shop Steward/Workplace Rep
- Health and Safety Rep/Safety Rep
- Green Rep/Environmental Rep
- Union learner Rep/ULR

We have put together a brief outline of the different roles which should give you enough information to decide whether it would be for you, but please do get in contact with your branch secretary, full time officer or national executive council member if you have any questions!

If you want to register your interest, you can do so here:

<https://forms.office.com/e/n1VOXxpiyq>



Whilst you are here are your details up to date? If not please let us know:

<https://forms.office.com/e/mGbY-57wsZ4>



Your role as a Shop Steward

The purpose of any trade union is to advance the interests of its members. Unions do this by negotiating collective agreements and by lobbying to improve laws that affect the membership.

Whether you are an existing BFAWU activist, or you are considering taking on a more active role within your BFAWU branch there is a course for you to support your journey.

Unions also represent their members by seeing that employers do not violate their collective agreements or laws (health and safety, human rights, etc.) that affect the members.

Union members must work together to force employers to pay staff properly, to provide safe working conditions, provide us with job security, etc.

Even in the worst of times unionised staff do better than those with no protection.

The difference between members of an effective union and unorganised staff, or members of a passive branch, is the difference between bargaining and begging.

The difference between bargaining and begging is the power to effect change. Unionised staff who act together and support one another have more power than individual staff who often can't even complain about working conditions, harassment by supervisors, racism, or being passed over for promotions for fear of being labelled a troublemaker.

In short, members of strong branches have a lot more say about what happens at work compared to staff with weak or nonexistent unions.

Unions are not just insurance policies where you pay your dues and expect someone to solve your problems for you.

Unions are self-help organisations where the members work together to solve common problems.

Your role as a workplace rep

The rep is primarily a *problem solver*.

In some cases, 'solving' could mean mediating a dispute between two members, talking informally to a line manager, helping a member to submit a written grievance, or referring a problem to the local committee.

A rep builds confidence and promotes mutual support.

Confidence and mutual support are achieved when the rep involves other staff in the creative resolution of a member's problem or grievance.

The rep encourages members to find solutions together by facilitating problem solving.

The rep is also the key link between the membership and the leadership of branches.

The rep should pass on important information about union activities and encourage membership involvement in union activities.

The rep should also pass on complaints about the union to the local committee.

Since effective reps have a good understanding of the problems and concerns of the members they represent, they should be consulted about things such as management proposals and campaigns undertaken by the branch, so that the concerns of the membership are taken into account before any of these proposed activities are adopted.

Duties of branch reps

Reps should:

- Introduce themselves and explain their function to all new members in the department/shift or immediate workplace.
- Explain the role of the union to new members.
- Investigate all complaints made by members and pass them on to the branch committee to see if they can be resolved informally.
- Attempt to deal with complaints that are not grievances with informal discussions with managers, union members, or members of the union executive.
- Act as a referral agent for members with personal problems that require expert assistance.
- Keep the committee informed about all complaints and how each has been dealt with.
- Keep members informed about important settlements made by the local association.
- Encourage members to attend meetings where negotiating issues will be discussed.
- Pass on the members' priorities to the committee.
- Ensure that the members are informed about all membership meetings and about the important things being discussed at these meetings.

- Pass on complaints about the union and about any barriers to union activity to the committee.
- Keep union bulletin boards up to date.

Tips for reps

- Introduce yourself to all the new employees and make sure they understand your function.
- Keep the members informed about union activities by distributing notices of meetings, agendas, minutes of meetings, union publications, information about important grievances, settlements etc.
- Never turn anyone away that comes to you with a complaint. You may not think the problem is important but the person complaining probably feels differently.
- Listen carefully, take notes and ask questions to clarify the basis of the problem and the desired solution. If you think you need advice, contact the committee.

Your role as a Safety Rep

Trade Union Safety Reps save lives!

There are plenty of health and safety laws that should protect workers, but without trade union organised workplaces including Safety Reps, employers can ignore their legal duties.

Every year across the UK more than 50,000 people die because of exposure to toxic and hazardous work. Many more thousands develop life impacting ill health and disabilities.

The BFAWU Safety Reps role is to make sure your boss deals with the risks, takes a precautionary approach and provides the equipment needed to do the job and prevent injuries and ill health.

Who can be a Safety Rep?

Only a trade union can appoint or elect a Safety Representative.

You need to be a BFAWU member to be a BFAWU safety rep.

Safety Reps are independent of the employer, which means the employer cannot decide who carries out the role, it is up to trade union members to decide who will represent them.

The employer has to provide facilities and paid time off for the Safety Rep to carry out the role and they must provide paid release to attend trade union health and safety training.

There are specific laws to ensure that the Safety Rep can carry out their duties –

the Safety Reps and Safety Committee Regulations 1977 – also referred to as *The Brown Book*.

<https://www.tuc.org.uk/sites/default/files/BrownBook2015.pdf>

What do BFAWU Safety Reps do?

- Carry out a minimum of 4 inspections in the workplace each year.
- Talk to all workers about their health and safety concerns and raise them with management.
- Investigate accidents or incidents and report health and safety problems to management.
- Make sure your employer doesn't cut corners or put anyone in danger.
- Safety Reps are trained by the union on how to carry out the role.
- ...and much more!

The right to go home safe and well!

Everyone has the right to not be injured or made ill by work.

Safety Reps make sure their employer is carrying out their legal duty to ensure the mental and physical safety of their workers.

Health and Safety at work is a vital organising opportunity and helps strengthen the trade union organisation through recruitment, involvement and activity.

Health and Safety at work *affects* everyone and *concerns* everyone.

The BFAWU Safety Reps' role is crucial in the workplace

Your role as a Green Rep

Any BFAWU member with an interest and drive to progress workplace solutions in addressing the climate and ecological crisis is encouraged to put themselves forward to be elected to this role within their branch.

Green reps can work in a similar way to other union reps by raising awareness of green issues in the workplace and making sure they are included in the negotiating/bargaining agenda.

The main concern would be to agree a joint approach.

BFAWU green reps are a fundamental part of the branch organising and bargaining machinery. Their role is vital in ensuring that employers address the climate crisis and sustainable ways of working, ensuring the workforce is fully engaged with in the transition to greening our industry.

The name used for green reps is very much up to the local branch, BFAWU refer to them as 'green reps' as it is an increasingly recognised term and often in the eyes of employers encompasses issues

outside of their often very narrow view of an environmental agenda.

Others may refer to them as 'climate reps', 'environment reps', or 'sustainability reps'.

Organising and action

Green reps are encouraged to progress the following within their branches:

- Consider how you can work in your branch to raise awareness around the green agenda.
- Consulting with members around climate and ecological emergency issues – surveys and discussion forums can be useful for this.
- Organise members around climate and ecological emergency issues.
- Attending and encouraging members to attend courses related to climate and sustainability as a means of initiating work in this area.
- Ensure environmental and climate issues have a place on the agenda at branch meetings.

Get involved in BFAWU national and regional environmental networks and structures (where these aren't present look at initiating them)

- In conjunction with your branch, negotiate with management around policies and procedures.
- Familiarise yourself with current BFAWU policies.
- Sit on relevant employer committees to represent your branch on climate and sustainability issues.
- Develop a local BFAWU strategy to respond to employer initiatives.
- Monitor workplace environmental and sustainable standards.
- Conduct a workplace environmental audit (templates are available on the BFAWU website or by contacting Green@bfawu.org)
- Work with other branch reps i.e., ULR/H&S/ to address and highlight workplace, local and national and environmental issues.
- Take part in BFAWU's quarterly green reps network to learn more about what is happening at other branches and share best practice
- Work toward negotiating facility time for the role of a standalone BFAWU green Rep e.g submit a claim.

Your role as a ULR

A ULR's roles and responsibilities may include:

- Working with other union reps raising BFAWU's profile through learning
- Increasing awareness of the benefits of learning
- Providing advice and guidance on learning to fellow workers
- Ensuring equality in learning
- Identifying and promoting learning opportunities
- Identifying and addressing barriers to learning
- Conducting learning surveys to identify employees' needs and interests
- Forwarding details of course and individual learning outcomes to your National ULR Committee member
- Compiling and submitting learning case studies
- Supporting young workers in formal training such as Apprenticeships
- Addressing meetings of employees on learning opportunities
- Negotiating paid time off for employees to learn
- Negotiating redundancy support training
- Promoting the value of training and learning among local management

- Promoting education for workplace reps, safety reps and members.

When you are elected as a ULR, your Full-Time Officer/Branch Secretary (as appropriate) will inform your employer in writing and notify them you are requesting paid time off to attend training for your role.

Your legal rights as a ULR

The **Employment Act 2002** sets out the statutory rights of ULRs in organisations that recognize trade unions. ULRs have a number of formal functions that can be performed, and for which paid time off from their normal duties should be given:

- Analysing learning and training needs
- Providing information and advice about learning
- Arranging learning or training
- Promoting the value of learning
- Consulting the employer about such activities
- Undergoing training for their ULR role.

Union members are also entitled to time off to use the services of ULRs, although there is no legal requirement on the employer to pay them for this.

Facilities for ULRs

In addition to time off, your employer should provide the following as a minimum requirement to you as a ULR:

- Arrangements for confidential consultation with the members you represent.
- Use of a desk to prepare paperwork.

- Access to secure facilities for storing correspondence.
- Access to a computer with the provision of an email account and access to the organisation's intranet and the internet
- Access to internal and external telephones
- Access to duplicating, printing facilities
- A noticeboard on which to display learning information.
- Reasonable time off work for trade union members (and non-members) to access the services of a ULR where it is not possible for practical reasons for meetings to take place outside normal working hours.
- Access to appropriate information such as policy documents and approved codes of practice, copies of relevant statistics.

Every BFAWU rep has a role to play in building the union locally. An essential part of this is communicating effectively with members and non-members alike.

As a ULR, you will have opportunities to talk to your colleagues about their learning needs. You may talk to members who otherwise may not have very much contact with the union. This is a great opportunity to talk to them about their concerns at work, about the union and to get them to do something or (if they are not a member) to join the union.



GET CONNECTED – NETWORK MEETINGS



Tues 23rd July,
Tues 22nd October



Mon 29th July,
Mon 28th October



Thurs 25th July,
Thurs 24th October



Mon 22nd July,
Mon 21st October



Thurs 18th July,
Fri 25th October



Tues 30th July,
Tues 29th October



Weds 31st July,
Weds 30th October



Weds 24th July,
Weds 23rd October

WORK YOUR BRAIN

WORDSEARCH

How many words can you find?

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

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

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

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 **3rd July 2024** 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							25				
26						27					

Across

- 1 Stonework (7)
- 5 Hirsute (5)
- 9 Rephrase (5)
- 10 Once ruled by Idi Amin (6)
- 11 Largest Japanese island (6)
- 12 Second-smallest banknote (6)
- 13 Extinct flightless bird (3)
- 14 Heaps (5)
- 16 Fill with high spirits (5)
- 18 Highest mountain in Crete (3)
- 20 Institution for mentally ill (6)
- 22 Dried strip of egg dough (6)
- 24 Convex cylindrical wooden container (6)
- 25 Wary (5)
- 26 Tarka, for example (5)
- 27 Struggle hand-to-hand (7)

Down

- 2 Texan mission (5)
- 3 Supervise (7)
- 4 Highly radioactive metallic element (6)
- 6 Once more (5)
- 7 Beef or lamb (3,4)
- 8 Allotted quantity (5)
- 15 Moment (7)
- 17 Elsa, perhaps (7)
- 18 Suggest (5)
- 19 Fisherman (6)
- 21 Big (5)
- 23 Faithful (5)

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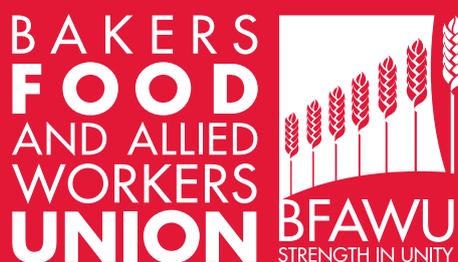
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JOIN THE
BAKERS, FOOD AND ALLIED WORKERS UNION

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!*

