



The One Hundred and Fifth Annual Conference Yarnfield 2024

SATURDAY 8 JUNE 2024
TO
THURSDAY 13 JUNE 2024

Final Agenda 2024



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Glossary of acronyms

ACAS: Advisory, Conciliation & Arbitration Service

ASLEF: Associated Society of Locomotive Engineers & Firemen

BFAWU: Bakers Food and Allied Workers Union.

CCTV: Closed Circuit Television

CLASS: Centre for Labour and Social Studies

CLP: Constituency Labour Party

COP: the Conference Of Parties

DPAC: *Disabled People Against Cuts*

EC/NEC: Executive Council/National Executive Council.

EFFAT: the European Federation of Food, Agriculture and Tourism Trade Unions

ESOL: English for Speakers of Other Languages

EU: European Union

F&GPC: Finance and General Purposes Committee

FTO: Full Time Officials

GFTU: General Federation of Trade Unions

GP: General Practitioner

GS: General Secretary

HMRC: HM Revenue and Customs

HR: Human Resources

HSE: Health and Safety Executive

ICT: Information and Communication Technology

ICTU: Irish Congress of Trade Unions

IER: Institute for Employment Relations

IUF: International Union of Foodworkers

JENGBA: *Joint Enterprise Not Guilty by Association*

LGBTQ+: Lesbian, Gay, Bisexual, Trans, Queer/Questioning, and others

LRD: the Labour Research Department

MP: Member of Parliament

MSP: Member of the Scottish Parliament

NHS: National Health Service

NP: National President

NULR: National Union Learner Representative

NSSN: National Shop Stewards Network

PPE: Personal Protective Equipment

RC: Regional Council.

STUC: Scottish Trades Union Council

SSP: Statutory Sick Pay

TAEN: *The Age and Employment Network*

TUC: Trades Union Congress

TUCG: Trades Union Coordinating Group

UK: United Kingdom

WEA: the Workers Education Association

Conference Procedure

Please note the use of the following terms:

Rule Change	A motion that changes an existing Rule in the BFAWU rule book, this needs a 2/3 majority vote for a decision.
New Rule	The introduction of a new Rule into the BFAWU rule book, this needs a 2/3 majority delegate vote for a decision.
General Motion	A motion on any subject that affects BFAWU members, it can propose union policy, campaigns to support, work for the Parliamentary Group or Executive, or other areas of work, this needs a majority of over half of delegates.
Emergency Motion	This is a motion on a subject that could not have been foreseen or happening before the motion deadline.
Mover	This is the person who introduces or ‘moves’ the motion to Conference to initiate the debate.
Secunder	This is the person who indicates there is support for the motion to be moved, this can be done formally by raising a hand rather than speaking from the rostrum.
Right of Reply	This is given to the mover of the motion if anyone opposes the content of the motion and asks delegates to vote against it.
Carried	This means a motion has been agreed by the relevant majority of delegates.
Fallen	This means a motion has been rejected by the relevant majority of delegates.
Remitted	This means the motion has been referred back to either the branch or the national executive to do further work on, to bring back to a future Conference for debate.
Withdrawn	This means the motion won’t be debated
Out Of Order (OOO)	This means the motion does not comply with Union Rules
Standing Orders	The body who ensures that Conference runs in line with the BFAWU rule book

Rule Changes and New Rules

1 Rules 14.2, 14.7, 14.8g, 14.8L and 15.3 Branch 253

This conference agrees to amend rules 14.2, 14.7, 14.8g, 14.8L, 15.3 by changing the number of years in office to 5, so that the rules will read elected for a period of 5 years or hold office for 5 years as appropriate for that rule.

2 Rule 5.2 Branch 582

Rule 5.2 Sickness benefit That this Conference agrees to reduce the 2-week deferment period to 1 week, so members are eligible for sickness benefit from the beginning of their 2nd week of absence.

OUT OF ORDER

3 Rule 15.2 Branch 253

This Conference agrees to amend rule 15.2 by inserting:

If the delegates are elected as the representatives to the national safety committee, the branch may elect a further delegate after ‘For the purpose of RCs’ delegates, the factory and shops membership must be counted separately.’

4 Rule 14.8 Branch 582

Rule 14.8 (g) All Stewards shall hold office for two years and shall be eligible for re-election. That this Conference agrees to increase the number of years that Stewards can hold office from 2 to 5 years before standing for re-election.

5 Rule change **Branch 123**

That this conference agrees to allow all reps other than Branch Secretaries {as they receive commission} free union membership whilst they hold their positions.

All reps volunteer their time and energy towards supporting our members and many step down as they see their roles as unrewarded.

This rule change at least gives them something for their continued effort Branch Secretaries should not use their commission to finance this rule change as they need their commission to continue their great work in holding branches together.

This rule change should be viewed as an investment rather than a cost as courses conferences etc and another good reason to take up union roles.

OUT OF ORDER

6 Rule 4.1 **Executive Council**

Rule 4.1 Safety Committees

That this Conference agrees that at the end of the fourth line of the first paragraph of rule 4.1 the month of “September” needs changing to “October” to bring it in line with rule 15.6.

OUT OF ORDER

7 Rule 11 **Executive Council**

Remove the whole of Rule 11 and replace with:

The Union, through the Executive Council, shall establish procedures for consideration of complaints by members.

These procedures will explain how a complaint is dealt with dependent on the nature of the complaint and/or who it is directed against.

Any member wishing to make a complaint should do so by forwarding it to report@bfawu.org.

Within Ten working days of submitting their complaint, the member will be contacted by the individual tasked with investigating their complaint.

The procedure which the Executive Council shall make, amend, or revoke from time to time shall be made available to any member and will be visible on the Union’s website.

8 Rule 15.2 **Executive Council**

Rule 15.2 Branch Delegates

This Conference agrees that after the end of the first paragraph of 15.2 add – “whether attending virtual or in-person”.

9 Rule 15.6 **Executive Council**

Rule 15.6 Regional Council Meetings

That this conference agrees to include after the first line of rule 15.6 that - “The Delegates of each RC may elect a date to hold an annual Health and Safety or Shop Stewards meeting, with the date to be agreed by the delegates of each regional council.

10 14.5 **Executive Council**

New Rule 14.5 (a)

The secretary shall subscribe to Hazards magazine on behalf of the branch.

The cost of subscription and postage will be deducted from quarterly expenses to ensure each branch receives the Hazards Magazine to support with health and safety.

General Motions

Union Policies

11 to COMPOSITE 5 (at end) Branch 558

That conference agrees to repel any anti-trade union laws and supports the right to strike.

12 Branch 258

That this Conference agrees to condemn the decision to award a knighthood to Wetherspoons boss Tim Martin for “services to hospitality”, or as I like to call it “services to throwing his employees under the bus at the onset of a global pandemic”. It was only down to the actions of the BFAWU and its well publicised campaign that forced a U-turn on the company’s decision to not furlough it’s workforce during the Covid lockdown, and we as a union should push even harder to organise companies like Wetherspoons to build up our membership there, to guarantee decent contracts with decent terms and conditions for our members.

13 Branch 253

That this Conference agrees that 18 years and under to pay a smaller fee and take away the legal benefit to help boost member number with the younger generation

OUT OF ORDER

14 Branch 405

That this conference agrees to embrace the words of Tony Benn’s Quote *“If we can find the money to kill people, we can find the money to help people”*.

15 Branch 258

That this Conference agrees to call on the Government to abolish ‘No Fault evictions’ as promised in its 2019 manifesto. It’s now 2024 and so far, nothing has happened.

‘No Fault’ or Section 21 Eviction notices are a major contributory factor to rising homelessness as they allow landlords to evict tenants with only two months’ notice, and with no reason needed to be provided. It beggars belief that the Government is now prepared to use cynical delaying tactics to go back on their promise from four years ago to ban No Fault evictions, while record numbers of renters are being forcibly removed from their homes without cause.

16 Branch 558

That this conference agrees to challenge companies that target trade union representatives on trumped up nonsense and oppose a bullying upwards campaign. It is a basic human right to challenge wrongdoing and the role of the trade union movement to do so collectively

17 to COMPOSITE 1 (at end) Branch 253

That this Conference agrees to save costs to the Union to have Conference online every other year and money be spent increasing members

18 Branch 405

That this conference agrees that we support, the work of Law Centres across the country. GM Law have been supporting our union in campaigning and working with members on benefit claims and housing. This essential work means we are able to access justice that would be denied if it wasn’t for these fantastic facilities. Law centres give access to justice for communities and means working people are able to seek redress. We ask the EC to look at broader links and supports these essential organisations through affiliation and promotion of their work.

-
- 19** **Branch 432**
- That this Conference agrees that our Union fully supports the Royal Mail Postmasters who were wrongfully accused of stealing money from the post office for their names to be cleared all monies returned to them and compensation paid to them as well. And those responsible for causing this miscarriage, there should be no hiding place and no protection from the establishment.
-
- 20** **Region 558**
- That Conference agrees to challenge ruthless changes in companies' proposed changes to their pension scheme.
-
- 21** **Region 3**
- That being a union that represents many migrant workers we should make sure that Leaflets are in different languages.
-
- 22** **Region 4**
- To vote to re-affiliate our union to the Labour Party
-
- 23** **to COMPOSITE 1 (at end)** **Region 3**
- With a declining membership to save money we should move to biannual Conference. This could keep our subs at a level where we do not have to have to put them up by 18p.
-
- 24** **Region 3**
- The BFAWU should provide promotional materials for Roadshows e.g. pens, badges etc for roadshows that are suitable for that site.
-
- 25** **Branch 432**
- That our union look at restarting the Union Towns/ People's Powered projects in Wigan again
-
- Safety, Health and Environment**
-
- 26** **to COMPOSITE 2 (at end)** **Branch 558**
- That this Conference agrees to lobby for a legal limit on workplace heat and a commitment from government via constitutional law that this is carried out
-
- 27** **Region 3**
- That the union lobby to have food workers have sick pay paid at 100 percent from day one. Food workers are essential workers who kept everyone feed during COVID risking their lives to do so, and should be regarded as such.
-
- 28** **Region 5**
- This Conference agrees that the Union should encourage our government to change the zero-emission agreement, regarding petrol and diesel vehicles in 2035, to be postponed.
-
- 29** **Region 3**
- Repetitive Strain injuries is something that the BFAWU should lobby the government to improve legislation in. We need to improve our health and safety legislation surrounding Repetitive Strain Injuries in the workplace and hopefully this will become a thing of the past.
-
- 30** **Region 4**
- That the Government should ban the 'emergency' use of bee-harming pesticides in the UK.
-

-
- 31** **Region 3**
- There should be materials in dealing with mental illness in the workplace.
-
- 32** **Region 4**
- To give statutory rights to green representatives in the workplace for paid time off for training and carrying out their duties and functions in this role
-
- 33** **Region 3**
- The BFAWU thinks that our healthcare workers are a national treasure and should not gradually lose pay in real terms every year. This means that the government is pushing healthcare workers to leave the country for better wages and conditions elsewhere.
-
- 34** **Executive Council**
- That this Conference agrees that we should encourage all branches to ask every Shop Steward to take on the role of Safety Rep to enable them to strengthen health and safety in their workplace.
-
- 35** **to COMPOSITE 2 (at end)** **Executive Council**
- That Conference agrees the Conservative government has demonstrated through its actions of issuing new licenses for gas and oil, which it admits now will have no impact on reducing energy bills, will risk further damage to our climate. Furthermore, the decision by the Labour Party to dump the much-needed £28 billion investment package to protect all of our futures shows neither party is serious about protecting us from the risks associated which the climate crisis.
- If politicians don't protect us, we must organise to defend ourselves.
- Scientists predict that temperatures in the UK will rise to 40 degrees every other year. Neither party likely to form the next government has a plan.
- We call on all employers in our industry to act and introduce a plan that includes meeting the reasonable demands of our established 'Cool It' campaign to ensure their employees don't face any financial burden due to politicians' failure to perform their duties and protect their citizens.
- Failure of the employer to act means we, as a union, will have to act to protect our members.
- This is why we support the call by Rapid Response to take action when the weather exceeds 36 degrees and agree with the Heat Strike call when the Met Office issues a severe weather warning concerning hot weather.
- We further call on the trade union movement to provide resources and organise a collective response to stop employers from passing on the burden caused by the failure of politicians to act by campaigning for a furlough scheme to be introduced for all workers at such times.
-
- 36** **Executive Council**
- This Conference agrees that the recent exposure of McDonalds and its failure to deal with sexual harassment where its CEO admitted to receiving 1 or 2 complaints a week shows the urgency of the need for legislation to protect workers. Conference agrees that the BFAWU should lead a campaign on this, the aim of such a campaign would be to bring into being a new requirement for reporting cases of sexual harassment and violence similar to the need to report accidents in the workplace (RIDDOR) so that employers who are not fulfilling their duty of care towards their employees in this area are held to account.
- Conference agrees that the campaign should aim to achieve at least the following:
- A new reporting line to be set up which takes anonymised details of the incident and forwards the complaint to employer, which generates a reference number.
 - Once a complaint has been raised the anonymised complaint becomes reportable and remains one of the companies' reporting requirements until both parties agree that the situation has been resolved satisfactory.
 - That the 3-month less one day rule for such issues be removed to recognise that such cases are often not reported due to fear or some other substantial reason in a particular timeline. We have seen for example in the Jimmy Saville cases, reports have been ignored due to the individual complained about.

- That a new, cross-cooperation panel is agreed to overview sexual harassment in the workplace between TUC EHRC and the HSE.
- Workers represented by TUs are consulted in such cases and any agreements with employers include representation through the members union or TUC-appointed facilitator.
- Workers not represented by TUs can seek support from TUs, with all time funded by employers.
- Workers should be trained on a recognised programme agreed via Tripartite EHRC, HSE and TUC to enable them to take part in any discussions.

Conference affirms that climate change is a class issue and a trade union issue.

Conference notes that the:

- UN Secretary General has said we are in a new era of global boiling with unprecedented extreme weather impacting every part of the globe with increasing frequency.
- International Energy Agency (IEA) states that to stay below the Paris Climate Agreement of 1.5oC fossil fuel use must reduce by 25% this decade and we cannot develop any new fossil fuel sites.
- Working class in the UK and globally are already being impacted by the terrible consequences of climate change, through loss of lives, livelihoods, food, access to water, housing and accommodation, forced migration, unbearable working conditions and an intolerable burden on emergency services.
- UK government is doing little to safeguard workers or people from the impacts of climate change and, far from it, is advancing a narrative that seeks to make a virtue of weakening its commitments.

Conference believes:

- We need a rapid transition away from oil and gas to prevent catastrophic climate breakdown.
- Failing to take urgent measures to transition away from fossil fuels puts jobs at risk from sudden climate events or their economic consequences and foregoes opportunities to build in a timely way the larger skilled workforce needed across the whole economy without which decarbonisation cannot happen.
- Inequality and declining standards of living for working class people are explicitly locked into a fossil-fuelled market economy and austerity policies.
- The costs of transition to a decarbonised economy and society must not fall on those least able to pay.
- Transition policies must be generated by state investment.
- We must resist attempts aimed at using climate to divide working people; this only serves elites and distracts us from our common interest in jobs and a secure future.
- Political posturing on net zero policies does not help our class and we must fight for policies that address climate change and environmental degradation rooted in economic and social justice.
- Trade unions and workers in all sectors are central to transition plans.
- Workers in other countries are our allies.

Conference agrees to fight for:

- Policies to address climate change and environmental degradation that are in the interests of workers and communities, and a plan for the forms of bargaining and industrial action to achieve them.
- Negotiated transition plans that guarantee protection for all workers in all sectors of the economy including across all equality strands, and as a minimum should cover jobs, wages, pensions, training and skills and trade union rights.
- Public ownership of key sectors such as energy, water, transport, mail, broadband, education, health and social care.
- A fair and progressive taxation system, accessing the wealth of one of the world's richest countries without asking working people to pay for a crisis they did not create.
- A National Climate Service to plan, coordinate, fund and ensure education/ training for the workforce necessary to undertake the rapid and wide scale transformation to a decarbonised economy.

- Workers and their unions being directly and immediately engaged with government in designing and defining what the decarbonised industries and their workforces of the future look like.
- Solutions to the climate crisis that are in the interests of workers and communities, not capital.

Further, Conference agrees to build combines within and across sectors, at the level of branches as well as nationally and globally, to develop common industrial strategies that contribute to a ‘whole economy’ approach to decarbonisation, including engagement with community and climate justice groups.

Workplace

38 to COMPOSITE 5 (at end) Branch 390

This Conference agrees that the tory government’s Strikes (Minimum Service Levels) Act 2023 is an attack on our right to withdraw our labour as a tool to improve our working conditions.

As such we should, at national and branch level, raise awareness of this legislation and the responses to it, including that of the TUC.

39 Branch 582

That this Conference agrees that employers must offer agency and temporary workers a full-time position after they have completed 12 months continuous employment.

40 Region 5

That this Conference agrees that when cyber-attacks happen on individuals’ personal data concerning employment issues that this trade union acts swiftly to defend the member.

41 Region 4

To lobby the government to prevent Greene King from allowing their employees to wage stream their wages and charging them for the privilege. Wage stream is just another name for pay day loans. Please support.

42 Executive Council

This Conference agrees that an employer expects you to work from day 1, why should we not then have employment rights from the same day. No worker should be left behind, we call on the BFAWU to ensure it campaigns to ensure that all workers are protected from day 1 of their employment.

Household

43 Region 5

This Conference agrees that we should encourage the Government to provide financial support to families that are separated whilst going through the process of obtaining the relevant paperwork to enter and stay in the UK

44 Branch 582

This Conference agrees that the present 25% discount for single occupancy tenants should be increased to 50% to bring it in line with other groups that are entitled to a reduction in council tax.

45 Branch 580

That this Conference agrees absent parents have some kind of legal support so they can see their child/children. No parent should be stopped from seeing their child because they cannot afford to get a solicitor

46 to COMPOSITE 3 (at end) Branch 405

That this Conference agrees That the Bakers Union Offers support to Kim Johnsons MP, Joint Enterprise Significant Contribution Bill.

47 to COMPOSITE 3 (at end)**Branch 405**

That this Conference agrees that the Bakers union give continued support to JENGBA's substantial injustice private members bill.

Community**48****Branch 390**

Around 1.52 million people worked in the adult social care sector in England in 2022/23. This is more than in the NHS. Around a quarter of the workforce were on zero-hours contracts, including 54% of home care workers. The concern is that care workers are not paid enough for their hard work. Using their personal car and phone to work is not considered when they get paid. The mileage given is far less than what petrol costs to drive from house to house. The time given to drive to house to house is also not enough. Each visit to a service user's house is paid for by the minute. If all tasks are complete workers must stay until all the time is up for the call. For example, if a visit is for 30 minutes and the tasks completed takes 15 minutes, workers must wait until the extra 10-15 minutes in order to get paid the full amount. This Conference agrees that this state of affairs is not good enough. Zero hours contracts should be banned, as per previous Conference motions, and the time taken to travel between clients should be paid. There should also be a mileage allowance that covers both fuel and vehicle depreciation at market rates.

49**Branch 459**

That this Conference agrees that Dentists should be able to charge a fee for patients who do not turn up for the planned appointments please support

50**Branch 582**

That this Conference agrees that a national tariff should be set for all taxi fares to provide a fair and transparent standard price per mile.

51**Branch 459**

That this Conference agrees that parking charges at NHS Hospitals should be abolished across the country. Please support.

52**Branch 582**

That this Conference agrees that inconsiderate, and potentially dangerous, parking around many schools is increasingly causing problems outside the school gates, placing the safety of children and public at great risk. We demand that the Government should legislate that local councils and police authorities should work together to enforce stricter action to provide a far safer environment for everyone concerned.

53**Branch 580**

That this Conference agrees LED lights on motor vehicles need regulating as they are very dangerous for oncoming traffic.

54**Branch 459**

That this Conference agrees that drivers who park on pavements blocking pedestrians and the excess for mobility scooters should be fined please support.

55**Branch 580**

That this Conference agree cyclist (electric or pedal) should by law have highly visible clothing when on the roads or the paths as this is dangerous to other users

56**Region 3**

The BFAWU is against the authoritarian measures the government is due to take against benefits claimants.

57 **Region 5**

This Conference agrees that any family of legal workers who have settled or pre-settled status in the UK shouldn't have any further restrictions on entering the UK and joining their family other than providing passport, marriage, and birth certificates.

58 **Region 5**

President, Platform, delegates,
I ask that this union lobby the government to begin to take to task, the job of looking after the people who they represent.

59 **Region 4**

To promote Healthwatch within their branches. Healthwatch is an organisation in every local authority which helps people with any grievances that the public has with any health services.

Education

60 **Region 5**

This Conference agrees that understanding the basis of everyone's right to be safe in society and to be treated with dignity and respect, and the many challenges that people face in modern life which threaten these rights, needs to be included in the school curriculum at the earliest age to educate and empower our children.

61 **Region 3**

That the Bakers union should lobby the Government for more funding towards providing ESOL classes for our migrant comrades.

62 **Branch 405**

That this Conference agrees to use the legislation for Union Learning Representatives (ULR) which gives them the same rights as a Health and Safety Representative, giving them paid time off for these union duties.

- Using the National ULRs to go around the region that they are in to help set up bakery's learning agendas and to set up learning committees within the factories.
- Using the ULRs to engage with management on learning, discussing what is required on sites.

Equalities

63 **Branch 390**

This Conference agrees that union literature and forms should be gender neutral, words such as 'chairman' should not be used.

Any instances should be notified to head office and then be rectified as soon as possible.

64 **Branch 390**

This Conference agrees that the state pension should be tax exempt. This will allow those pensioners who have paid into an occupational pension scheme to receive more income before they start to pay tax. We will instruct our parliamentary group to lobby for this.

65 **Branch 390**

This Conference agrees that increasing the age at which the state pension is paid has been a disaster for workers in our industry. The stress, strain and general wear and tear on our bodies is a lot worse than in other, less manual, industries.

As such we want the state pension to revert to being paid at 65 and will instruct our parliamentary group to lobby for this change.

The union should lobby the government against the changes to the UK visa system. We declare to raise the threshold to £26,200 is not only racist but vindictive against migrant workers that have given so much to the UK economy and society.

The BFAWU endorses the social model of disability, which was developed by disabled people to identify and act against oppression and exclusion.

The social model of disability holds that people with impairments are disabled by barriers operating in society that exclude and discriminate against them. For example, barriers can be social and cultural attitudes, organisational and/or physical barriers that prevent equal access. The social model advocates for a “nothing about us without us” approach in which disabled people should have choice and independence, and meaningful input into any decisions being made about us.

Words and phrases that reflect negative, outdated historical and medical or pitying views of disability are stigmatising, offensive and harmful. It’s important that our Conference reflect this, so we encourage you to use the language of the social model when drafting motions. For example:

- Use the term ‘disabled people,’ ‘disabled workers,’ in education, ‘disabled pupils/students’ (not ‘people with disabilities,’ ‘workers with disabilities’ or ‘pupils/students with disabilities’). [An exception: use ‘people with learning disabilities’ / ‘people with learning difficulties’ as chosen by this group of disabled people.
- Use ‘non-disabled’ people (not ‘able-bodied’ people) to describe people who are not disabled.
- Use ‘impairment’ to describe an individual’s physical, sensory, or cognitive differences. ‘Disability’ is what is caused by the barriers in society.
- Avoid ‘suffering from’. Use ‘person with’, ‘person who has or ‘person living with’ an impairment. E.g., a person who has Long Covid.
- Use ‘invisible impairments’ (not ‘hidden disabilities’).
- Use ‘wheelchair user’ (not ‘wheelchair bound’).
- Avoid describing people as ‘vulnerable’. Be more specific. Why are people in this group more at risk? Are they disabled? Are they from disadvantaged backgrounds? Are they more at risk due to poverty or isolation? With regards to Covid, use people ‘at higher risk of infection,’ for example.
- Use ‘access needs’ or ‘access requirements’ (not ‘special needs’).
- Use ‘inform’ to describe someone telling their employer about their impairment (rather than ‘disclose’).
- Use ‘mental distress,’ ‘trauma’ or ‘mental health conditions’ rather than ‘mental illness’ or other terms that pathologise mental distress.
- Use ‘neurodivergent person’/ ‘autistic person’/‘dyslexic person’ (not ‘person with autism’ / ‘person with dyslexia’).

Notes: Motions may refer to the Equality Act which doesn’t use the social model; however, it may be appropriate to refer to people as being ‘considered as disabled under the criteria set out in the Equality Act’.

There is no such legal category as ‘registered disabled’ (although local social services may hold voluntary registers for e.g., sight-impaired people).

Further reading: Social model of disability: Interactive guide for union reps:

www.tuc.org.uk/resource/social-model-disability

Trade Unions and Disabled Members: Why the social model matters:

www.tuc.org.uk/sites/default/files/socialmodel.pdf

The Social Model of Disability

www.inclusionlondon.org.uk/about-us/disability-in-london/social-model/the-social-model-of-disability-and-the-cultural-model-of-deafness

International

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- 68** **Branch 390**
- This Conference calls for an immediate ceasefire, from all sides, in the Palestinian conflict. We condemn Israeli aggression and the forcing of Palestinians to leave their homeland. We demand that the building of Israeli settlements in West Bank stop, and existing ones be given back to the Palestinian people.
- The United Nations needs to call a meeting in which a new resolution is passed to ensure Palestinians are given back their land which has been taken by the Israeli government by force. We also demand that all Palestine refugees from neighbouring countries should be able to return to their rightful homeland. Justice should prevail for lasting peace in which both Muslims and Jews live side by side as they were living before for centuries.
-
- 69** **Region 3**
- The BFAWU is in total agreement and stands in solidarity with the South African government in its case against Israel in the International Court Justice
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- 70 to COMPOSITE 4 (at end)** **Branch 405**
- That this Conference agrees to ask or parliamentary group to work to stop all sales of weapons made in this country or abroad, to anyone in offers support to world.
-
- 71** **Region 3**
- That the BFAWU places its support and solidarity in the Boycott Divestment and Sanctions movement against Israel because of the apartheid regime it operates against the Palestinians.
-
- 72** **Region 5**
- This Conference agrees that the European Union should encourage every member to be on an equal footing with no dictatorship from larger members.
- OUT OF ORDER**
-
- 73 to COMPOSITE 4 (at end)** **Region 3**
- That the BFAWU is to lobby the government to end all arms sales to Israel.
-
- 74** **Region 3**
- The BFAWU disagrees with any Free-market trade deals that includes Bilateral investment treaty with an Investor State Dispute Systems and say they are an anathema to democracy. We as a union should lobby any Government to withdraw from such treaties and do not negotiate any new ones that contain such parts to future trade deals.
-
- 75** **Executive Council**
- The BFAWU pledges to challenge harmful and divisive language by.
- Calling out the use of words that alienate and demean migrants and refugees.
 - Standing up and challenging language which encourages division and harms migrants and refugees.
- Conference notes that there has been an increase in hostile language which is fuelling tension and hostility towards migratised and racialised groups in the UK, including migrants and refugees.
- At the Bakers Food and Allied Workers Union, we have been leading the way in challenging the narrative around migration for some time.
- We understand that language forms the foundation of how people navigate global immigration systems and how they are treated.
- Conference agrees that we run a dedicated campaign to exploring the ramifications of certain language and show solidarity to migratised communities by standing up against harmful narratives.
- We want to campaign for a society in which the migrant experience is respected and valued.

The recent events and inflammatory language used by the media and politicians shows us the time to defy the status quo is NOW.

Conference agrees that we would also call on politicians, charity sector organisations, the media and individuals to recognise that their words matter.

Miscellaneous

76

Executive Council

Conference notes that the Morning Star is a reader-owned cooperative, a unique socialist voice in a world dominated by corporate media. It is the world's only English language socialist daily newspaper reporting our stories and giving us a voice.

Conference understands that there are a number of Morning Star Readers and Supporter groups around the UK in geographical areas.

Conference agrees that it would be great to have a BFAWU Morning Star readers and supporters' group. Which would be a means of connecting BFAWU members committed to increasing readership, raising funds and spreading the reach and influence of the Morning Star with each other and the wider membership.

Composited Motions

Composite 1

With a declining membership we should move to biannual Conference, to save costs to the Union have Conference online every other year. This could keep our subs at a level where we do not have to have to put them up by 18p and money be spent increasing members.

Original motions: 17 (Branch 253) and 23 (Region 3)

Comp 2 (Motions 26 and 35)

That Conference agrees the Conservative government has demonstrated through its actions of issuing new licenses for gas and oil, which it admits now will have no impact on reducing energy bills, will risk further damage to our climate. Furthermore, the decision by the Labour Party to dump the much-needed £28 billion investment package to protect all of our futures shows neither party is serious about protecting us from the risks associated which the climate crisis.

If politicians don't protect us, we must organise to defend ourselves.

Scientists predict that temperatures in the UK will rise to 40 degrees every other year. Neither party likely to form the next government has a plan.

We call on all employers in our industry to act and introduce a plan that includes meeting the reasonable demands of our established 'Cool It' campaign to ensure their employees don't face any financial burden due to politicians' failure to perform their duties and protect their citizens.

Failure of the employer to act means we, as a union, will have to act to protect our members.

This is why we support the call by Rapid Response to take action when the weather exceeds 36 degrees and agree with the Heat Strike call when the Met Office issues a severe weather warning concerning hot weather.

We further call on the trade union movement to provide resources and organise a collective response to stop employers from passing on the burden caused by the failure of politicians to act by campaigning for a furlough scheme to be introduced for all workers at such times.

Conference also agrees to lobby for a legal limit on workplace heat and a commitment from government via constitutional law that this is carried out.

Original motions: 26 (Branch 558) and 35 (Executive Council)

Composite 3

That this Conference agrees That the Bakers Union Offers support to Kim Johnson’s MP, Joint Enterprise Significant Contribution Bill and give continued support to JENGBA’s substantial injustice private members bill.

Original motions: 46 (Branch 558) and **47** (Branch 405)

Composite 4

That this Conference agrees the BFAWU is to lobby the government to end all arms sales to Israel and to ask our parliamentary group to work to stop all sales of weapons made in this country or abroad, to anyone.

Original motions: 70 (Branch 405) and **73** (Region 3)

Composite 5

This Conference agrees that the Tory Government’s Strikes (Minimum Service Levels) Act 2023 is an attack on our right to withdraw our labour as a tool to improve our working conditions.

As such we should, at national and branch level, raise awareness of this legislation and the responses to it, including that of the TUC.

Conference also agrees to repel any anti trade union laws and supports the right to strike.

Original motions: 11 (Branch 558) and **38** (Branch 390)

Emergency Motions

BFAWU Complaints Procedure

Introduction

This **Complaints Procedure** is established to ensure that all complaints are handled fairly, consistently and, wherever possible, resolved to the complainant's satisfaction.

Our trade union's aim is to ensure *transparency, accountability and efficiency* in the treatment of all complaints.

Scope

This procedure applies to **all members of the BFAWU**.

It covers complaints related to behaviour and conduct of other members, representatives, and employees of the union.

Matters shall not be considered under the complaint's procedure if:

- The complaint relates to an event that occurred in normal circumstances, more than two months prior to the date of the complaint being lodged.
- The complaint relates to matters which have already been investigated or are currently under investigation.
- The complaint is of a frivolous or vexatious nature.
- The complainant is not a BFAWU member.
- The complaint is made anonymously.

The BFAWU may at its absolute discretion decline to deal with a complaint and any reasons for doing so will be recorded in writing and sent to the member.

Procedure

Initial Complaint Submission

All complaints should be submitted in writing to the General Secretary as per rule 20.8.

Complaints can be sent via email to report@bfawu.org or by post to:

BFAWU, Stanborough House, Great North Road, Welwyn Garden City, Herts, AL87TA.

The complaint should include a *clear description of the issue, any relevant dates and suggest a desired outcome*.

Acknowledgment of Complaint

Upon receipt, the General Secretary will acknowledge the complaint within 10 days. The acknowledgment will confirm the next steps and the expected timeline for a response.

Assessment and Investigation

The General Secretary will assess the complaint and may initiate an investigation if necessary. The task of conducting the investigation may be delegated to a colleague if appropriate (for example if the complaint is about the General Secretary or is a branch-related issue).

The investigation process may involve discussing the matter with involved parties, reviewing relevant documents, and seeking advice from legal or professional advisors.

Resolution and Response

The General Secretary will aim to resolve the complaint and respond to the complainant within 1 calendar month from the acknowledgment of the complaint.

The response will include a summary of the investigation, conclusions drawn, and any actions taken or proposed to resolve the complaint.

Escalation

If the complainant is dissatisfied with the response, they can request an escalation of the complaint. The request for escalation should be submitted within 5 days of receiving the response, detailing reasons for dissatisfaction.

The General Secretary will review the escalation request and may refer the matter to the Executive Committee for further consideration.

Final Resolution

The decision of the Executive Committee is *final*.

The complainant will be informed of the final decision within 21 working days from the escalation.

Confidentiality

All complaints will be treated with confidentiality, only the General Secretary and individuals directly involved in the investigation or resolution of the complaint will have access to information related to the complaint.

The Executive council will receive quarterly reports on the number of complaints received along with a general summary of the theme of complaints and actions as a result of them.

Record keeping

The General Secretary will maintain records of all complaints, investigations, and resolutions in accordance with BFAWU's data protection policy.

Review

This Complaints Procedure will be reviewed annually by the Executive Committee to ensure its effectiveness.

**The Executive Council
June 2024**

THE RED FLAG

The peoples' flag is deepest red,
It shrouded off our martyred dead,
And ere their limbs grew stiff and cold
Their hearts' blood dyed its ev'ry fold.

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*

It waved above our infant might,
When all ahead seemed dark as night,
It witnessed many a deed and vow,
We must not change its colour now.

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*

It well recalls the triumphs past
It gives the hope of peace at last,
The banner bright, the symbol plain,
of human right and human gain.

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*

It suits today the weak and base,
Whose minds are fixed on pelf and place
To cringe before the rich man's frown
And haul the sacred emblem down.

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*

With heads uncovered swear we all,
To bear it onward till we fall,
Come dungeons dark or gallows grim,
This song shall be our parting hymn

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*