

# SOLIDARITY ACROSS LAND TRADES

A grassroots trade union organising for *fairer conditions, solidarity, care and justice*. We are a collective of workers, trainees, freelancers, co-op members and volunteers who are employed by others in land-related trades. We fight for better standards of pay, working conditions and cultures within our sectors. We support our members with workplace issues and we build *community* between landworkers and wider social justice movements.

Proud to be:

BAKERS  
**FOOD**  
AND ALLIED  
WORKERS  
**UNION**



BRANCH 601

# SALT's story so far....

**SALT (Solidarity Across Land Trades)** joined BFAWU as **Branch 601** in August 2023. Our grassroots membership of around 90 land-based workers voted to join BFAWU, and we are honoured to become part of this inspiring and radical trade union. We did not want to limit our organising to the organic/agroecological/alternative food and land sectors (where many of us currently work) so we chose to join BFAWU to be able to organise alongside and in solidarity with all food and land workers.

In our first year and half as a National Branch of BFAWU we have been busy with campaigns, developing our branch strategy, carrying out elections, getting training and creating a visual identity. We have 36 members of the branch so far, 172 mailing list subscribers and 947 social media followers. A key focus for us going forwards is to have lots of organising conversations and build our membership.



*Introducing SALT's new logo! Which you can find on our new website, instagram, T-shirts and stickers.*

In March 2024 we held an in-person strategy day to agree our strategic aims and actions for the year. We decided to focus on:

-  **Member support** – getting trained up in casework, peer support, welcoming new members
-  **Branch structure** – elections, improved systems for working together, resourcing our organising and understanding each other's needs
-  **Connecting with wider movements we are part of** – building relationships and showing up to events, gatherings, protests, meetings and talks.

We met again in December to reflect on these aims, chart and celebrate the many steps we have taken towards achieving them.

## Here are a few highlights from us:

 Since September 2023 a dedicated working group has been pushing against employers and business owners in the agroecological sector to challenge the prevalence of illegal, unpaid and stipend traineeships, which we believe replace entry level jobs and create barriers to entering the sector. Our workers' inquiry found that trainees (many of whom legally qualify as workers) were paid an average of £1.41 per hour. As a result of our campaigning, organisations like the *Land Workers' Alliance (LWA)* and *Organic Growers' Alliance (OGA)* have paused advertising unpaid traineeships, releasing new guidelines and statements. This has been a significant win for us. However, there is still work to be done to shift the work cultures which have enabled this exploitative and discriminatory practice.

 With support from BFAWU official Mark McHugh, we were proud to fight with two members to win a case against their former employer who paid them less than the minimum wage, exposing them to dangerous working conditions. Our members received £20,000 in back pay, and the story was reported on by the Bureau for Investigative Journalism here.

 Throughout 2024–5 we spoke at, and coordinated **the Justice Hub** at the *Oxford Real Farming Conference (ORFC)*, joined a panel with other trade unionists at The Climate Justice Coalition's *We Make Tomorrow* conference, spoke at *Sheffield Transformed*, contributed to *Tower Hamlets Food*



*SALT members with Sarah Woolley at ORFC 2025*

*Partnership* gatherings, and collaborated with the *Root and Branch Collective* on their **Locating the Agrarian Struggles for Land Symposium**. We have been invited to join the 3rd Global *Nyeléni forum* in 2025 organised by *La Via Campesina*, a multinational movement of landless workers, peasants, pastoralists and indigenous people.



We held our first elections in September 2024, electing a Branch Coordinator, 2 Co-Secretaries, a Health and Safety Rep, Union Learner Rep and 5 Casework reps.



In November 2024 some of us attended BFAWU and Rosa Luxemburg Stiftung's *Political Economy Training for women and non-binary folks*, and had the opportunity to meet and connect with members of other BFAWU branches. Since then 13 of us have joined a 6 week *Organising for Power* online training alongside 9000 organisers from 75+ different countries. Our elected officials are also attending various trainings in *casework, health and safety* and *Marxist education*.

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