BFAWU SECURES LANDMARK DEAL WITH WARBURTONS!
Editor’s Notes

"...give the workers a side order of BFAWU trade unionism. Share your experiences of an organised workplace and encourage them to join our ranks"

Ronnie Draper @ronniebfawu

Inside this Issue:

Editor’s Notes ......... 2
National President ........ 3
Cover story: Warburtons! .... 5
Flying the Flag? Jim Carlin .... 7
Many Happy Returns? .... 8
TUC 2017 Report .......... 10
Sunday afternoon in a Sunny July Manchester .... 11
Learning Services updates .... 12

Health & Safety

40th Anniversary for the Brown Book .......... 13
30 years of HAZARDS ....... 14
Environmental Reps ....... 15
BFAWU, the environment and the TUC .... 16
Anti Fracking protest at Kirby Misperton .... 17
*Quorn Grange Offer ...... 17
Oppose Fracking ......... 18

*OR Books reader offer .... 18
 Credit Union Appeal for Board Members ....... 18
40 year awards ......... 19
Block WS6, Row A Seats 164,163, 162

Contact Details ......... 20

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INSIDE THIS ISSUE:

Editor’s Notes ............ 2
National President .......... 3
Cover story: Warburtons! .... 5
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Many Happy Returns? ........ 8
TUC 2017 Report .......... 10
Sunday afternoon in a Sunny July Manchester .... 11
Learning Services updates .... 12

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Foodworker

Foodworker

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As we approach the end of another year it is difficult to know whether to look back in anger or forward with trepidation.

The year 2017 will be remembered by millions of people as a year of missed opportunity, a year of wage stagnation and zero hour contracts, a year of increased homelessness, exploitative landlords and a lack of affordable homes, a year of rocketing use of foodbanks and rising levels of poverty.

Above all it will be remembered as a year of the strangest election in years when a government with a majority became one in minority and one where the opposition were predicted to be crushed and came so near to pulling off a major coup.

Same old, same old...

The Tories, despite their narrow pyrrhic victory which left them using the DUP as a crutch to prop up their corrupt government, were predicted to be crushed and came so near to pulling off a major coup.

Gifts for the Few

As we approach the festive period with its traditions of buying gifts for other I thought of something useful for some of our leading politicians.

- For Theresa May I would send a gift-wrapped copy of the Labour Manifesto to give her some ideas on how to make a difference across a wide range of subjects, with a stocking filler of a personality transplant, not available on the NHS.
- For Boris Johnson I would send some truth drugs (again not available on the NHS unless the £350m per week promised eventually materialises), to help this serial liar to change his ways.
- For Jeremy Hunt I would send a one-way ticket to anywhere far away from here, because if he stays as Secretary of State for Health, nothing will be available on the NHS.

#McStrike

On a subject nearer to home it would be remiss not to mention the magnificent courage displayed by our members in McDonald’s restaurants in Cambridge and Crayford, who took strike action against the second biggest employer in the world in an

While MPs get a pretty good increase on their already bloated salaries, the Chancellor awarded the over-25s a 33p increase to the so called living wage and even less to those under 25.

The granting of this pittance of an increase, without the protective legislation to stop unscrupulous employers cutting premium payments and reducing hours to negate it, says everything about the contempt this government has for young people.

Iron rations

You would think a government in chaos and the TUC

many Happy Returns? ....

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Iron rations

You would think a government in chaos
effort to stop bullying and harassment, to gain a decent rate of pay, to bring an end to zero hour contracts and for the right to be represented fully by the BFAWU.

I have never been more proud to stand shoulder to shoulder with these brave souls on their picket line and at the subsequent rally in London.

They have captured the imagination of the trade union movement, not only in the UK but globally and that will stand them in good stead when the next wave of expanded strikes comes soon. Their example on the 4th September set a new benchmark for trade unionism across the UK and one that we would do well to emulate.

It was a budget for the few not the many... no hope for an end to austerity

We can all make a difference to this campaign. Every time you take your family out for a Big Mac or other such burger, give the workers a side order of BFAWU trade unionism. Share your experiences of an organised workplace and encourage them to join our ranks. You will be making an incredible, confidence-boosting change to their lives and giving them an opportunity to fight back against this serial exploiter of predominantly young people.

Seasons’ greetings

I would like to sign off by wishing all our readers, members, staff, comrades and friends a very happy festive period and a happy, safe and prosperous 2018.

If we all wish long and hard enough we may bring down this heinous government and see the return of hope through a real Labour government.

Thank you all for your support and loyalty.

Ronnie Draper
General Secretary
We shouldn’t be allowing these senseless, heartless parasites to influence our country’s decision makers. Instead, we should be condemning their sheer contempt for other human beings. Leaving the EU doesn’t need to be about being isolated; it should be about bringing change to a failed system that has let us down. It should be an opportunity to re-nationalise key industries and start manufacturing again. It’s should be about creating a new relationship with Europe based on mutual respect, not punching ourselves in the face in order to claim that ‘we got our country back’.

A ‘voice to the voiceless’

I recently attended the 30th anniversary of the Hazards Campaign, in order to celebrate the amazing work they have done over the years. It was also an evening of recognition for the contribution made by our friend and regular contributor to this magazine, Hilda Palmer. Her tireless determination has ensured that Health and Safety remains an essential part of the work that Trade Unions do.

Thanks to Hilda’s efforts, Safety Representatives are armed with the information and resources that have kept so many people safe at work, ensuring that they return home from work to their families in the same physical and mental state that they were in when they left. The likes of Hilda Palmer give a voice to the voiceless and it is wholly right and appropriate that their work is celebrated. Our job is to continue and build on their legacy.

The 100th BFAWU Annual Conference

In 2018, the BFAWU will be celebrating its 100th Annual Conference as a national Trade Union. Although the Union was founded in 1847, it wasn't until 1914 that we became a Union that covered the whole of Great Britain and Ireland. The 1914 Conference was a landmark for our Union – it was the Conference that brought about the right for women to become members. According to the archives, Miss E G Edmondson spoke up for ‘Equal pay for Equal work’.

In the same year, unskilled workers were also allowed to join the Union as a result of a resolution from Birmingham District. Speaking at the 1914 Conference, Mr Fletcher (Northern District) told bakers that, "The time for a mere craft Union had gone by, and walking past the known ones living on our streets as a result of the political ideologies and beliefs that they hold so dear. Selfish and uncaring people, they spill out of churches in their Sunday best and yet conduct their lives in a way that is the total antithesis of what Christianity stands for.

The UK press condemns people for not bowing properly at the Cenotaph and attacks anyone with a negative view on the unsustainable, unjustifiable opulence of the Royal Family, whilst lauding Ruthless, wealthy grotesques such as James Dyson, Alan Sugar and Richard Branson as great entrepreneurs – ‘the best of British’. If that wasn’t enough, our clueless and hypocritical media roll out the vile, lying, Nazi-sympathiser Nigel Farage as some sort of poppy-clad patriot; there to remind us to remember and reflect, without a shred of irony, Lest we forget, indeed. What a country!

BREXIT – a Whitehall Farce

It would be remiss of me not to mention Brexit as we witness this ongoing catastrophe – a farce created and exacerbated by incompetent politicians and backed up by greedy businessmen who talk about Britishness and yet demonstrate their total lack of commitment to the UK by offshoring jobs to other countries, exploiting workers and ignoring safety regulations in order to maximise profits.

Ian Hodson
National President

BFAWU Annual Conference

As 2017 reaches an end, I would like to thank all our clerical staff, full time officials and project workers for their work this year. I would also like to offer my gratitude to all our activists, friends and affiliates, along with our amazing members for their commitment, support and loyalty.

I offer my best wishes and solidarity to all, for a peaceful Christmas and a prosperous New Year.

Solidarity!

Ian Hodson
National President
Ensuring the long-term success of our family business means we need to set ourselves up to face the challenges of the future. We truly believe that, with the BFAWU, we have created modern terms and conditions that will support the business, and therefore our people, for the long term.

Jonathan Warburton

‘Tis the season to be jolly, and anyone who has seen me recently will know that is certainly the case at the moment. Whilst I love the run up to Christmas as much as anyone, as the National President of our union I have an extra reason to be chipper, because after many years of talks and negotiation, Warburtons and the BFAWU have agreed a landmark new deal for our members.

If you read my blog, you may have already seen me report back on the deal that has been struck with the UK’s largest bakery brand, but this is something we’re very proud of, and which is worthy of Foodworker cover story status.

Not only does the Branch Secretaries’ tireless work need to be called out, but I hope that what we have agreed is an inspiration to other workers in the industry, many of whom are getting a raw deal.

Of the 400,000 people working in the food and drink sector across the UK, helping to put food on our plates every day, a significant proportion simply aren’t getting the conditions they deserve.

That’s what makes Warburtons so different. The 141 year old family business realised that if it wanted to be around for the next 141 they had to change.

They realised they needed to be more flexible to meet customer demands, which isn’t unusual, but what they did, that so many others don’t, is recognise that they needed to work with their people to help them achieve this.

So, they set about a programme to modernise the terms and conditions of all their manufacturing team members in order to introduce a new way of working to unlock this flexibility.

The business also recognised they must review their pay structure and shift patterns, to make sure people are paid fairly for the job they do – and can better manage their work/life balance.

How often does that happen?

I know what you’re thinking, this sounds like what lots of organisations might say.

But believe me, this programme was different – different in the way the we approached the negotiations to being different in the deal we agreed.

The agreed terms:

- An increase in the base hourly rate
- A simplification of how Warburtons’ people are paid
- More stable shift patterns so that they can better plan their lives
- More variety to Warburtons’ people
- More opportunities to learn new skills
We managed the programme as *partners*, working together to achieve the goals we had agreed at the beginning and following key principles to ensure we were focused on the best deal for the business’ future and its people. I think this whole experience has certainly been a first (but hopefully not a *last*) in my career!

Following the negotiations, the BFAWU was so confident in the deal that had been struck that we took the unprecedented decision to ‘*very strongly recommend*’ it to our members. We have never done this before in our history. We were therefore delighted that, in November 2017, an overwhelming majority of our members voted in favour of the changes.

So what did we learn from this experience? **Lee Pepper** (National Branch Secretary Co-ordinator) summed it up:

“The situation was very complex and although the terms took time to agree, we wanted to make sure we got them right. The negotiations were incredibly constructive and the whole process was a brilliant example of a business that was prepared to not only listen to its people, but to also respond to their concerns.”

*I’m so proud about what we’ve achieved, and would like to thank all of the branch secretaries (pictured right) for their hard work and our members for their patience throughout this process.*

A special mention to **Lee Pepper** (National Branch Secretary Co-ordinator) and the **Company Employee Relations Programme Team** for all of their hard work in getting this over the line. I would also like to thank **Warburtons’ management team** for working with us to secure this historic deal.

**Ian Hodson**

**National President**
“In every age it has been the tyrant, the oppressor and the exploiter who has wrapped himself in the cloak of patriotism or religion or both, to deceive and overawe the People.”

Eugene Victor Debs

This is a quote that always resonates with me when I witness prominent shows of nationalism. Saturday 7 October, 2017, saw one such worrying development in London as it once again played host to a large demonstration of the far right but the difference being that only this time it was the largest in a generation and no doubt coming to a major city near you sometime soon. This was the second outing of the Football Lads Alliance (FLA) following a march through central London where it was estimated that, at various points, participants numbered between 5000 and 20000.

Thousands then gathered at Park Lane, near Hyde Park Corner to hear a host of speakers. As with the FLA’s first outing in June, patriotism, nationalism, opposition to immigration were repeated themes.

A basic tenet of Capitalist ideology is that it thrives on division. The May government is no different and it can, therefore, be no coincidence that Nationalism is on the rise across Europe and here in Britain, pre-Brexit. As we start to come to terms with what Brexit may look like, populism has become the order of the day – seeking to influence the interests, hopes and fears of workers and their families.

Anaemic economic recovery also provides an opening for populist right-wing groups seeking to protect domestic labour and demonising foreign workers for the prolonged malaise. Add the rise of income and wealth inequality then it is no surprise that there is a belief in a winner-take-all economy that benefits only the elite. For this belief to flourish there has to be an element of class collaboration, where groups like FLA are only too willing to put their shoulder to the wheel.

This re-emergence of nationalism has come in many guises which have previously been tried and tested (but ultimately failed only to re-emerge as a stronger faction) and in some cases outright racist and Anti-Immigrant groups come to the fore with the like of the EDL and the various regional infidel groups and the old guard of BNP and NF promoting policies favouring domestic workers and firms, anti-immigration measures, promotion of state capitalism, anti-globalisation, anti-immigration has become the order of the day.

As trade unionists we should oppose this and rightly so, lack of hospital beds and increased waiting times in the NHS, lack of social housing and increased competition in the labour market are deeply concerning to the working class because it is us that it most affects and it is right then that we challenge this but let’s remember that this is being done for ideological reasons by a neo-liberal government whose interests serve only the few, it is not the fault of our fellow worker regardless of their origin or ethnicity.

So, let’s put this into context and let’s realise that the voice of the working class doesn’t become one of demonization of fellow workers regardless of nationality or ethnicity, it failed then and it will fail now. Let’s oppose state capitalism, let’s rally against ideological austerity and let’s support the free movement of labour with the same gusto that capitalists champion the free movement of capital because one thing’s for sure – the ongoing success of our movement is dependent on organised labour, it is dependent on collectivism. We are a working-class organisation not dependent on class collaboration, we have our own political analysis, we stand alone in that respect we don’t need millionaires telling us what we need or how to think, we don’t even need them telling us who our enemy is – we figured it out a long time ago, it is those who seek to exploit our labour for their own capital gain. Let’s organise, let’s agitate and with the power of our own collectivism let’s champion our class and let’s get behind the trade union movement…

OUR MOVEMENT.

Jim Carlin
Region 5 EC Member
Branch Secretary, Bellshill Warburtons
MANY HAPPY RETURNS?

Congratulations to women reaching their State Pension Age today, 6 November 2017

We’ve had a long journey, but because of our date of birth we didn’t always reach our milestones together.

- We were born between 6 August and 5 September 1953 – 2 or 3 months after the Queen’s coronation.
- We’re now 64yrs and 2-3months old.

Women born in 1953 have their pension ages spread over 3 and half years, but the way we’ve been grouped together for our pensions means we came from two different academic years. At school the September babies were put into the year below the August babies and did everything a year later.

- In 1964 or 1965 (when we were either 10 or 11), we sat our 11 plus exams. Depending on the result, we went on to grammar school or secondary modern.
- We were able to leave school at 15 in 1968 or 1969, or stay on to take GCE ‘O’ levels in 1969 or 1970 (School leaving age wasn’t raised to 16 till September 1972).
- In 1970 the voting age was lowered from 21 to 18. We were able to vote in our very first General Election in February 1974, when we were still 20.
- There was a Labour minority government so we had another trip to the ballot box in October 1974 when Wilson led Labour to a narrow victory. A month or so earlier we’d just got the ‘key of the door’ on our 21st Birthdays.

John Major was the PM in the year of the 1995 Pensions Act, when we turned 42. Those of us lucky enough to find out in 1995 that our pension age was going up then had 18 years to accept that we’d not retire in 2013 on our 60th birthdays, but on 6 January 2017 instead – when we’d be 63yrs and 4-5 months.

However, only 5 years before that, in January 2012, many of us received a DWP letter about the 2011 Act brought in by David Cameron’s government. It gave us another 10 months to wait and try to budget for.

We were 58yrs and 4-5months. If we didn’t know about the 1995 Act, that letter was only 19 or 20 months before our 60th birthday.

After it’s been moved away from us twice, at last we’re crossing the finishing line.

Trish Alderson
This year’s TUC was the 149th. In the run up to it they had sent photographers around affiliated workplaces and it was great to see some of our members from Rathbones not only on the big screens in congress but also in the campaign plan booklet. I know for the 150th anniversary next year we should have more photos of our members at work out there which is brilliant – perhaps we could borrow some of them for our own 100th anniversary conference?

This year we moved two motions:

- The first was around wage protection which called for the TUC to pursue protective legislation to stop exploitative practice and stop the downward spiral of many workers into poverty.
- The second was around climate change which called for energy to be brought back into public ownership with democratic control, a mass retrofit and insulation programme for homes, workplace environmental reps and a just transition strategy to be established to move to cleaner fuel. There were four amendments which were compositied into the motion.

Both motions were carried unanimously – what was brilliant though was the climate change motion had been a difficult motion to get carried historically as some unions have members working in the energy industry and didn’t want them negatively affected by any changes. With us being the mover of the motion that was successfully carried we were at the forefront of another historical moment in the movement, leading the way for change.

Congress couldn’t have come at a better time for the McDonald’s campaign in terms of support. Less than a week after the strike day, a first in UK history it was the talk of congress. Our young members were hailed as heroes of the movement for taking a stand against the second biggest employer in the world and the BFAWU was repeatedly congratulated for having the courage and bravery to stand up to such a corporate giant – putting much larger unions to shame.

Other motions that were passed that affect our members included:

- Calls to expand auto-enrolment so that those earning less than £10,000 in one low-paid job but over that amount if doing multiple jobs would trigger employer pension contributions rather than missing out as they currently do.
- Asking the TUC to address the education funding crisis which is affecting millions of our children’s education.
- Working on a Social Care Fund that is accessible to all – not just those that can afford it.
- Mental health funding – currently, people cannot access care when they are in crisis and there is still a huge stigma attached to mental health issues which desperately needs removing. The motion called for a national campaign on funding for mental health services and recognition of the work done, reviewing HSE management standards of work-related stress, reviewing employer training and support for mental health, ensuring the government makes understanding of the problem a top priority and ensuring unions share best practice and campaign strategies so members and employers engage in mental health awareness campaigns.

There were 79 motions altogether at the start of congress, and out of those came 14 composite motions.
FOODWORKER

TUC Congress 2017 cont’d

Three Emergency Motions were raised at Congress: supporting the CWU’s decision to launch a ballot for industrial action, supporting the Birmingham refuse collectors (and ensuring ACAS agreements are upheld) and finally Academies in Crisis

which called for, amongst other things, a review into the failure of Wakefield City Academy Trust, to ensure that, going forward, academy sponsors are regulated and held accountable, in order to prevent further failures in the academy sector.

Throughout Congress, I jotted down statements which were made which resonated with me;

- 41% of social housing occupants are in work
- Less than 1 in 10 young people in the private sector, in recognised workplaces, know what a union is or the benefits of being a member
- Mental health is not treated like physical health even though it has a potentially severe impact
- Trade unions should be a movement and not a monument
- 70% of unskilled workers voted to leave the EU
- Half of people on a zero hours contract don’t know they are entitled to paid holidays
- 18% of part-time workers don’t know that they are entitled to paid holidays either
- Poor quality jobs are worse in terms of the impact on mental health than being unemployed

The part that had the biggest impact for me though, and on many others there, was when Jeremy Corbyn addressed Congress and told young people to join trade unions – not in my lifetime have I witnessed a Labour Party leader telling the world that trade unions are the best option for workers!

Sarah Woolley

I was privileged to hear Jeremy Corbyn speak in Liverpool, and I quote him:-

“Austerity is a political choice, not an economic necessity.”

This was driven home the day before as I walked round Manchester.

People, not all of them begging, just living, sleeping, on the street, in a doorway,

not looking, not seeing, not troubling anyone, except perhaps our conscience, not existing….

if we don’t bother to look, or…

look without seeing.

Looking through the window of Costa Coffee, savouring a pot of tea for one, soya milk, £1.85, and watching…. 

People,
Where are they going?
Where have they come from?
Pink back-pack matching pink haired young lady with a busy gait, strides against the flow of conformity and Harvey Nichols (look where I’ve been) shopping … bags, as she cocks a snook at designer frittery.

Tansads and prams and mountain bikes shake along the cobbled ambience of Market Street as they pass the immobile Jehovah’s Witnesses reaching out with their tracts of wisdom, and their solution to world salvation, or domination, depending on which end of their arm we pause at,

or speed by, glanceless.

Children clutch parents, who ignore magic bubble hawkers, and jumping toy dogs, and plastic swords, and a street person slumped against a bedecked window of unbuyable goods.

Let’s pretend they’re not there…. and they won’t be.

Sunday Afternoon in a Sunny July Manchester

All nationalities, this passport to a free market, all ages, this ageless flow of humanity, with the odd dog looking in vain for a tree, or lamp post, or a homeless leg stretched out as if at home, which they are, we’re just too busy to notice or, too embarrassed or, too guilty.

A window to this world, looking out from a pot of tea for one, with soya milk, in Costa Coffee, £1.85, bottom of Market St. in Manchester, a sunny last Sunday in July when even the calendar stood still on this snapshot of normality, a normal Sunday, even for that homeless person slumped against that overpriced and overstocked window of consumable, so near yet so far from his outstretched despair.

George Melling, Th’Owd Chap

Sunday 31st July, 2016
**My name is Sarfraz Ali and I live and work in Sheffield. The Bakers Food and Allied Workers Union Learning Services has changed my whole life. If our union didn’t have the learning services I wouldn’t have the confidence I do today. I used to rely on others to translate for me, now I am self-motivated and more equipped to help others.**

*I was living in the dark but now I live in the light because of the learning services.*

I now encourage others to learn as I know how it has changed my life. Without education I would have not have the fulfilled life that I do now. I know I still have a lot to learn and I won’t stop. I see the power learning has given to me and to others.

Sarfraz Ali

learner, ULR and shop steward at Pennine Foods in Sheffield

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From: Cherie Nedd <Cherie.Nedd@fletchers.co.uk>
Date: 22/11/2017 14:57 (GMT+00:00)
To: Ron Walton <Ron.Walton@fletchers.co.uk>
Cc: Steve Finn <Steve.Finn@bfawu.org>, Carol Hillaby <carol.hillaby@bfawu.org>, Karen Plasom <karen.plasom@bfawu.org>
Subject: CV Workshops - BFAWU Learning Services - Feedback

Ron,

As part of my remit leading the HR project at Grain D’Or, I was responsible for providing outplacement support for our people. During this process Carole Hillaby and Karen Plasom from BFAWU Learning Services volunteered to not only support their union members, but all of our people. In the space of 2 weeks they have already helped 78 staff create CVs and are booked to support 50 more.

The CV workshop, which not only included the creation of CVs, staff were also given interview tips and techniques. This is a fantastic service run by Carole and Karen from BFAWU. They spoke to staff about their skills and experience not only gained at Grain D’Or but prior to working with us. They also highlighted transferable skills; instilling staff with the confidence to apply for roles after their working life at Grain D’Or.

The ladies were professional, attentive and an amazing support to our people. I would highly recommend their skills and the service to other employers.

Although the closing of the Grain D’Or site is indeed sad, I feel rest assured that our people have been fully supported by Carol and Karen and now have the tools to apply and secure a new role in the future.

Kind regards,

Cherie

Cherie Nedd BA Hons. Assoc CIPD

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Celebrating learning at Fox’s with the General Manager, Steven Mulligan, and the National President, Ian Hodson. **Massive congratulations to all those who have completed a qualification and we look forward to celebrating the next achievements.**
This year is the 40th anniversary of the 'Brown Book' – referred to by some as the Safety Reps' Bible. The Brown Book sets out your rights as Safety Representatives.

Safety Representatives and Safety Committees Regulations 1977 (SRSC): Safety Representatives’ rights

You have the right to:

- Inspect the workplace regularly. Regs 4 (1) (e); 5 (1) (2); 6 (1).
- Investigate employee complaints concerning health and safety issues at work. Reg 4 (1) (b).
- Investigate accidents, dangerous occurrences and potential hazards. Regs 4(1) (b); 6(1) (2); and substantial change in working conditions. Reg 5 (2).
- Represent workers on health, safety, and welfare matters to their employer. Reg 4 (1) (c) (d).
- Inspect health and safety documents. Reg 7 (1).
- Receive information from HSE Inspectors. Reg 4 (1) (g).
- Establish a joint union-management Safety Committee. Reg 9 (1).
- Receive information from their employer necessary for them to fulfill their functions. Reg 7 (2).
- Receive paid time off to exercise these rights and receive training: Reg 4 (2) Sch. 2.

Employers are responsible for carrying out suitable and sufficient risk assessments* and consult safety reps about them. SRSC Guidance Para 38.


Employers must provide safety reps with the resources and facilities to carry out their role. Reg 4A (2); Reg 5 (3).

ACAS suggest these facilities:

- Room with desk and chairs at work, for carrying out interviews and meetings
- Secure facilities for storing documents
- Access to internal and external telephones and word processor (now IT facilities) • Access to duplicating facilities • Notice board.

Other facilities should include copies of relevant statutes, regulations, Approved Codes of Practice and HSE guidance, copies of safety journals, and legal and international standards that are relevant to the workplace.

The Brown book can be downloaded from our website or you can obtain a copy from your Regional Office.
Great Manchester Hazards Centre just celebrated 30 years of supporting workers for better health, safety and welfare. GMHC grew out of the Hazards at Work Movement of the British Society for Social Responsibility in Science, BSSRS, which was set up in the 1970s by dedicated people like Alan Dalton, Simon Pickvance and Naomi Brent, to ‘use science for a better society’. Hazards at Work produced publications for workers such as Hazards Bulletin, and drew together local groups of scientists and trade unionists, such as Manchester Action on Safety Committee, MASC, involving Dougie Russell, and led to the establishment of some funded centres.

In 1986, Manchester Engineering Research Group, MERG, recruited Hilda Palmer in a pub and, with a grant from the dying Greater Manchester Council, the Hazards Centre was launched in 1987 with Hilda as its lone, paid worker and a Steering Committee (four of whom, MERG’s Caroline Bedale, MASC’s Doug Russell, Stirling Smith and Chair Sarah Clarke are so dedicated they remain today).

GMHC’s work weaves together local, national and international strands enabling and collectively strengthen the overall effect of all our work. Our advice and support work depends on the national research work of Rory O’Neill, editor of Hazards Magazine and other local Hazards groups, TUC and TUs and together forms the national Hazards Campaign which lobbies, runs the annual Hazards Conference and International Workers Memorial Day, IWMD, on the 28th April every year to ‘Remember the Dead and Fight for the Living’. This feeds into and benefits from, our international links through the European Work Hazards Network, EWHN, the Asian Network for Occupational and Environmental Victims, ANROEV, the USA Councils for Occupational Safety and Health.

In 1995, with local sufferers we established the Manchester Area RSI Support and Action Group, MARSAG, providing a Fact Pack, drop-in enquiry, monthly support group meetings, benefits advice and representation. Tony Whitston, construction trade unionist, worked with GMHC to set up Greater Manchester Asbestos Victims Support Group, GMAVSG, on Workers Memorial Day 1994.

Hilda set up Bereaved by Work in the NW in 1989 working with families of those killed by negligent employers and this developed into a national organisation, FACK: Families Against Corporate Killers, launched at Hazards 2006 in Manchester. FACK supports families to get as much justice as possible and campaigns to stop work-deaths. Supported by Irwin Mitchell and McMillan Williams solicitors we try to ensure ‘equality of arms’ for families up against employers’ QCs at inquests; and to hold employers to account for the deaths they cause. Founder FACKers include Louise Taggart, whose brother Michael was electrocuted in Aberdeen and who now tells his story to employers and workers across the country to save lives, make work safer.

Hazards Magazine is a vital part of national Hazards Campaigning and the support they give GMHC cannot be exaggerated. Hazards Magazine produces excellently researched articles, fact sheets and back up for safety reps which we use locally and nationally.

Rory O’Neill is the genius behind the excellent graphics we use at IWMD, and the ‘We Didn’t Vote to Die at Work’ to ‘Red Tape is better than bloody bandages’ campaign.
The BFAWU has long held positions on the importance of the environment. Conference has passed many motions – from our opposition to Fracking to calls for renewable energy that protects our environment that is both long-term and sustainable. Our union is proud to be a signatory for the 1 million climate jobs and proud to have moved the motion at the recent TUC Conference.

The motion
To this end, Congress calls on the TUC to:

i  Work with the Labour Party and others that advocate an end to the UK’s rigged energy system to bring it back into public ownership and democratic control

ii  Advocate a mass programme of retrofit and insulation of Britain’s homes and public buildings

iii  Lobby to demand rights for workplace environmental reps

iv  Lobby for the establishment of a Just Transition strategy for those workers affected by the industrial changes necessary to develop a more environmentally-sustainable future for all, and to develop practical steps needed to achieve this as integral to industrial strategy.

v  Consult with all affiliates to seek input into the development of a cross-sector industrial strategy that works towards delivering internationally agreed carbon emission reduction targets.

vi  Investigate the long-term risks for pension funds investing in fossil fuels, promote divestment, and alternative reinvestment in the sustainable economy.

To meet our demands we feel that we need to develop our representatives and intend to develop our safety representatives to give them the skills to help us deliver in our workplaces.

Why do we need green reps?
Over half of carbon emissions are work-related so organisations have a vitally important role to play in tackling climate change.

Collective action in the workplace can lead to changes in policy and structures as well as individual behaviour and so is more effective in cutting carbon than actions taken by individual consumers.

Staff at all levels need to be engaged in the task of helping to reduce emissions. Union environmental or green reps play a key role in raising awareness and ensuring that environmental issues are included in the bargaining agenda with employers.

The BFAWU wants to develop a number of environment/green reps.
At our National Safety meetings we will be outlying our plans for the future development of our representatives and welcome any feedback from members.

If you want to make a contribution to this critical issue contact National President, Ian Hodson
email: ian.hodson@bfawu.org
(or direct mail to Ian at Head Office).
**BFAWU, THE ENVIRONMENT AND THE TUC**

This year’s TUC saw our union at the forefront of the Climate Change agenda. It is the first time in recent TUC history that such a motion has secured unanimous support throughout the movement. Our motion called for the TUC to:

- Work with the Labour Party and others that advocate for an end to the UK’s rigged energy system to bring it back into public ownership and democratic control
- Advocate for a mass programme of retrofit and insulation of Britain’s homes and Public buildings
- Lobby to demand rights for workplace environmental reps
- Lobby for the establishment of a just transition strategy and practical steps needed to achieve this as integral to industrial strategy

I was proud to move the motion on behalf of the BFAWU, though I think I underestimated the huge response we would get from all around the world as a result!

Similar motions have fallen at the TUC previously in part due to a number of unions having members who work in the current energy industry and fear that any change would result in a loss of jobs. This of course is something that the movement doesn’t want.

The motion was composed with the four amendments from CWU, TSSA, FBU and ASLEF and also received support from PCS, USDAW, RMT, UNISON and Prospect. The added amendments asked the TUC to also:

- Consult with all affiliates to seek input into the development of a cross sector industrial strategy that works towards delivering internationally agreed carbon emission reduction targets
- Investigate the long term risks for pension funds investing in fossil fuels, promote divestment and alternative reinvestment in the sustainable economy

You would be forgiven for wondering why we the BFAWU would move a motion about climate change when we aren’t in the energy industry. We are though members of an industry responsible for extremely high levels of emissions from agriculture right through production, storage, distribution to retail

We also know that from the introduction of the climate change Act in 2008 the levels have to be reduced by 80% (on the levels of 1990). Climate change therefore is arguably the biggest threat to workers and our member’s jobs today.

This potential impact on you, our members, going forward is the reason we are at the forefront of campaigning and raising awareness of climate change and its impact, working alongside PCS to push forward the importance of not only tackling climate change but ensuring that we stop the situation getting worse by developing a just transition to renewable energy – thus stopping the need for devastating processes such as fracking, whilst ensuring no one already working in the current industry reliant on fossil fuels loses their jobs or essential skill sets.

We also think it’s vital that our members can afford to heat their homes – without having to decide if they can eat as well.

Our current, privatised energy system puts profit before people and over the last few years has seen price hikes that far exceed even our best-negotiated wage rises. For example, last April the big 6 energy companies wanted to put prices up another 10% which is extortionate at best and purely about greed – exploiting the truth that we as a nation are currently reliant on the finite energy resources from fossil fuels.

By nationalising the industry alongside making it greener and based around renewable energy sources such as the sea, the sun and the wind we can ensure that we have an energy system which is not only affordable for all but one that has longevity and doesn’t harm the environment further.

**What can you do to help?**

We want to know what initiatives are happening already in your workplace – do you recycle at work? Do you have energy champions? Or is there nothing at all going on?

Do you discuss climate change and environmental issues within the workplace or at branch meetings?

Every little thing we do has a large positive impact. Here are just a few recycling ideas that are quick, free and easy to implement on site

Collect old glasses, stamps, batteries and christmas cards and donate to local charities – its best to find out what’s needed/being collected locally first.

Remember though – please share your successes with us so we can pass ideas round for others to use too!

Sarah Woolley
Sam Vickers at the anti-fracking protesters site at Kirby Misperton North Yorkshire. Yorkshire has plans for 10,000 wells! If you check the accidents with fracking you will see that poisoning the water and the land is not worth a few lousy £s, please support anti-fracking sites.
Comrades, the BFAWU have a vested interest in opposing Fracking — and this vested interest is our members’ jobs. I was really pleased to be invited to speak at the Preston New Road Anti-Fracking Union Day recently. The risk to employment arises from the drilling involved which disturbs the water table we need in order to maintain a safe, secure water supply.

That’s the reason we were the first Union to support the call to ban fracking. If there is a single mistake, one accident then that could cost us all our livelihoods. Poisoning our water supply will not just mean a lack of clean drinking water, it will destroy our ability to grow food leading to higher costs as our factories depend on importing the raw ingredients we need. The impact could be huge – not just on the cost of food but on our jobs.

We have many factories located near the Fylde employing thousands of people. If they failed, the damage to the community would be devastating. We need to ask who benefits from this huge gamble – it’s not us! The only people making profits from this are CEOs and shareholders of the fracking companies.

Governments claim they are working in our best interests but when you look how they have destroyed whole industries, collapsed our manufacturing, failed to build homes... it’s hard to see where we benefited. Their track record in protecting us has been poor to say the least – so we shouldn’t trust their promises on fracking either.

The jobs that Fracking would ‘create’ are untrue as well. Those working have not come from the local community. Even so, there is a properly-costed plan that would protect our environment and would create a million jobs — sustainable, well-paid jobs that would ensure our energy becomes cheaper. The Tories refuse to even consider it as their big corporate friends would lose millions.

Our future is at risk. Decisions made today will impact our children and our grandchildren. We have to decide whether we are prepared to risk everything on making the wealthy even wealthier or are we going to stand up and demand a future that won’t devastate jobs and our environment.

Fracking will not end fuel poverty, it will not result in cheaper energy just bigger profits for a few already wealthy people.

Join the campaign protect your job – protect your children’s futures.

John Fox
Mrs V Singh of Park Cakes, Oldham

The photo shows the presentation to Mrs V Singh from Park Cakes, Oldham to mark her 40 years of membership of our Union.

Geoff Atkinson is shown presenting her with her Certificate, her free Membership Card and, of course, a cheque!

Irene Wright receiving her 40 year badge from Pauline McCarthy

Irene started working at Manor Carlton back when it was Lyons Bakery. She worked for 2 years with the cleaning contractors before applying for a role on the Harvest Pie line. She was one of the first people to go over to the new line to clean the cooler. It was lovely listening to Pauline and Irene sharing fond memories of the site and the people that worked and still work there.

Sarah Woolley

Block WS 6, Row A Seats 164, 163, 162

for his last time, perhaps.

A seven year old boy being lifted into the Lad’s Pen at Central Park... slowly drifting towards the east stand car park to place his spent season ticket into that box of memory that forms a lifetime. It would be nice if Wigan could win, just for me, and Alwyn, and Stephen.

George Melling, Th’Owd Chap, 18th September 2017

Mi son, Stephen, died in 2002 leaving seat A162 empty.

Mi wife, Alwyn, died in 2007 leaving seat A163 empty.

Come 5.00 tonight seat A164 will be empty as an old man says goodnight to Malcolm on the gate and walks a lonely path away from his memories.
JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION

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WANT TO KNOW MORE?

Bakers, Food & Allied Workers Union
Freepost RTKG-RJRE-CJAT
Stanborough House
Great North Road
Welwyn Garden City
AL8 7BR

I would like to know more about the benefits of belonging to the Union:

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Address .................................................................................

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Contact Phone ................................ Email address

Where employed at present.

Occupation ..............................................................................

Signature ................................................................. Date

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