BAKERS FOOD AND ALLIED WORKERS UNION
BFAWU
STRENGTH IN UNITY

FOODWORKER

SPRING 2017

# MEET A 'TRUE STALWART'

## DAVE PENGILLEY RECEIVES HIS 50 YEAR AWARD

***MEET A 'TRUE STALWART'***
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# EDITOR'S NOTES

**"I ask everyone to redouble their efforts to convince family, friends, work colleagues or people working within greenfield sites to become a member of the BFAWU"**

Ronnie Draper @ronniebfawu

**TALK ABOUT A WORLD IN CRISIS, with the Tories papering over the cracks of their European nemesis and the USA electing a game show participant as their leader. The world has gone mad.**

If anyone doubted the sincerity of our politicians those doubts have been fully endorsed by the actions of Boris Johnson, Michael Gove and Andrea Leadsom –Tory politicians all,who implied that if we exited the European Union the savings would generate £350million per week for our NHS only to vote against the Labour amendment calling for just that.

### It must be true, it's on a bus!

Some politicians lie to get elected offering manifesto promises never to be seen again, but the £350 million promise was a downright deception that never had any foundation based in truth.

It was a ruse to sway opinion to their way of thinking just like the ruse that our NHS, education problems, housing shortages and low pay are all down to migrant labour from Eastern Europe. These are all lies perpetrated to invoke a reaction and to deflect attention from the destruction being heaped upon us by this rotten government.

### Ronnie and Maggie 2

While the trade union movement campaigns vigorously against racism, sexism, religious or gender discrimination, the Prime Minister, Theresa May, goes hand holding and drooling over her new best friend, Donald Trump because of the so-called 'special relationship'.

This is the woman who told us that the Tories are the party of working people, whilst sticking the knife in to our backs with the Trade Union Act and bringing in the joke *living wage* without stopping employers from savaging premium payments to pay for it.

Personally I don't want a special relationship with someone who portrays all the traits that I hate. Trump is an overt Islamaphobe, a misogynist who talks openly of his belief of how he treats women, a racist who glorifies his dislike of Mexicans and a maniac whose finger could potentially be hovering above the button of world peace.

***We must maintain our political fund to help us campaign on the motions that will be carried this year. So vote YES to protect your political fund.***

It may well be essential that we trade with USA and need their support within NATO, but should he be offered a state visit by the fawning Theresa May? I'm not so sure that Bed and Breakfast with the Queen and a ride in a coach specially painted gold to match his hairdo is the right thing to do at this juncture. Instead, a few lessons in diplomacy, humility and anti-discrimination may be order before we unleash his brutal handshake upon the Queen.

### Vote YES to the Political Fund

Branches will soon be electing their delegates for Annual Conference 2017 where they will be able to have their say on the near 140 motions covering a wide range of subjects that our members feel passionately about.

Probably the most important motion will be on the changes to the political fund being muted by the government. The aim of the Tories is to hamstring our relationship with the Labour Party at a time when working people need an effective opposition most.

I am not saying that all is well with the Labour Party at present, but we have a foundation to build on and the alternatives do not bear thinking about as the Tories (or the Tory right wing party, UKIP) would have you believe. We need to maintain our political fund to help us campaign on the vast majority of the motions that will be carried this year. So vote YES to protect your political fund.

### Membership Priority

At the time of going to press we need to come to terms with the fact that we face a decline in membership of more than 1000 over the coming weeks with the closure of *Avana*, rationalisation at *Gunstone's* and *Pennine* and a restructure within the *Greggs* business.

With this in mind I would ask everyone to redouble their efforts to convince family, friends, work colleagues or people working within greenfield sites to become a member of the BFAWU. No doubt organising, recruitment and retention will all be major debates at this year's conference with the intention being to push for growth. Everyone has a valuable contribution to make and all ideas are welcome. Clearly, the one option that we don't have is to do nothing, so think innovatively about how your branch can make a difference.

***"a few lessons in diplomacy, humility and anti-discrimination may be in order before we unleash his [Donald Trump's] brutal handshake upon the Queen"***

### Bro Martin Kelly

In closing I would like to pay tribute to Brother **Martin Kelly**, chair of No 5 Regional Council, who passed away suddenly during the quarter.

A trade union stalwart who was generally the first person to speak at Conference asking questions on the accounts and a man who tirelessly represented our union on the TUC Disability Council, defending the rights of disabled people everywhere.

He was outspoken, determined, and loyal and, above all, had a heart the size of a bucket and will be sadly missed. I'm sure you will all join me in sending our heartfelt sympathy to Martin's family and remembering the good he did for so many people.

***Solidarity!***

**Ronnie Draper**
**General Secretary**

# NATIONAL PRESIDENT IAN HODSON

All BFAWU members have seen from 2017 thus far is a continuation of attacks on jobs, pay and conditions by unscrupulous employers in the food sector

We have only just entered 2017 and hopes of a better year have already been crushed for many who work in our industry. All BFAWU members have seen thus far, is a continuation of attacks on jobs, pay and conditions by unscrupulous employers in the food sector.

The usual suspects, such as *the 2 Sisters Food Group*, have been more savage than ever, treating their workers as if they were some form of sub-human species, making them pay the price for the incompetence and greed of the company's owners.

Further pain has been piled on by Greggs, who despite year on year growth, increased turnover and huge profit margins, announced a programme of large scale redundancies in the bakeries. In their defence, Greggs have announced the creation of jobs in other areas of the business, but this is scant consolation to BFAWU members, whose lives are being thrown into uncertainty.

Decent employers reward their employees for good work and loyal service, and don't use the minimum/living wage as a means to erode their terms and conditions and scale back their pay. Unfortunately, employers with strong morals and principles are very few in number these days.

### A critical year for us all

Wrecking people's lives and depriving them of decent conditions (alongside cutting pay) has become the norm since 2010, and the cap on in-work benefits serves only to reduce household income even further.

If all that wasn't enough, we are seeing more and more robots being utilised in factories and bakeries, often doing jobs that used to be performed by human beings. If nothing else, 2017 looks like being a critical year for those who are suffering at the hands of greedy bosses, who clearly couldn't care less about the hard-working people – working ridiculous shift patterns, being paid peanuts and living in fear – who prop up their businesses.

**We simply can't go on like this in our industry. Our duty as a Union is to attain the pay and conditions that reflect the fantastic people who work in the food sector. They shouldn't have to rely on state handouts because their employers can't be bothered to pay them properly. People have a fundamental right to live in dignity, not purely exist to create more wealth for people who already want for nothing. It's obscene.**

## Mobilise, mobilise, mobilise!

However, we can only stop this all happening if people from all corners of the food industry join the BFAWU, come together and get themselves organised.

Anyone expecting a Conservative government to demand and achieve fair play and fair pay in the workplace will be sorely disappointed. Trade Unions still have a massive role to play. Unity and collectivism terrifies the life out of rotten employers, so for the sake of present and future generations, let's get cracking; up the ante and ***fight back!***

## So what about the by-elections?

The Establishment-supporting mainstream media went into orbit during and after the recent by-elections in Stoke and Copeland. The Bilderberger friend of the Rothschild family, Peter Mandelson, was summoned from his crypt along with the war criminal, Tony Blair in order to discredit Jeremy Corbyn in the week leading up to the elections.

The fact that Labour managed to beat UKIP in a pro-Brexit Stoke constituency was overlooked. Instead, the news media went into overdrive and blamed Jeremy Corbyn for losing a seat, previously occupied by a toxic Labour MP, whose majority had been shrinking since 1997.

The candidate who stood for Labour wasn't even Jeremy Corbyn's preferred choice. However, this didn't stop news reporters who had probably never even heard of, let alone visited the Copeland constituency suddenly being 'experts' on the place.

Such has been the media frenzy, the loss of Copeland has somehow been labelled as the biggest and most devastating defeat ever suffered by the Labour Party in its history, and the Establishment has mobilised en-masse to use it as a means to undermine Corbyn's leadership once again.

Curiously, the fact that Theresa May lost the safe Tory seat of Richmond to the Liberal Democrats last year, and saw her party pushed into third place in Stoke didn't make the headlines.

They even wheeled out Mr Chip-On-His-Shoulder himself, David Miliband, to give his 'analysis' on the election and his 'assessment' of Labour. Strange that despite his 'deep concern' for the party, he was nowhere to be seen in either Stoke or Copeland supporting the Labour candidates. Having said that, we are talking about the man who refused to serve in his brother's shadow cabinet, and instead, spat out his dummy and skipped off to the USA making speeches for hundreds and thousands of pounds at a time, whilst paying himself a wage taken from charity funds. What a class act.

***Unfortunately, employers with strong morals and principles are very few in number these days***

The reality is that a number of factors contributed to the loss of Copeland. An anti-Corbyn, pro-EU Labour candidate standing in an area that voted unanimously in favour of Brexit and job security fears surrounding Sellafield, in addition to boundary changes that favoured the Tories, along with the aforementioned falling majorities all led to Labour losing that seat. However, it's far from the catastrophe that the media are painting it to be. Let's move on.

## Why does Brexit = Racism?

It's sad to see racism back in the news. The increase of racist attacks is being linked to the UK voting to leave the EU, although I'm not convinced of this. In my opinion, the rise of the far right is a central influence. Day after day, newspapers such as the Daily Express and the Daily Mail carry front page headlines designed to inspire fear and hate of 'foreigners'. Columnists like Kelvin McKenzie and rent-a-gob, Katie Hopkins are trotted out on an insanely regular basis to offer their poisonous views on immigrants and refugees, whilst modern day Oswald Mosley, Nigel Farage, continues to be given forum after forum to spew out his ill-informed bile.

## Classic propaganda tactics

To perpetuate the lie that our country and way of life are under attack by 'foreigners' and accuse anyone who challenges that narrative as being unpatriotic, terrorist 'sympathisers' is classic Nazi-style propaganda, and we all know how that ended up. Unfortunately, there are large numbers of people who still fall for this rubbish.

The lack of affordable housing isn't because of immigrants; it's down to the government not building any. The NHS isn't on it's knees because of immigrants; it's down to the government not funding it properly and pursuing an agenda of privatisation. The cancer of zero hours contracts isn't because of immigrants; it's because of successive governments' implementation of anti-Trade Union legislation, the removal of workers' rights and the unrestrained greed of employers.

Hating foreigners, immigrants or other groups such as the disabled, the unemployed and the elderly will not end zero hours contracts, save our NHS or build even one home. We need to defy that dangerous propaganda, unite our communities and demand a better, fairer society.

**There is an alternative to the poverty stricken, failed politics of today – it's called *socialism*.**

**Solidarity!**

**Ian Hodson**
**National President**

# RESIST PRESIDENT TRUMP DEMO

On 20th January 2017 BFAWU Region 3 attended a ***Resist President Trump Demo*** to support the organisers – *Leicester Stand Up To Racism* – at the protest. Way over 100 people turned up and stood together – this in spite of cold the weather and the English Defence League turning up and trying to cause disruption.

*The photo (left) shows Region 3 FTO* ***George Atwall*** *and EC member* ***Colin Hall*** *with demo organisers –* ***Michael*** *and* ***Cath*** *from* Leicester Stand Up To Racism.

# LIZZIE DINNING ELECTED NATIONAL VICE PRESIDENT...

Brothers and Sisters,

Thought I would take this opportunity to tell you all a little about my background with the union – I first joined the BFAWU in 1988 at Greggs of Gosforth and I have been a rep since 1996 but I realise not everyone knows me.

At a Branch Meeting I asked why there were no women shop stewards. That was it, the next day Alan Milne (who was Branch Secretary at the time) came to see me on the shop floor, gave me a few books on being a shop steward and I was elected representative for my department later that year.

I became Branch Secretary in 2002 – a position I still hold. I've done numerous courses over the years – Stewards, Health and Safety, Branch Secretary, ULR and Bullying to name a few. I sit on the Greggs National Committee, Greggs National Retail Health and Safety, National ULR and the EC (I've been on the EC since 2012).

At Gosforth Park we have around 870 members in Bakery, Shops, Engineers, Transport and Office. You're only as strong as your team – I have a great team of stewards and safety reps from the bakery and retail – they attend inductions, recruit, represent members and support each other. They are not afraid to challenge and are always willing to put grievances in.

Last year we handed out four 40 year membership awards to members in the bakery, long may this continue.

I feel very honoured to have been elected by the EC to Vice President. I hope I do as good a job as John Fox as he will be a hard act to follow – however I am committed to doing so.

**Lizzie Dinning**
**National Vice President**

# ...AND A NEW ROLE FOR THE OUTGOING VP

It has been a honour to have been our fantastic union's Vice President for four years, but all good things come to an end. When I became Vice President I was working at Hovis and took part in probably the most important dispute of recent times, against the introduction of *zero hour contracts*.

I still feel strongly about the stand we made at Wigan, which prevented the introduction across the whole of Hovis, and it was a honour to stand with those fantastic workers who I call my Brothers and Sisters. I have been lucky enough to have been part of our becoming a real campaigning union with our stand against zero hour contracts, the fight for £10 and, of course, the attempt to organise in fast food companies, which we are still fighting to win.

I thank the membership for trusting and electing me to the Executive Council I served on for 10 years. I wish the present Executive well, and hope they keep at the hard tasks and decisions that are put before them.

I hope everyone will now get behind our new Vice President Lizzie Dinning and helps her in this difficult task, but I know she will take it all in her stride. I have known Lizzie for 8 years through the Executive and she has always been forthright in her views and stuck to the tasks in hand. She has worked on a few committees, looking at the zero hour contracts and youth rates. She did her homework and helped to push this through the Executive, and then brought the motion to Conference, where it was passed.

I proposed the idea of having an anti-fracking policy whilst I was on the Executive, and I have written in the Foodworker about the dangers of this dangerous practice. I have enjoyed the public speaking I have done for our great union in solidarity with other striking workers, trades councils, the NUT, UCAS, chairing meetings for organisations in Conferences and Marxism. I also run stalls for the union at the Digger's Festival, where I sit on the organising committee with comrades from 405 branch.

I now work for our **Learning Services** which is a dream job although we only work on a 12 month rolling contract through the bids from *Union Learn*. I now work closely with Regions 3, 4, and 5 FTOs (my working area is from Carlisle to Stoke and Chester to Burnley, but I have been known to help out in Milton Keynes, Batley and Newcastle!). I'm told not to spread myself so thin, but when you enjoy it you don't notice.

We now have a Union that is the envy of all the larger ones as we push forward with our ideas and campaigns. The TUC and the Labour Party have taken up our policies of a minimum wage of **£10 an Hour Now!** *not in 2020*. We are at the forefront of the trade union movement, and we must stay there. We need everyone to get active and grow our union as this is the best and greatest union you can be in.

***Yours fraternally***
**Peter John Fox**

BFAWU STRENGTH IN UNITY Learning Services

## Remember the Dead: Fight for the Living

**On the 28th April, across the world, millions of workers, unions and families, stand together to remember all those killed at and by work. Every year, more people are killed by work than in wars!**

In the UK, there were around 51,500 deaths last year, over 620,000 injuries and millions made ill by work – and almost all of these would have been preventable with *proper risk management.*

This year we are focussing on workers who are especially vulnerable, because they work in low-paid, unfair, unsafe workplaces. Places where they suffer from mismanagement, bullying, sexism, discrimination and poverty wages. These are mostly the poorest, the youngest, they are women, from an ethnic minority, are migrants, or from the LGBT community – all of which make them more at risk of being made ill, injured or killed due to work.

In general, health and safety risks rise, as pay goes down. Low pay affects your choices; it influences the long hours you work, it stops you challenging unsafe working practices for fear of losing your job, it creates 'Victorian workhouse' working conditions, it stops people taking sick leave even when they are experiencing life threatening conditions, it makes workers ill, it exposes them to unacceptable risks and it denies them dignity in their work and in their personal life.

Work does not have to be like this! On Workers Memorial day, we remember the dead but we also campaign to fight for the living. Trade unionists across the country will be organising to improve health, safety and welfare in their workplaces.

### How can I join in?

Join in an event near you and organise to raise awareness in your work place, there is a list of resources below.

| | |
|---|---|
| #iwmd17 | An injury to one is an injury to all! |
| #iwmd17 | No unsafe and unfair work, no inequality and no discrimination at work |
| #iwmd17 | We demand good health and safety for ALL workers |
| #iwmd17 | Remember the Dead Fight for the Living |

**Resources**

Hazards Campaign's latest estimates of people killed, injured and made ill by work:

www.gmhazards.org.uk/wordpress/wp-content/uploads/2017/02/GMHC-stats-Hazards-2015.16-FINAL-updated-Jan-2017.doc

GM Hazards Centre Purple forget-me-knot Workers Memorial Day ribbons, stickers, information and free posters, contact:

mail@gmhazards.org.uk

ITUC and Hazards Magazine resources:
28april.org/@cat=396

Facebook: We didn't vote to die at work

Twitter: @hazardscampaign

TUC resources (including a list of events across the country):

www.tuc.org.uk/workplace-issues/health-and-safety/workers-memorial-day

**International Workers Memorial Day events:**

**Manchester Rally**
Friday, 28th April 12.00 – 13.00
Lincoln Square, Manchester M2 5LN

**Manchester Exhibition**
'Inequality @ work can get you killed'
21st April – 2nd May – Peoples History Museum

# RECOGNITION AGREEMENT SIGNED WITH BIBBY DISTRIBUTION, CORBY

iphone photo

BFAWU will be seeking to work with the Bibby Distribution to drive up standards and improve Health and Safety through training and members support. We look forward to working positively with the company to improve the working lives of our members. A *Learning Centre* will be organised from April.

Bibby have other sites around UK and we are seeking a *national* agreement.

The photo shows George with the Bibby's Directors – the photo was taken in the same place we had been campaigning day and night throughout the negotiations.

***Thank you to everyone involved***

# FEEDING THE FAT CATS

TOM JONES
HEAD OF POLICY
THOMPSONS SOLICITORS

## This government wants to let dodgy employers off the hook

As many members will be aware, injuries suffered at work due to lax health and safety from careless bosses are a significant concern in the food industry. Only last year, a survey carried out by the BFAWU and Thompsons found that management's attitude to health and safety was only 'good' or 'excellent' in just 52% of workplaces. This is very worrying, and if members are injured at work as a result of poor health and safety is it essential that they get properly compensated.

After cutting funding for the Health and Safety Executive, the government has now published plans to increase the small claims limit to **£2,000** for workplace injury claims and to **£5,000** for road traffic accidents – *which will stop thousands from accessing free or affordable legal representation*.

## The 'small claims limit'

Currently, people injured in workplace accidents can claim back the cost of their legal support if the damages they get for pain and suffering are ***above £1,000***.

Below £1,000 and the claim falls into the 'small claims limit', where people either have to fight their case on their own (in their own time, against well-funded insurers) or pay for a lawyer out of money received for their injuries and losses.

**The government cannot pretend that there is any justification for this and has produced no evidence.**

Their own statistics show the number of work injury cases has dropped 12% over the last 10 years and there is no suggestion of 'fraud' in workplace accidents – which it is using (even though there is no independent evidence) to justify the attack on claims made by people injured in road traffic accidents.

This is a craven capitulation to the insurance industry and the government's move suggests it is prepared to go further still for its friends by holding out the prospect of applying the £5000 limit to ***all*** personal injury claims in the future.

## You v Big Insurers – who wins?

If the government's bill gets through in its current form, over a million people every year would be left on their own. ***Would you feel comfortable fighting a legal battle with a well-funded insurer on your own?***

As we saw with the entirely unjust introduction of Employment Tribunal fees in 2013, many will be put off bringing a claim in the first place. In the first three years following the fees' introduction, the number of cases brought to the Tribunal dropped from 192,000 to 83,000 per year.

The government and the insurers have talked up scare stories of a *'compensation culture'* and a *'fraud pandemic'* in whiplash injuries on the roads. However, this is a fig leaf to distract people from the government's true intentions to attack access to justice for all injured people, not just on the roads.

## Consequences

Using the government's own figures (which are a gross underestimate), raising the small claims limit would see our already squeezed NHS lose at least £9m per year, and the Treasury (and, therefore, public services including schools and the NHS) lose at least £135m per year.

**Meanwhile, the government admit that the insurers will benefit to the tune of £200m per year.**

## Feed the fat cats

The changes in effect mean a huge cheque being paid from your taxes and out of the budget of the already-stretched public sector to insurers, their multi-millionaires bosses and their shareholders.

The government has also skated over the fact that even the insurance industry's own figures show they have already saved a staggering **£8.7bn** in motor insurance claims costs in the last five years thanks to previous government changes. And yet premiums are higher now than they were in 2010 and increased by 17% in the last year alone.

On her first day as prime minister, Theresa May said that her government would not work for the 'privileged few', yet in advancing these callous and cynical plans and further enriching insurers and their sickeningly well-paid chief executives, ***she would be doing just that***.

To suggest that the chance of a working person securing £2,000 (let alone £5,000) in damages for their injury is not a 'significant enough sum' to justify expert legal support is simply insulting. Let May or Justice Secretary Liz Truss tell a baker, a fast food restaurant assistant or a factory worker on long hours every week that £2,000 is insignificant and ***see how they react***.

**Help us defeat these unfair and vindictive proposals**.

- Put pressure on the government to think again by writing to your MP (there is a pre-drafted letter at www.feedingfatcats.co.uk).
- Follow @FeedingFatCats on Twitter and sign the online petition at petition.parliament.uk/petitions/173099.

# Wigan Diggers

**Peter John Fox interviews two BFAWU Branch 405 members, *Janet Phillips* and *Adele Carlyon Andrews*, the Secretary and Chairperson of the Wigan Diggers Festival. This year's festival is on Saturday 9th September.**

## Can you give us a brief history of the Wigan Diggers movement?

***Janet:*** BFAWU member Tony Broxton and 3 others were walking through Wigan Parish Church Yard on the way to the Anvil, and one asked who the *Gerrard Winstanley House* was named after.

Tony then came up with the idea that we should celebrate the Life of Gerrard Winstanley as he was one of the founders of the *True Levellers'* movement, which then became the Diggers. This was in early 2010 and the first festival was in the back of the Pear Tree pub in the September of that year.

***Adele:*** The Diggers are a group of people who came together in unity to dig and sow the land. They were really the very first green shoots of socialism. They were sick of toiling for someone else's benefit, and instead formed small communities to help one another and to feed themselves with the fruits of their own labour.

Our modern day Digger's movement is spreading the word of Winstanley and his fellow Diggers, and asking people to help one another by joining forces and showing ***there is a better way to do things.***

## Who was Gerrard Winstanley?

***Janet:*** I find that people don't know their own history. We know about Romans and Vikings, but not about our own people. We don't know about our own Grandma and Grandads work and living conditions and what brought improvements. What fights the working class have endured, suffered through strikes, depressions and bad laws to make things better for our generation. I think in every family, in every town you will find someone who stood up and fought back against tyranny and injustice. The Diggers Festival takes place in Wigan to tell everyone about Gerrard Winstanley and the Diggers and their fight for a better world.

The Diggers or *True Levellers* were a group of like-minded people who came to after the chaos of the English Civil War. They came to represent the common man who had been dispossessed of their trades and homes.

They believed in total equality amongst people, men, women, rich and poor, this was radical stuff for the time; they also believed no one should own land, that anyone could dig the land and grow food. They formed co-operatives and dug the common land. The rich landowners soon attacked them, burning their crops and homes, and they disbanded. Their ideas they had did not , however, disappear as the ruling classes wanted – the ideas changed, grew and developed into the socialist ideas we have today.

***Adele:*** To me, Gerrard Winstanley was a man of conscience – a man who held firm principles and saw that the people who often worked the hardest seemed to benefit the least. He was a prolific pamphleteer; he saw the need to spread a message of solidarity to the whole country. I see him as a meek man with a mighty message, and he spoke and wrote in a way that was easy to understand. *'The earth was made a common treasury for all'.* These words hold just as much weight and honesty now, just as they did back then.

## What is Gerrard Winstanley to you?

***Janet:*** I'm so proud that Gerrard Winstanley came from Wigan; he was the spokesperson for the Diggers and wrote pamphlets to spread the ideas. I don't think he was dogmatic in his thinking, but showing ability to question. He questioned established thinking and, at great danger, set himself against the powers of the time

***Adele:*** To me Gerrard Winstanley was a man of truth, a visionary, a socialist!

## Are his ideas relevant today?

***Janet:*** I think Winstanley's ideas are relevant today. There is less equality in the world; big business is dictating government policies on a global scale. The idea of looking after the earth and each other and sharing what we have is simple but wonderful.

***Adele:*** Gerrard Winstanley is relevant today because in some ways we have learned nothing, yet if you read some of the things he spoke about the parallels with what are happening to the sick and the poor are just the same. It's so important that we continue to fight for social equality, in the same way that the Diggers did back in the mid 1600s. In that respect he is massively important, and we should be shouting loud and telling the world all about our Wigan-born Digger.

### What do you have to do to get the festival off the ground?

*Janet:* The Diggers committee meets throughout the year, we need to raise money, plan the acts and fringe events, organise the site and stalls, publicity, Health and Safety, closing roads, security, writing a programme, the list is endless.

*Adele:* The festival is now in its seventh year. I only jumped on board three or four years ago, but to see what we have achieved by coming together makes me very proud indeed.

We couldn't put on this festival without the army of volunteers who give their time and expertise willingly and of course the cash donations that we receive. There is always work to be done and we are always looking for ways in which we can make this special little socialist festival bigger and better. A lot of planning goes into every aspect of the festival, from organising the music acts, to accommodating all the stall holders, liaising with the town centre manager and the local council. But that said, I think the biggest hurdle we need to overcome is securing more funding so that we can grow the festival, which in turn gives us a bigger reach to help more people.

### What help do you get in putting the festival on?

*Janet:* We are all volunteers who give up their time for free, the festival is a free event and our only income is through donations, sponsorship and stalls, oh and I mustn't forget the bar takings.

We always want more volunteers as we increase our fringe events and the size of the site.

*Adele:* As I mentioned before, we get help from a lot of volunteers, and local businesses nearby have also been very good to us. We also receive support from the Wigan town centre councillors, various unions, and quite a few baker brothers and sisters are involved in so many aspect of the festival planning. We get donations of money from various unions and organisations too, and without this help the festival would not be as vibrant and informative as it is.

### How does the BFAWU fit into the festival?

*Janet:* The BFAWU is a big part of the festival, the BFAWU stall is a meeting point for people, we get a lot of people interested in our campaigns around *zero hours contracts* and **£10 an hour not pie in the sk**y. We have a guess the weight of the cake competition. We have BFAWU members coming to volunteer at the festival, Adam Brown from Bristol and not to forget Jake Dunwoody from Belfast. I think the BFAWU also help to increase our bar takings slightly (?).

*Adele:* Our wonderful BFAWU is a force for good where the festival is concerned. Ian, the National President, has been and helped with the stall, and brothers and sisters from far and wide have regularly travelled to spend the day and show solidarity with us organisers. As some of you may know already, John Fox is a valued member of our Diggers Festival organising committee, he is always there to offer support and roll up his sleeves to help make the Diggers Festival the success that it is. Both he and his wife Lorraine are total stars and nothing is ever too much for them.

For the last few years the BFAWU has provided a cake that is raffled off with the proceeds going to the festival coffers. Our union is very much in keeping with what the festival is trying to achieve, it's the best in the country at looking after its members and fighting for social justice…. Very much echoing Winstanley and the Diggers aim.

### How do you see the future of the festival and the direction that it will take?

*Janet:* We hope to grow the festival each year making it bigger or even a weekend event (with enough volunteers) and encourage others to look for their own socialist heroes of the common mans' class.

*Adele:* I think the future of the festival is looking really good. Each year we are attracting bigger and bigger crowds, and we are always thinking of new directions in which we can branch out to the wider community. Socialism is sometimes a word that is misunderstood by so many, what with the recent media bias that we see, and scaremongering that goes on with every mention of the word. But here in Wigan we are spreading a message, we are saying, *"Look at what we can achieve when we pull together, look at what Gerrard Winstanley and the Diggers achieved and what they stood for".*

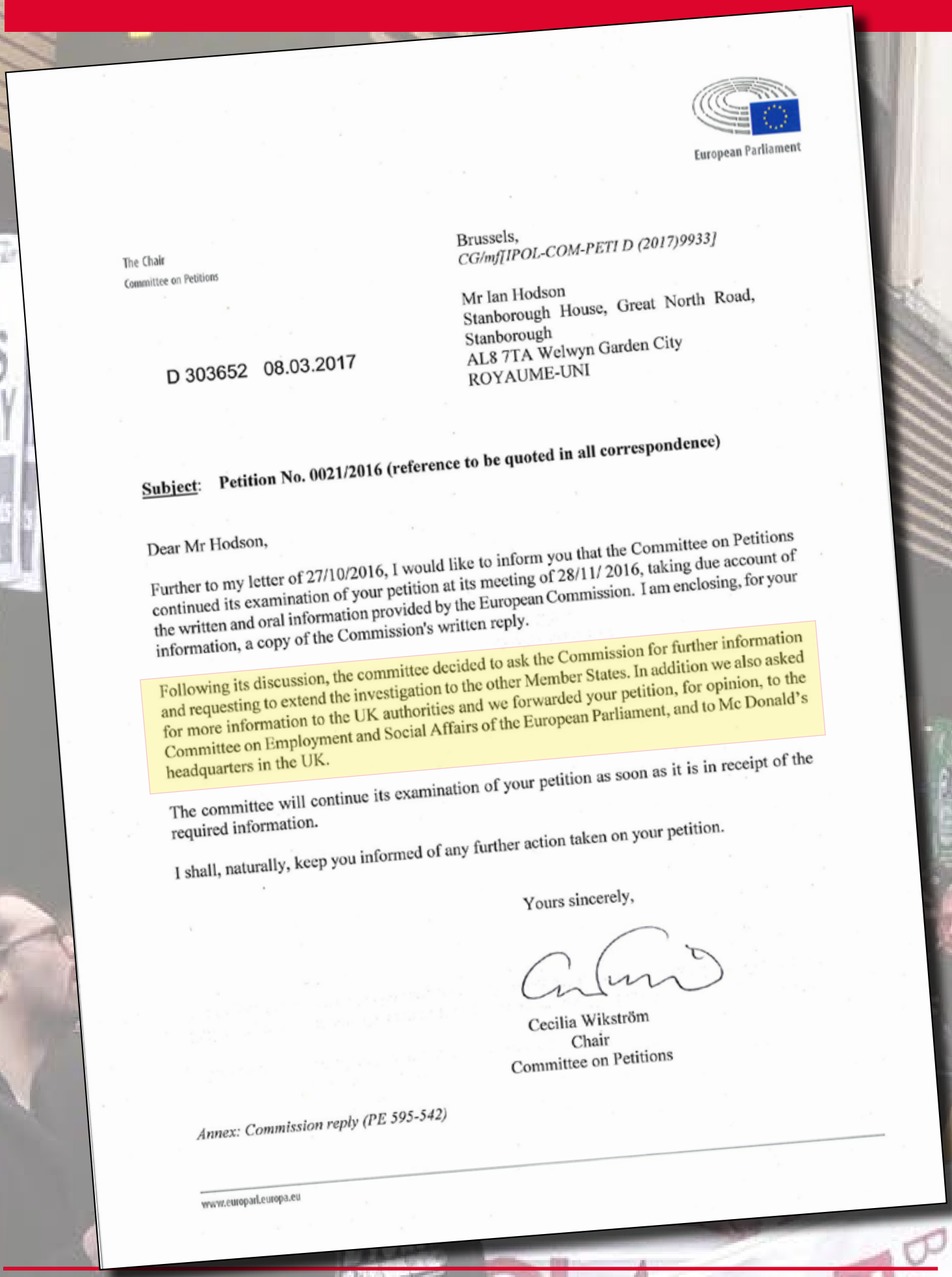
Through our common endeavours we can move mountains and usher a better way! ***Long live the Diggers Festival!***

**Thank you to you both for this look into the life of Gerrard Winstanley and the Wigan Diggers Festival**

**Peter John Fox**

**Janet and Adele (iphone photo)**

# WORKING CONDITIONS IN MCDONALDS:



European Parliament

The Chair
Committee on Petitions

D 303652 08.03.2017

Brussels,
*CG/mf[IPOL-COM-PETI D (2017)9933]*

Mr Ian Hodson
Stanborough House, Great North Road,
Stanborough
AL8 7TA Welwyn Garden City
ROYAUME-UNI

**Subject**: **Petition No. 0021/2016 (reference to be quoted in all correspondence)**

Dear Mr Hodson,

Further to my letter of 27/10/2016, I would like to inform you that the Committee on Petitions continued its examination of your petition at its meeting of 28/11/ 2016, taking due account of the written and oral information provided by the European Commission. I am enclosing, for your information, a copy of the Commission's written reply.

Following its discussion, the committee decided to ask the Commission for further information and requesting to extend the investigation to the other Member States. In addition we also asked for more information to the UK authorities and we forwarded your petition, for opinion, to the Committee on Employment and Social Affairs of the European Parliament, and to Mc Donald's headquarters in the UK.

The committee will continue its examination of your petition as soon as it is in receipt of the required information.

I shall, naturally, keep you informed of any further action taken on your petition.

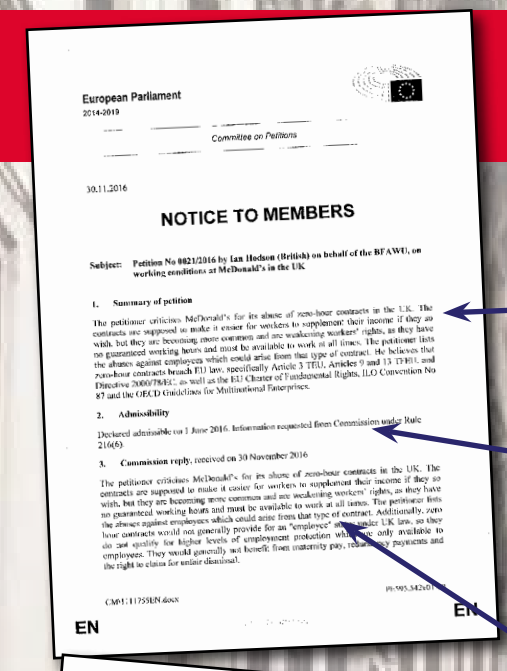
Yours sincerely,

Cecilia Wikström
Chair
Committee on Petitions

*Annex: Commission reply (PE 595-542)*

www.europarl.europa.eu

# PETITION PROGRESS



European Parliament
2014-2019

Committee on Petitions

30.11.2016

**NOTICE TO MEMBERS**

**Subject: Petition No 0021/2016 by Ian Hodson (British) on behalf of the BFAWU, on working conditions at McDonald's in the UK**

**1. Summary of petition**

The petitioner criticises McDonald's for its abuse of zero-hour contracts in the UK. The contracts are supposed to make it easier for workers to supplement their income if they so wish, but they are becoming more common and are weakening workers' rights, as they have no guaranteed working hours and must be available to work at all times. The petitioner lists the abuses against employees which could arise from that type of contract. He believes that zero-hour contracts breach EU law, specifically Article 3 TFU, Articles 9 and 13 TFEU, and Directive 2000/78/EC, as well as the EU Charter of Fundamental Rights, ILO Convention No 87 and the OECD Guidelines for Multinational Enterprises.

**2. Admissibility**

Declared admissible on 1 June 2016. Information requested from Commission under Rule 216(6).

**3. Commission reply**, received on 30 November 2016

The petitioner criticises McDonald's for its abuse of zero-hour contracts in the UK. The contracts are supposed to make it easier for workers to supplement their income if they so wish, but they are becoming more common and are weakening workers' rights, as they have no guaranteed working hours and must be available to work at all times. The petitioner lists the abuses against employees which could arise from that type of contract. Additionally, zero hour contracts would not generally provide for an "employee" status under UK law, so they do not qualify for higher levels of employment protection which are only available to employees. They would generally not benefit from maternity pay, redundancy payments and the right to claim for unfair dismissal.

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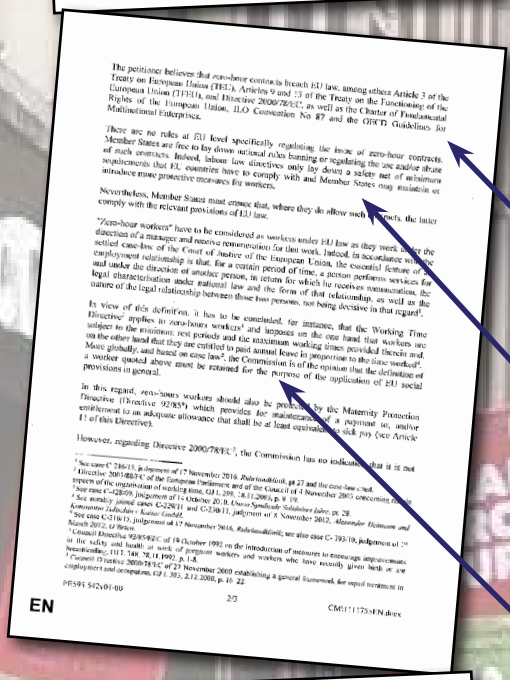

The petitioner believes that zero-hour contracts breach EU law, among others Article 3 of the Treaty on European Union (TEU), Articles 9 and 13 of the Treaty on the Functioning of the European Union (TFEU), and Directive 2000/78/EC, as well as the Charter of Fundamental Rights of the European Union, ILO Convention No 87 and the OECD Guidelines for Multinational Enterprises.

There are no rules at EU level specifically regulating the issue of zero-hour contracts. Member States are free to lay down national rules banning or regulating the use and/or abuse of such contracts. Indeed, labour law directives only lay down a safety net of minimum requirements that EU countries have to comply with and Member States may maintain or introduce more protective measures for workers.

Nevertheless, Member States must ensure that, where they do allow such contracts, the latter comply with the relevant provisions of EU law.

"Zero-hour workers" have to be considered as workers under EU law as they work under the direction of a manager and receive remuneration for that work. Indeed, in accordance with the settled case-law of the Court of Justice of the European Union, the essential feature of an employment relationship is that, for a certain period of time, a person performs services for and under the direction of another person, in return for which he receives remuneration. the legal characterisation under national law and the form of that relationship, as well as the nature of the legal relationship between those two persons, not being decisive in that regard[1].

In view of this definition, it has to be concluded, for instance, that the Working Time Directive[2] applies to zero-hours workers[3] and imposes on the one hand that workers are subject to the minimum rest periods and the maximum working times provided therein and, on the other hand that they are entitled to paid annual leave in proportion to the time worked[4]. More globally, and based on case law[5], the Commission is of the opinion that the definition of a worker quoted above must be retained for the purpose of the application of EU social provisions in general.

In this regard, zero-hours workers should also be protected by the Maternity Protection Directive (Directive 92/85[6]) which provides for maintenance of a payment or, and/or entitlement to an adequate allowance that shall be at least equivalent to sick pay (see Article 11 of this Directive).

However, regarding Directive 2000/78/EC[7], the Commission has no indication that it is not

[1] See case C-256/15, *Judgement of* 17 November 2016, *Ruhrlandklinik*, pt 27 and the case-law cited.
[2] Directive 2003/88/3°C of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time, OJ L 299, 18.11.2003, p. 9–19.
[3] See case C-428/09, *Judgement of* 14 October 2010, *Union Syndicale Solidaires Isère*, pt. 28.
[4] See joined cases C-229/11 and C-230/11, *Judgement of* 8 November 2012, *Marander Heimann and Komanter Zahnklinik-Ludwig GmbH*.
[5] See case C-216/15, *Judgement of* 17 November 2016, *Ruhrlandklinik*; see also case C- 393/10, judgement of 7 March 2012, *O'Brien*.
[6] Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding, OJ L 348, 28.11.1992, p. 1–8.
[7] Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, OJ L 303, 2.12.2000, p. 16–22.

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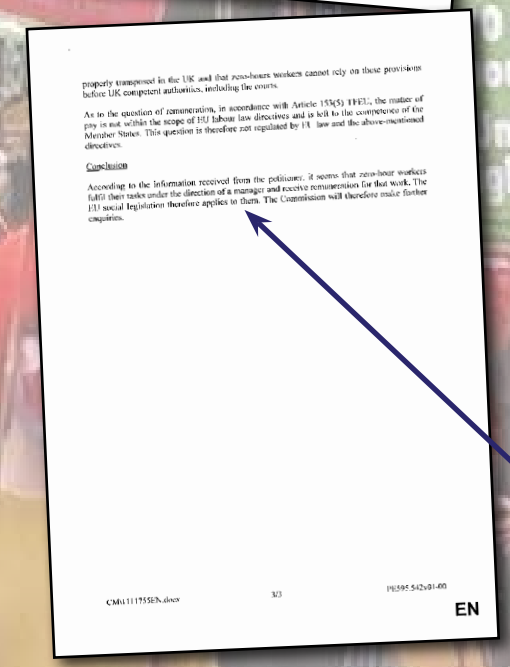

properly transposed in the UK and that zero-hours workers cannot rely on these provisions before UK competent authorities, including the courts.

As to the question of remuneration, in accordance with Article 153(5) TFEU, the matter of pay is not within the scope of EU labour law directives and is left to the competence of the Member States. This question is therefore not regulated by EU law and the above-mentioned directives.

Conclusion

According to the information received from the petitioner, it seems that zero-hour workers fulfil their tasks under the direction of a manager and receive remuneration for that work. The EU social legislation therefore applies to them. The Commission will therefore make further enquiries.

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*The Commission's first response – November 2016*

*"The petitioner criticises McDonald's for its abuse of zero-hour contracts in the UK. The contracts are supposed to make it easier for workers to supplement their income if they so wish, but they are becoming more common and are weakening workers' rights, as they have no guaranteed working hours and must be available to work at all times."*

The petition is ruled '**admissable**' – which means *the Commission is obliged to investigate, debate and publish their conclusions!*

**Outlining the issues:**

"The petitioner lists the abuses against employees which could arise from that type of contract. Additionally, zero hour contracts would not generally provide for an "**employee**" status under UK law, so they do not qualify for higher levels of employment protection which are only available to employees.

They would generally not benefit from **maternity pay, redundancy payments** and **the right to claim for unfair dismissal**.

Ian details the **potential breaches of European Union laws** which are the basis of the petition – these are the laws the Commission must examine.

"There are no rules at EU level specifically regulating the issue of zero-hour contracts. Member States are free to lay down national rules banning or regulating the use and/or abuse of such contracts.

Nevertheless, Member States must ensure that, where they ***do*** allow such contracts, *they comply with the relevant provisions of EU law.*"

Zero-hour workers **have to be considered as workers under EU law** as *they work under the direction of a manager* and *receive remuneration for that work.*

The essential feature of **an employment relationship** is that:

- for a certain period of time, a person performs services for and under the direction of another person,
- in return for which the person receives remuneration.

As a result of this the **Working Time Directive** must apply to zero hours workers:

- Workers are entitled to *minimum rest periods*
- Workers are protected by *maximum working times*
- They are entitled to *paid annual leave* (in proportion to time worked)
- They are also 'workers' for the purpose of ALL EU social provisions and, in particular, should benefit from the **Maternity Protection Directive**, identifying an 'adequate allowance' at least the same as sick pay.

**Conclusion**

**" It seems that zero-hour workers fulfil their tasks under the direction of a manager and receive remuneration for that work.**

**The EU social legislation therefore applies to them.**

***The Commission will therefore make further enquiries."***

# A TRUE STALWART

It was a great pleasure and honour for me to present Brother **Dave Pengilley** with his ***50 year award***.

Dave has been a good friend to me, and an inspiration to members and Representatives within Region 2. He worked for many years at Uglow's Plymouth (Hovis).

He was the Branch Secretary for Salary Staff and he stood up for his members on many occasions. Following this, he was elected a member of the Executive where he served for fifteen years.

**Dave Dash**
**Regional Officer**
**Region 2**

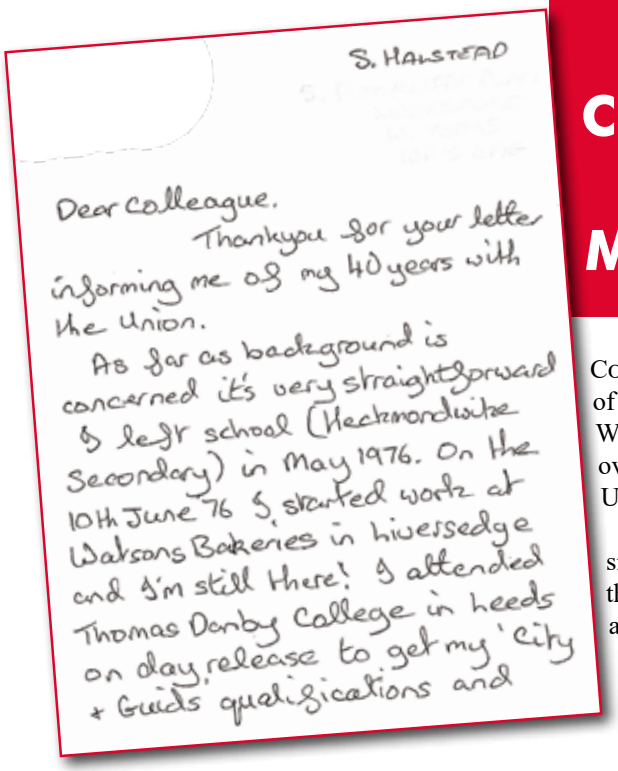
*The photo shows Dave Dash presenting Dave with a* ***pewter baker*** *– reserved for true friends of the Union.*

# 40 YEARS CONTINUOUS BFAWU MEMBERSHIP

Congratulations to **S Halstead** of Watsons Bakeries (Liversedge, West Yorkshire) on completing over 40 years membership of the Union.

This was completed at a single company, not at all usual in this day and age and is certainly a great achievement!

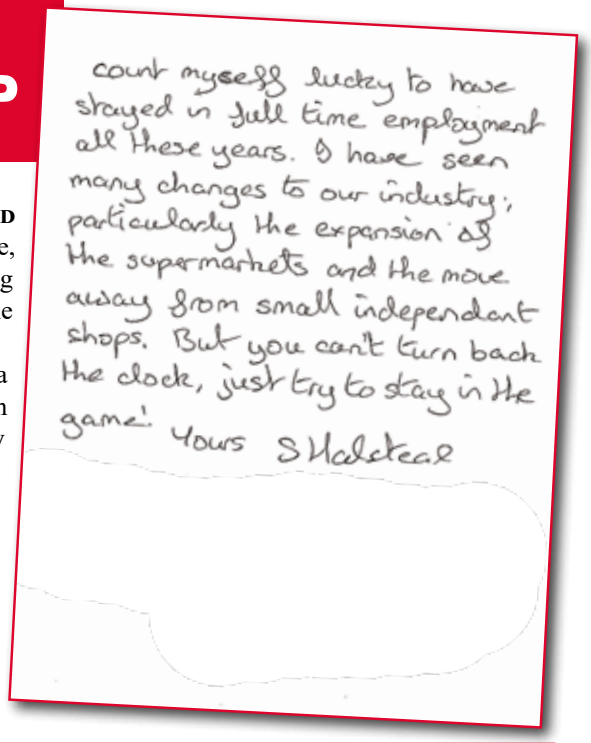
***A badge and Certificate are winging their way to you even as we speak!***


S. Halstead

Dear Colleague.

Thankyou for your letter informing me of my 40 years with the Union.

As far as background is concerned it's very straightforward I left school (Heckmondwike Secondary) in May 1976. On the 10th June 76 I started work at Watsons Bakeries in Liversedge and I'm still there! I attended Thomas Danby College in Leeds on day release to get my 'City + Guilds qualifications and


count myself lucky to have stayed in full time employment all these years. I have seen many changes to our industry; particularly the expansion of the supermarkets and the move away from small independant shops. But you can't turn back the clock, just try to stay in the game! Yours S Halstead

# Health and Safety BULLETIN

## ACRYLAMIDE

### Why is this an issue?

**The union was recently contacted over the recent warning concerning Acrylamide which is produced naturally when starch-rich foods are cooked at high temperature.**

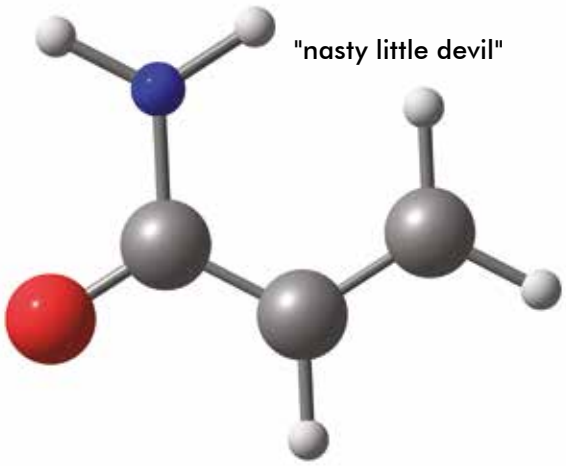
The story warns that acrylamide, a chemical contained in cooked foods including *bread, coffee* and *breakfast cereals*, as well as meat and potatoes that have been *fried, baked, roasted, grilled* or *barbecued*, has been directly linked to the incidence of **ovarian** and **womb cancer**.

This warning is based on a recent study conducted in Holland, which found that women who consumed foods that contained a lot of acrylamide (more than 40 micrograms/day) were at greater risk of endometrial and ovarian cancer. The study adds to a growing body of knowledge about this chemical. It is the first study of its kind that has found an actual (rather than hypothetical) association between consumption of acrylamide and cancer in humans. However, the study has some weaknesses because of the way it is designed and, as the authors admit, further studies will be needed before 'far-reaching conclusions can be drawn'.

**This new study supports the theory that acrylamide causes cancer in humans, but as yet, scientists and regulators don't know enough to make recommendations about how much can be consumed safely.**

### What is 'ACRYLAMIDE'

Acrylamide was first found in food by Swedish scientists in 2002. It is naturally produced by cooking food at a high temperature. Foods that are carbohydrate rich, such as chips, contain the highest levels. Acrylamide is a proven carcinogen in laboratory animals, and its risk to humans has long been suspected. A government advisory committee says, 'Exposure to DNA-damaging cancer-causing chemicals, such as acrylamide, should be as low as reasonably practicable.



"nasty little devil"

An EU commissioned project, **Heatox**, reported in November 2007 that there was increasing evidence that acrylamide *might* be a cancer risk factor. The study reported that while there is no practical way that its consumption can be eliminated, exposure to it can be reduced. Importantly, the study estimates that the amount of acrylamide obtained from home-cooked food is relatively small when compared with 'industrially or restaurant-prepared foods.'

Its presence in home-cooked food was primarily in potato products and toasted and homemade bread.

General advice from the project includes avoiding eating over-cooked baked, fried or toasted carbohydrate-rich food. The report also advises: '*By following the general dietary recommendations (ie. a balanced diet without excessive fat or calorie intake) a further reduction of the acrylamide intake can be achieved*'.

There is currently no guidance what is considered to be a safe amount to eat. The World Health Association (WHO) reports that the daily intake of acrylamide for developed countries is 0.3 to 0.8micrograms per kg of body weight.

The women in this study who were in the top fifth for consumption ate about 40micrograms per day (equivalent to a daily intake of 0.5micrograms per kg of body weight). Each day, 20micrograms came from spiced honey cake, 10micrograms from coffee and the rest from other foods such as cookies, French fries and crisps.

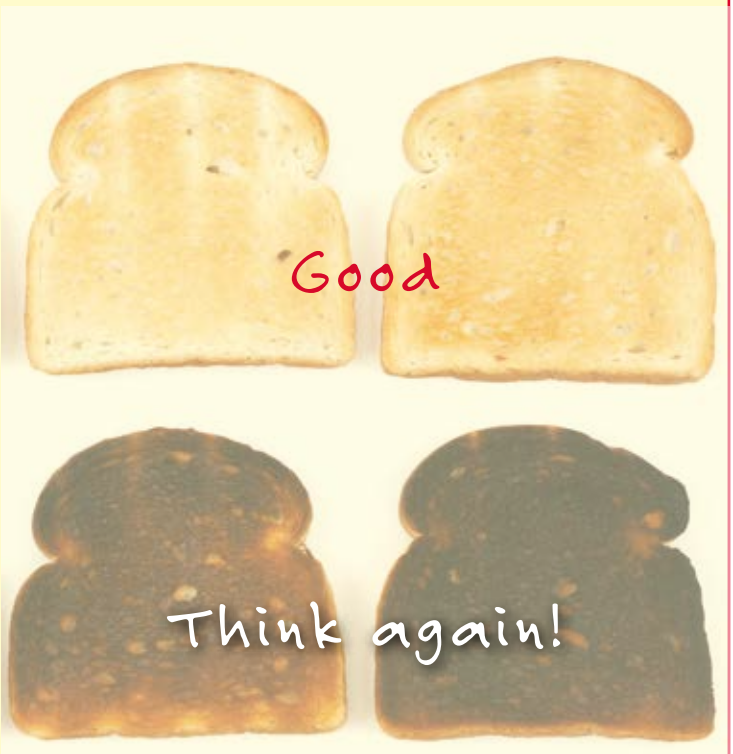
Some examples of the average acrylamide content of foods were given such as: 1,249micrograms per Kg for potato crisps; 1,018 for Dutch spiced cake; 351 for French fries; 121 for corn flakes.

**General advice to consumers is to follow the usual recommendations to maintain a balanced diet and to avoid overcooking food.**

## What advice does the FSA provide?

The FSA offer the following four tips:

- **Go for gold** – as a general rule of thumb, aim for a *golden yellow colour* (or lighter) when frying, baking, toasting or roasting starchy foods like **potatoes, root vegetables** and **bread**.
- **Check the pack** – check for cooking instructions on the pack and follow them carefully when frying or oven-cooking packaged food products such as chips, roast potatoes and parsnips. **The on-pack instructions are designed to cook the product correctly.** This ensures that you aren't cooking starchy foods for too long or at temperatures that are too high.
- **Eat a varied and balanced diet** – while we can't completely avoid risks like acrylamide in food, eating a varied, balanced and healthy diet will help reduce your risk of cancer. **Get more advice on eating a balanced diet.**
- **Don't keep raw potatoes in the fridge** – don't store raw potatoes in the fridge if you intend to cook them at high temperatures (such as *roasting* or *frying*). Storing raw potatoes in the fridge may lead to the formation of more free sugars in the potatoes, a process sometimes referred to as 'cold sweetening', and can increase overall acrylamide levels, especially if the potatoes are then fried, roasted or baked. **Raw potatoes should ideally be stored in a dark, cool place at temperatures above 6°C.**



# VISIT THE BFAWU WEBSITE

## ...FOR THE LATEST H&S BRIEFINGS

**You can get all sorts of resources from our website Health and Safety section.**

### H&S Committees and Representatives

At your workplace you can get support from our Health & Safety Representatives who are trained via our excellent training courses. Safety Representatives have legal rights to: conduct investigations into accidents and potential hazards; inspect the workplace; consult with members and take up issues on their behalf with Management. Our Safety Representatives are not on their own: we recognise the importance of Health and Safety and provide support both Regionally and Nationally.

Your National Health & Safety Committee representatives are elected by each Region (Rule 4).

Your current Committee are:

| | |
|---|---|
| Region 1: | **Vince Payne** |
| Region 2: | **Bryn Priddle** |
| Region 3: | **Dave Clarkson** |
| Region 4: | **John Owens** |
| Region 5: | **Keith Hutchinson** |
| Region 6: | **Dave King** |
| Region 7: | **Dermid Best** |

### How to raise a Health & Safety-related issue

At site level, speak initially to your **Branch Health & Safety Representative** (or other Branch representative). Some issues may require further progression through the Union. This can be done through your Branch meeting and to your Regional Council. If the Regional Council deems an issue to be serious enough, this will then be referred to the **National Health & Safety Committee**. Some issues may require a Union ***campaign*** which may require a Resolution being submitted to Annual Conference.

If you require any further information, contact your Regional Office (see page 20 for regional office contact details).

### Useful documents

The site contains links to many essential and useful documents – simply click on the links to open/download them.

**BFAWU "Cool It" Survey**

**TUC Guide to Workplace Temperatures**

**Bullying & Abuse Survey**

**Hazards Response to Health & Safety Cuts**

**Health & Safety Guide for BFAWU representatives**

**HSE Food & Drink Common Strategy Document**

**HSE "Recipe for Safety"**

**TUC Safety Representatives & Safety Committees**

**Workplace Safety Inspection Form**

# MENOPAUSE NIGHTMARE

THE MENOPAUSE IS WHEN A WOMAN stops having periods and is no longer able to get pregnant naturally. The menopause is a natural part of ageing that usually occurs in women between 45 and 55 years of age, due to a decline in a woman's oestrogen levels.

In the UK, the average age for a woman to reach the menopause is 51 but in around 1 in 100 women experience the menopause before the age of 40. This is known as premature menopause or premature ovarian insufficiency.

Reasons for early menopause can be through what is known as surgical menopause caused usually by a Hysterectomy, Chemotherapy, Genetic makeup, Smoking, or Epilepsy. Some of the most obvious signs of early menopause are heavy bleeding, spotting periods that last longer than a week and changes in sexual drive.

Nobody prepares you for the menopause – although it will affect every woman at some point in their lives (and in many different ways) and when it happens it's always a shock to the system.

**If you have any of these symptoms you should contact your GP and have them checked out.**

They may be able to describe and explain the symptoms they have had, but not one woman I have met has shared all the symptoms I have, or me the symptoms they had. There is the odd person who will say they haven't suffered any of these symptoms, but they are the exception not the rule.

The best advice if you think you are entering the menopause is to seek medical advice. Seeing a Doctor or therapist can help you cope with any pain or anxiety you may be experiencing during menopause and, while, they can't stop it or cure it, but they may be able to ease it.

The menopause is a very difficult time for a woman because it also has an impact on relationships – both in the home and the family as well as at the workplace. The body and the mind can be impacted – with symptoms ranging from depression, mood swings, hot sweats, random crying, memory loss, needing to go to the toilet frequently, to name just a few.

There is a long list of different symptoms you may experience and further information can be gained from this website.

www.nhs.uk/Conditions/Menopause/Pages/Symptoms.aspx

You may be one of the lucky few that don't experience any of these symptoms but some 60% of women do experience any or all of them. Some days you feel good, some days you just can't face getting out of bed.

For women going through the menopause there needs to be support and agreements in the workplace which is my reason for writing this article.

During this period,Women can often find themselves without the support they require in the workplace – whether it's the recognition of the hot sweats and the discomfort that comes with it or simply the lack of understanding of how the menopause causes fatigue due to the lack of sleep.

Your GP can usually confirm whether you are menopausal based on your symptoms, but a blood test to measure your hormone levels may be carried out if you're aged 40 to 45. He or she will advise you that eating a heathy balanced diet and taking plenty of exercise can improve some menopausal symptoms. Some may recommend medication. These are some of the treatments that may help Menopausal Hormone Therapy (MHT), Hormone Replacement Therapy (HRT), Cognitive Behavioural Therapy (CBT), Natural Hormone Replenishment or Effective Symptoms Relief.

In some workplaces, employers are ahead of the game and have introduced policies and guidelines to help women, line and training mangers to understand the menopause. This is a good starting point, as is staff awareness, support groups and flexible working – as long as it's suitable and not an excuse to introduce exploitative contracts.

**I personally believe the menopause should be recognised in the workplace and should be an issue the BFAWU is committed to tackling.**

**Deborah Langley**

**BFAWU member**

# BUILDING RELATIONSHIPS WITH THE POLISH COMMUNITY

## An Invitation to the Polish Centre Shrewsbury CIC.

**BFAWU Region 3 and www.polska-uk.com were delighted when we received an invitation from Polish Centre Shrewsbury Community Interest Company.**

The meeting took place on 28th of January 2017. The Director of the Centre contacted us initially seeking basic advice on employment law for one of their clients.

All the other aspects required to support local Polish community, in their opinion, were covered. The meeting was very successful, especially after we've been given a chance to explain the full spectrum of union membership benefits and answer questions. It was made clear that Trade Union membership it is not only protection in the workplace but that it is a window open to many other benefits, possibilities and activities. We are sure that contact will be maintained in the future.

A standing invitation to every monthly meeting organised by the Centre was given and we will try our best to attend as often as possible. From now on www.polska-uk.com will have a permanent slot as experts in the trade union area.

## Wealmoor Branch 310 reactivation

BFAWU Region 3 and www.polska-uk.com organised series of meetings recently with Polish workers and potential members in Birmingham (Polish Millennium House) and Coventry. The majority of attendees were workers from Wealmoor in Thrapston with a whole spectrum of issues from Health and Safety, through bullying and harassment to discrimination.

*Monika Radomska presenting Union Learning Courses and Benefits*

*A very successful meeting with members of the Polish Centre at Shrewsbury CIC.*

The stories we heard about daily violations, the way employees are being treated and the lack of any relationship with management (other than *dictatorship*) were terrifying.

Hopefully those meetings were eye openers for many attendees that they are not alone, that they should not be discriminated against and that by *organising* they can face the management as equals. Reassurance was needed as most of the employees are coming to work scared of what each new day would bring.

The effect of two of those meetings was recruitment of *over 30 workers*. Effective campaigners inside the company are more than sure that soon union membership density would reach over 50% and the recognition process will start. I would like to thank **George Atwall** and **Jit Singh** for their continued support.

Thanks also to **Adrianna Kara**, a shop steward from Birmingham Jurys Inn was very helpful in organising events in Birmingham and **Monika Radomska**, a shop steward from Pennine Foods. They, organised leaflet packs and shared their expertise in Union Learning with presentations on learning opportunities and benefits. The campaign would not be even half as efficient without their help, so girls, ***THANK YOU!***

## Meeting with Jack Dromey MP

On Saturday, 21st of January 2017 www.polska-uk.com met with MP **Jack Dromey** (Erdington). Meeting organised through Trades Council was very effective. He shared with us the work he is currently doing to support the local Polish community which multiplied over past few years. He told us it was his initiative to open helping centre for Poles where they can get advice and support if required.

At the end of the meeting hey assured us that he can always help if required and he would like regular feedback from Polish workers living and working in the food industry in Erdington and Birmingham. As an MP, he promised to help BFAWU with our local campaigns, and will look into allegations of exploitation of Eastern European workers in Jurys Inn, Birmingham.

Lukasz Bemka
Region 3

***Jack Dromey MP** (Erdington) welcomes our representatives to explain what is being done in his constituency to help Polish and Eastern European workers*

# FAST FOOD RIGHTS CAMPAIGN – NEWARK

On Saturday 14th January 2017 Region 3, along with Nottingham Trades Council, met up in the front of the McDonalds in Newark to inform workers about the Fast Food Rights campaign and to ask them to sign the ***£10 an hour and a Union*** petition.

The first thing that happened was that, as soon as the petition was taken in by one of the workers to the staff, it disappeared (this situation occurred again in KFC).

The second thing was that one of the McDonald managers came out and, being totally ignorant of the legal situation, kept on saying that his workers don't have the right to join the union! It is sad that people like this gentleman still exist as, however wrong he was, he truly believed in what he was saying. Anyway, the campaign carried on with the promise that we will come back round again. ***Solidarity***!

***Top photo*** – *BFAWU and Notts Trade Council joined by McDonalds employee*

***Bottom photo*** – *Gareth Lane being 'told off' by McDonalds manager*

*Region 3 New Reps on their Shop Steward [Stage 1] Course*

# SHOP STEWARD STAGE 1 COURSE FOR REGION 3 NEW REPS

"*It was a fast and compressed course but I have learnt a lot.*" was one of the comments after the recent Shop Steward Stage 1 course in Quorn Grange Hotel. The region should be brave and supportive as the content of a normal five day course was digested by students in less than two days. All individuals completing the course should be proud of themselves as well.

At the end of day one, **George Atwall** touched on organising in their workplaces, supplying all shop stewards with a recruitment toolkit and assured them that FTOs and more experienced shop stewards are always there to help. We would like to give special thanks to tutor, **Doug Nicholls**, for all his efforts in guiding and coaching new shop stewards – the foundations of effective working Trade Unions.

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## JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION

Application forms from any Shop Steward or, to find out more, complete the form below

## 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:*

Name (Block letters) . . . . . .

Address . . . . . .

. . . . . Postcode . . . . . .

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

Where employed at present . . . . . .

Occupation . . . . . .

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

**Please complete details above and hand to your local representative, Branch Official, Regional Office (for addresses see above) or send to Head Office at the FREEPOST address shown.**