



**SEASON'S GREETINGS – A HAPPY
AND PROSPEROUS NEW YEAR TO
ALL OUR MEMBERS**





INSIDE THIS ISSUE:	
Editor's Notes	2
National President	3
Credit Unions	5
Jock Hockings remembered	5
10 years of Warburtons, Enfield	6
Young Members Report	8
Eric Goultons' 40 years	8
The Law on Industrial Action	9
Universal Credit	9
Annual Conference highlights	10
Hovis, Wigan	12
Bakers' Asthma	14
HEALTH & SAFETY	
Death at Work	15
COSHH Regulations explained	16
COSHH FAQs	17
Cool-It update	19
Glyphosate in bakery products	20
Wind farming	21
The Picket Line (poem)	22
Region 4 40 year awards	22
Charity events at Manor Bakeries, Stoke	23
Contact Details	24

FOODWORKER is published for BFAWU by:
Ronnie Draper at Stanborough House
Great North Road
Stanborough, Welwyn Garden City
Hertfordshire AL8 7TA
Tel: 01707 260150/259450

FOODWORKER is designed and produced
for BFAWU by:
Inscape Solutions Limited
3 Long Hedge Lane
Worthington
Ashby de la Zouch
Leics LE65 1RL
Tel: 01530 222657



EDITOR'S NOTES

*"It's time to go, David
– and take the rest of
your rag tag party of
toffs with you!"*

Ronnie Draper @ronniebfawu

AS WE APPROACH the Christmas period, the perceived time of giving, it is ironic that the government (ably supported by service providers) are in the business of removing the last few crumbs of dignity that the poor have: Benefit cuts, bedroom tax, VAT increases, hikes in food prices and now the extraordinary rises being put on electricity and gas at a time when we have ultimate need and demand is high.

What choice do the poor have when faced with a choice of whether to *eat* or *heat*? It sounds dramatic, but the stark truth is that these are the very real choices that many face this winter and it is simply not good enough telling people to put on extra layers of clothing to combat the extremely cold temperatures they will face. It is a flippant answer to a drastic problem but nothing more than we should expect from the most radically right wing government in living memory. Cuts for the poor synchronise with tax cuts for the rich.

At least the horses are warm

While hundreds of thousands struggle to live, the Tory press publish stories of MPs having their fuel bills paid by taxpayers on their second homes. The biggest slap in the face is the money claimed by Tory MP, **Nadhim Zahawi**, who claimed money to heat his *stables* to keep his horses warm. I'm sure that those people who face eviction over the next few months for being unable to pay the bedroom tax will take some comfort in knowing that Zahawi's horses are not suffering and that they, as potential taxpayers, footed the bill.

Yes, he paid the money back. Yes, he claimed it was a mistake, but the reality is that he was reacting to public outcry after he was found out.

He should be sacked and prosecuted along with the rest of them who seek to gain corrupt advantage at our cost. Cameron promised the most open government ever and all he has done is line the pockets of those most able to pay. It's time to go, David – and take the rest of your rag tag party of toffs with you.

Fracking marvellous?

The Tories closed the coalmines, they have closed the factory making wind turbines, and they have cut real term investment in renewable forms of energy such as wind and tide and instead come up with *fracking* and *foreign nuclear power*. Most people don't know what fracking is, it sounds like a swear word. But to many it is a cause for extreme doubt and misery.

Fracturing the earth to release shale gas, despite what the Tories and their press would have you believe is not a wholly safe practice, if it was I am sure they would volunteer to have the first wells dug on their country estates. Of course that is not going to happen as they have a NIMBY (*Not In My Back Yard*) attitude.

*Fracturing the earth to
release shale gas, despite
what the Tories and their
press would have you believe
is not a wholly safe practice*

In the USA, we have seen evidence of gas coming out of water taps, pollution of the water table and many other reasons that should give us cause for concern. But still they push on with drilling in places like Blackpool, miles away from their mansions and leafy constituencies.

They take the plunge on French and Chinese built nuclear power stations, not only built at great expense, but with the promise of premium rates for generated electricity once commissioned that we will all have to pay for (except for MPs for their second homes) and all they can say is that we had to do it to keep the kettles and toasters of Britain going.

What type of electrical appliances are being sold that they need nuclear reactors to power them? It is an expensive sham and we all know who will pay the price. When judgement day comes for these shameless members of the cabinet, Satan will hope they go elsewhere to protect the furnaces of hell.

I personally hope judgement day comes in May 2015.

An avoidable dispute

In September, our union saw strike action being taken by members at **Hovis**, Wigan. A dispute was wholly avoidable – had the company offered what they did on 19th September, four weeks earlier.

The members at Wigan took the decision to strike despite the fact that most of the issues would not directly affect them, but they recognised the potential impact on those who were brought in on zero hour or agency contracts. It was a very brave stance that gained the support of the whole of the trade union movement, as well as many members of the general public.

I am not sure that this is the right place to dwell on the rights and wrongs of what happened, but it most certainly is the place to put on record the gratitude of the trade union movement, the exploited, the unemployed and those suffering the indignity of *zero hour contracts* – for what will hopefully go down in the annals of history as a dispute that restored confidence in the movement.

Workers standing shoulder to shoulder with each other with a common goal. I for one am so proud of their brave example.

...and thanks to all of you

Finally, may I take this opportunity to thank all our members for the support they have given both me and the union as a whole, the activists for the magnificent role they do for workers as volunteers and all those who do a great job working for the union – *the best union in the world*.

Enjoy the festive season and join me in wishing workers throughout the world a better year in 2014.

Ronnie Draper
General Secretary

NATIONAL PRESIDENT IAN HODSON

As 2013 draws to a close and we prepare for the festivities of Christmas and the arrival of 2014, its time to take stock and reflect on the ups and downs of the last twelve months.

For many, this year may well have been a memorable one for all the right reasons. For others, 2014 can't come quick enough. From the BFAWU's point of view, 2013 has been a typically mixed bag of positives and negatives. We suffered tragedy with the loss of our friend and comrade, Jim McLelland, and experienced elation with the fantastic victory of our members at Hovis, Wigan whose well-publicised strike action against the company brought about an end to zero hour contracts and agency labour exploitation.

The recent attacks by the government on Trade Unions prove that we are starting to get under their skin. The attempt to use legislation to further silence us and their opponents is testament to our campaign to expose them and the callous ideological agenda they are following.

Hate, division and despair

This Tory-led coalition government's policy is a pretty simple one: they intend to continue causing hate, division and despair among the general public, led by Australian tobacco/alcohol lobbyist and spin doctor, Lynton Crosby who is feverishly developing policies, not in the interest of the country, but designed to set various groups of ordinary people against one another, whilst safeguarding the interests of big business and wealthy individuals at the top. The irony is that the taxpayer will be funding the £500,000 that Crosby will trouser for all his 'hard work'. His influence is already

being felt. The government's U-turns on tobacco packaging and alcohol pricing as well as the 'racist vans' and the removal of green taxes in favour of reliance on nuclear energy. These policies have Crosby's fingerprints all over them – and that's before we get to the subject of 'fracking'. As a resident of Fylde, I can tell you that the area had never experienced earthquakes until this bizarre extraction of shale gas was rolled out in the North West.

Affordable energy

My opinion, and one that I know is shared by our members, is that all forms of energy should be *affordable*. Had the industry not been privatised, we wouldn't be seeing the current rising fuel costs or the failure to invest fully in infrastructure. It's ironic that whilst the Tory-led government feeds us with the '*private sector good, public sector bad*' mantra, they've just signed a deal with not only the French nationalised energy company (EDF), but also with the Chinese

government, who run and control their own energy industry. I wonder if our anti-socialist, anti-public sector, pro-private sector



government can also explain why our railways are owned by German, Dutch and French state-owned railway companies? It really is quite bizarre.

The cost to taxpayers for subsidising the private railway companies is £1.2 billion and it's interesting to note that shareholders have raked in £3.5 billion in share dividends. Imagine if, instead of paying out foreign state-owned railway companies and shareholders, we actually owned our own and that £4.7 billion had been used to *keep prices down*.

At least we can rejoice at the news that the coalitions are going to insist on rail ticket price increases being capped at 6%. Oh joy...

What's left to privatise?

There's nothing that Conservatives love more than a good privatisation, but it makes you wonder where they'll go from here as there's very little left to privatise. Police forensics departments, blood supplies and even Ordnance Survey maps haven't been spared from the greed of privateers.

Of course, the highest profile privatisation this year has been that of the Royal Mail. What a tremendous windfall it provided for the Tories and their big city, corporate chums. I bet you could hear the sound of clinking champagne glasses as far away as the Yukon.

One thing that MPs seem to be demonstrating on an almost daily basis is that if there's a trough going, you can guarantee that their snouts will be stuck in it. There are blatant and brazen conflicts of interest, spreading around Westminster like a gold-plated cancer and no-one does anything about it. Our political classes, particularly those in government, allowed a Swiss billionaire to hold a gun to the country's head at Grangemouth, whilst amazingly, attacked Trade Union officials for merely wanting to safeguard jobs, protect terms and conditions and negotiate pay rises in line with inflation.

These same politicians then have the audacity to award themselves 11% pay increases, claim expenses and charge the taxpayer for their food and fuel whilst condemning other public sector workers to pay freezes and reduced pensions and branding unemployed people as 'scroungers'.

Why people across the nation aren't downing tools and taking to the streets is a mystery. Or is it? One thing that this government excels at (thanks in no small part to their right wing friends in the media), is *misinformation* and *divide and rule*. George Osborne has borrowed more

in three years than Labour did in thirteen. His cuts have thrown countless people on the dole and his austerity measures led to our national credit rating being downgraded. There are shops boarded up all over the country and businesses are closing and downscaling at a rate of knots, yet he has somehow managed to convince people that the UK economy has 'turned a corner'.

'Turning the corner'

It has been estimated that between one and five million people are working on zero hours contracts, eight-hundred thousand are in minimal pay 'apprenticeships' and around three-hundred thousand young people are being exploited on the vile 'Workfare' programme. Despite this, along with mass unemployment of around 3.7 million, the government appears to have convinced a large part of the population that employment is on the up and 1.4 million jobs have been 'created'.

The reality is that it's not benefits that need cutting: it's wages that need to be rising

These jobs are merely public sector ones that have been transferred into the private sector. Despite this blatant manipulation of figures, Osborne goes on unchallenged. Ian Duncan Smith has also proved himself to be a liar of some magnitude. Time and again, the Office of National Statistics (not to mention *his own department*) have challenged his figures and his claims. 'Work-shy' households represent a mere 0.3% of benefit claimants, not the 18% figure that he rolls out and his claims that benefits are too generous and provide a lifestyle choice don't stand up to much scrutiny either.

Someone who is single, working thirty hours a week on minimum wage is £2,270 per year better off than a single person living on benefits. This is an income gain of 66% and a married couple doing the same thirty hours on minimum wage earn an extra £3,651 than the same married couple on benefits, providing an income gain of 30%. Even a single mother with two children working thirty hours a week on the minimum wage is financially better off than the same single mother on benefits.

The reality is that it's not benefits that need cutting; it's wages that need to be rising and the taxpayer certainly shouldn't be making up the shortfall of miserly pay, whilst businesses rake in the profits, avoid

paying tax and even take advantage of state-funded free labour (Workfare). The biggest shame of all of this is that people still buy into the government rhetoric and allow themselves to be divided and conquered. Groups of people fight one another over scraps thrown from the top table whilst the greediest and wealthiest in our society laugh all the way to the bank at our expense. One thing that Cameron's government get right every time is demonstrating the old adage that if you tell a great big lie often enough and loud enough, people will eventually believe it.

Maximum wage

I don't know about anyone else, but I'm sick of the meaningless discussions around the minimum wage. Lets talk about a *maximum wage*. Here's a radical idea: *Why not cap bosses pay at no more than ten times the value of the lowest paid worker?* I bet those workers' wages would shoot up. Company bosses, directors and chief executives wouldn't get out of bed if they received the type of pay they expect their workforces to live on so let's campaign for a maximum wage.

It's not about wealth; it's about *fairness*. It's not seeking to break a company, but making sure those at the top aren't breaking the company. If they can't find the money for the lowest paid workers, then surely they aren't worth the money they're receiving and let's not accept the argument that these bosses will move abroad. Let them.

Our colleges and universities, not to mention our job centres are stuffed to the gills with bright and hungry people who'd jump at the chance to earn only a fraction of what they earn. The bottom line is that work should always pay.

Solidarity!

Finally, I'd like to express my pride in standing alongside our members at Hovis, Wigan – a workforce who refused to allow their colleagues to be treated as second class workers and refused to leave a poor legacy for future generations of employees at their site. I also thank all those who supported us during the dispute. The solidarity we received from all walks of life was truly phenomenal.

In addition to this, I'd like wish all our Members the Executive Council, Full-Time Officials and office staff a Happy festive season.

Solidarity!

Ian Hodson
National President



MYSELF AND PAULINE NAZIR were lucky enough to be invited to Westminster for a reception by the All-Party Parliamentary Group on Credit Unions (APPGCU), which included:

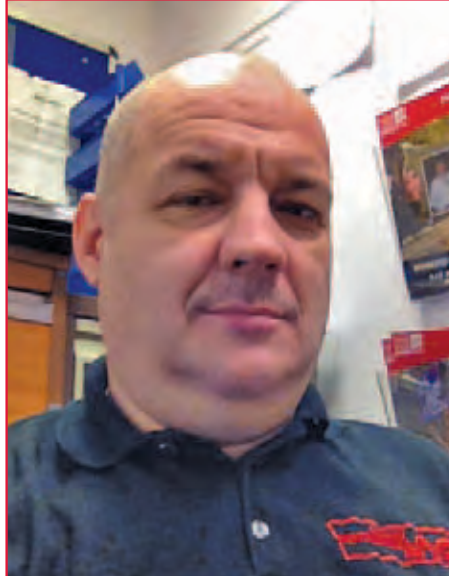
- **Lord Freud**, Minister for Welfare Reform, with responsibility for the Credit Union Expansion Project.
- **Mark Lawton**, Vice-President, *Navy Federal Credit Union* – the world's largest credit union serving over 4.5 million members of the US armed forces and their families
- **Paul Walsh**, Chief Executive, CUNA Mutual Group Europe
- **Damian Hinds MP**, Chair of the All-Party Parliamentary Group on Credit Unions

The All-Party Parliamentary Group on Credit Unions (APPG) played host to **Mark Lawton**, Vice-President for Compliance and Public Policy at Navy Federal Credit Union this week.

Navy Federal Credit Union serves the US Armed Forces and is the largest credit union in the world with 4.5 million members and \$55 billion in assets.

Mark was visiting London at the invitation of The Association of British Credit Unions Limited (ABCUL) in order to provide a global perspective on credit union development on International Credit Union Day. His insights made a very useful

CREDIT UNIONS



Mark Baker
BFAWU TREASURER

AN APPGCU RECEPTION FOR
MARK LAWTON

contribution to the growing conversation about the potential for a credit union for the British armed forces among politicians from all parties, as well as organisations supporting armed forces personnel.

Mark shared his reflections on Navy Federal Credit Union and how its experiences might inform similar services in Britain at a reception of the APPG on Monday evening. The meeting, hosted by APPG Chair Damian Hinds also heard from Minister for Welfare Reform Lord Freud, who provided an update on the progress of the Credit Union Expansion Project.



During his visit Mark also spoke at a Parliamentary roundtable meeting called by the APPG to explore the potential for a British armed forces credit union in more detail. Minister for the Armed Forces, The Right Honorable **Mark Francois MP**, used the meeting to express the Government's interest in exploring the idea further.

ABCUL Chief Executive, **Mark Lyonette**, said: "We are very grateful to Mark for giving up his time to come and share his experiences with us."

Hearing about the success of the Navy Federal was inspiring and summed up the enormous potential of the credit union model, particularly in a military context. This came across most clearly where Mark explained the level of tailored products and services that Navy Federal offers.

As a credit union with only its members in mind, Navy Federal is able to concentrate all its effort on providing services which meet the needs of service personnel at every stage of their lives and careers. They also play a vital role in providing financial education."

We met a few new credit unions, made some new contacts and discovered more about how different credit unions work. Watch your notice boards for further news.

Mark Baker
BFAWU Treasurer



OBITUARY

JOCK HOCKINGS, NO 5 Region (Retired)

It is with deep regret that I have to inform members of the death of Brother Jock Hockings in May this year.

I worked very closely with Jock for a number of years. He was a former shop steward branch secretary and EC member from Almonds 561 branch now known as Hovis Premier Bradford.

Jock was a great, passionately committed trade unionist for whom I had the utmost respect, for he taught me a lot about the trade union movement. He may be gone but he'll never be forgotten. **R.I.P. my old friend and comrade.**

Ian Wood
Organising Regional Secretary

10 years of Warburtons of Enfield in London and the South East...

By Hayley Burgess

Baking bread and feeding the nation for over 136 years, Warburtons is now one of the UK's favoured bakers. Founded back in 1876 George Warburton agreed to back his brother Thomas in his ambition to own a small grocery shop, at 125 Blackburn Road Bolton. Thomas and his wife Ellen started the business with Ellen's now famous loaves and flour cakes. Warburtons is the largest family-owned bakery business in the country, and has grown from strength to strength, employing around 4,500 people across 12 bakeries and 14 depots around the UK, the latest being on the Isle of Wight, where it would seem that the islanders have taken to the range of Warburtons products that are available, to them. However, it's not just baking that Warburtons know how to do; they're pretty good at throwing a party too!

Who would have thought that 137 years later the Enfield bakery would be celebrating its 10th birthday, the management decided not to let the occasion go by without a bang! On Saturday 27th July 2013 the car park of the Enfield bakery was transformed into an unforgettable summer fair with everything from giant inflatables for the smaller members of the Warburtons family, although some of the big ones were wishing they could go on, to a live band and entertainers for the grown-ups!

A delicious BBQ feast was on offer to the VIPs of Warburfest, which were of course the staff and their families of the Enfield bakery. A sure sign of appreciation from the management for all their hard work and graft in successfully getting the site to its 10th birthday. The BBQ, run by Mark Picconi Warburtons Enfield's Manufacturing Manager, who has been with the company for 9 years, along with the help of his colleagues, fed all the guests a treat with a delicious selection of burgers, sausages and meat skewers cooked to perfection. Of course the burgers weren't complete without a Warburtons bap or two and there was no need to worry about running out of rolls!!

Across the car park from the BBQ, past the crazy golf course and dodgems, yes full size, perfect for grown-ups, you also found the beer tent! Don't worry Warburtons employees working that day were bound by a very strict "no drinking alcohol" policy! Well at least until their shift finished and then a well deserved beer in the sunshine was earned by all the staff that very kindly helped with the success of the Warburfest party. Serving drinks that day was Dawn Finch HR Manager, who has been with Warburtons for 6 years, together with her colleagues Julie Rookley Health & Safety Manager, and Carole Sands Technical Manager who all did an excellent job at making sure no one was thirsty for too long. All this was carried out under the watchful eye of Craig Morris, the Enfield General Manager. Alongside the drinks were some amazing home-made cakes, kindly donated by staff and their families in exchange for a small donation to raise money for Macmillan Cancer Charity, this is the chosen charity that the Enfield bakery are supporting throughout 2013.

Once you had finished your burger and beer, perhaps an ice cream, and gawped at the 12ft girl on stilts walking past, the choices were endless, anyone for "hook a duck", "tin can ally" or perhaps try your hand at giant jenga or connect 4! If relaxing was what you were after there were plenty of places to park your bottom in front of the stage and watch the entertainment from zumba classes and a peek at some of the local talented people within the Enfield area demonstrating their skills to a live band. All this whilst your little ones enjoyed the bouncy castles, slides and face painting on offer. To end the party, donations by various local businesses and suppliers were raffled and an auction was also held, whereby the highest bidder won 4 tickets and a box to a Liverpool FC match.

The sun was out in Enfield for the Warburfest party and the rain held off just long enough for everyone to have a really enjoyable day, all courtesy of the company. A true sign that Warburtons don't only know how to bake excellent bread, they also know how important it is to value and reward their hard working staff. Like the cream, the Enfield bakery has risen to the top, and it would seem that they are now number 1 in London and the South East.



YOUNG MEMBERS REPORT

SINCE MY ELECTION to the Executive Council as Young Members Representative, I have been working towards getting the next generation of members of our union interested and involved in our union, the way it works and, of course, in the wider work of politics beyond our own workplaces.

At our most recent young members forum, that took place in our Manchester office on 29th October, I was pleased to announce that BFAWU will be holding our very own Young Members Conference/Training Seminar at the end of January 2014 in Blackpool, kindly sponsored by Walker Smith Way Solicitors (now part of Walkers Union). The event will take place on 24th–26th January next year and will include several guest speakers, workshops and various aspects, and opportunities to have friendly debates over key matters – not forgetting a chance to socialise and get to know other young members within the union. It will be quite an informal event as it is the first one we have done and of course, it may well be the first event that young members may have attended so we want them to enjoy the event and get as much out of it as they can.

Spaces will be limited so I would advise if you are interested or do want some more information, to email myself, Rachel, on mullen@bfawu.org or you could also Like our BFAWU young members on facebook (www.facebook.com/BFAWUYoungMembers) and get in touch that way. You will also find regular updates with information about the event and other events happening both inside and outside the union.

Also for members who didn't get the chance to attend our Annual Conference this year, I would just like to inform them that there was a motion passed that changed rule 22.2 to potentially allow a young member from each branch to attend Annual Conference. If, for example, your branch were to elect a young member to attend Conference, that branch would be allowed an *extra* delegate as they have nominated a young member to go. One of the main reasons for this is to allow more young people to become involved and get a feel for how the union runs and to engage young members and hopefully interest them in trade unionism.

I would also like to congratulate Sister Sarah Woolley, one of our young members, on her election to the GFTU executive council and I'm sure she will do a great job and make our union proud.

Rachel Mullen

Executive Council Young Members rep



Young Members Conference

The Young Members Conference and training seminar will take place at the New President Hotel, Blackpool on **January 24–26 2014**. We have been sponsored by **Walkers Union** solicitors with supporting young people in the workplace.

Contact your branch secretary if you are 27 or under in order to attend this fantastic event.

Places are limited so *you need to be quick*.

... check out our Facebook page for details.



ERIC'S 40 YEARS OF SERVICE

Eric Goultons receives his Free Card after 40 years service with the BFAWU – exempting him from the need to pay any further contributions to the Union – but protecting the benefits he is entitled to.

Eric who is 91 worked at Lyons Bakery (now Manor Carlton) and was well known to both myself and John Vickers.

It was a real pleasure to see Eric again and an even greater one to be asked to present his Free Card.

Sam Vickers

Photo: *Sam Vickers presents Mr Eric Goultons with his 40yrs membership badge and certificate*



ORGANISED AND DETERMINED



JUSTIN MADDERS OF WALKER SMITH WAY EXAMINES THE LAW AROUND INDUSTRIAL ACTION

THE RECENT SUCCESSFUL industrial action at Hovis in Wigan, possibly the first time action had been taken over the issue of 'zero hour contracts' demonstrated what an organised and determined group of union members can achieve.

Nobody embarks on industrial action without considerable thought as the consequences for getting it wrong can be extremely serious. Industrial action will be considered lawful if it is properly authorised by the trade union and the trade union has complied with all of the legal requirements. However it can be *unlawful* if the union has not followed correct notification and balloting procedures.

This is where the Courts have been called upon most – with a number of employers seeking injunctions on this basis. In recent years the Courts were taking an increasingly forensic approach to ballot procedures until the Court of Appeal decision on industrial action taken by ASLEF and RMT on several rail lines. They described the arguments put forward by the rail companies attempting to stop the action as amounting to setting '*traps or hurdles for the union which have no legitimate purpose or function*'.

This decision marked a move away from the restrictive interpretation of the

law. However, there are still many traps the union can fall into if unprepared.

It therefore remains important that membership data remains current and that ballot and action notices are formulated correctly as employers will often still pick up on minor defects to threaten injunctions and cause ballots to be re-run. Your FTOs are well versed in the legal requirements to ensure industrial action is lawful. Whilst it is impossible here to set out all the detailed requirements of the 1992 Act, in general, the following need to be met:

- The dispute must be between the workers and their own employer.
- The action must not be in support of a closed shop or of an employee who has been dismissed for taking part in unofficial action.
- The dispute must relate to employment issues such as pay, the allocation of work, discipline or negotiating arrangements;
- The union must comply with detailed procedures for notifying the employer and balloting the members; and
- Picketing must be peaceful and take place at or near the workers' own place of work.

If the industrial action is *official* and *lawful*, any attempt to dismiss an employee for taking part in it will be considered automatically **unfair**.

This protection last for 12 weeks from the first day of industrial action and then the employer must show that it had taken *reasonable steps* to resolve the dispute (eg. entering into negotiations or mediation). If the industrial action lasts for less than 12 weeks then the employer cannot *fairly* dismiss an employee in any circumstances for taking part in official and lawful industrial action.

Finally, there has been a challenge to the current law on industrial action lodged in the European Court of Human Rights by the RMT. The decision on this is not expected for some time but, if successful, it could lead to a further loosening of the legal restrictions placed on Unions balloting for industrial action. In the meantime, remember the right advice is there to ensure any action is taken lawfully – but that its success will in the end always depend on the strength of the membership.

If you require advice on any aspect of employment law, speak to the experts who can help you to get the outcome that's right for you. Email Justin: jmadders@walkersmithway.com or call 0800 195 5403

UNIVERSAL CREDIT

UNIVERSAL CREDIT, the upcoming change to both in and out of work benefits, will prove devastating for part-time workers on a low income who could face *Workfare* or face losing in-work benefits such as Working Tax Credits.

Universal Credit has been tailor-made to punish any minimum wage worker who cannot find work for 35 hours a week.

There will be brutal sanctions for non-compliance. A part-time worker must be prepared to attend an interview for a job with longer hours *within 48 hours* of notification by DWP. If they fail to attend, they face sanctions. If this happens more than twice, they face sanctions for up to three years, even with children to support.

These new rules are to be strictly targeted at the low paid only. Part-time workers who earn enough to meet the weekly income threshold will still be eligible for in-work benefits without being forced to look for longer hours.

This Government seeks to punish those unable to find well-paid work

A *professional* worker, earning £20 an hour for 11 hours a week, is exempt from these new rules and still eligible for benefits. A supermarket worker, working 30 hours a week on the minimum wage, however, will be under pressure to find a job with longer hours or another part-time job.

This Government is not just punishing people for being unable to find work. It is punishing those who are unable to find well-paid work. If you are poor, in work or not, this Government is coming for you.

Trade Unionists can help avoid this attack by fighting to ensure that people are not dependent on benefits if they are in work. The recent strike at the Hovis bakery shows what can be achieved in the workplace. Cuts to the benefit safety net urgently need to be challenged as well.

Groups such as *Boycott Workfare*, *Disabled People Against Cuts* and *the Black Triangle campaign* have been involved in a fierce fight against all of the welfare reforms. It is time to recognise a shared interest and to stand together to challenge this inhuman Government, the bosses and the bankers they represent.

For the latest news and comment visit: <http://johnnyvoid.wordpress.com>

ANNUAL CONFERENCE 2013

THE SPA, BRIDLINGTON

SUNDAY 9 JUNE 2013 TO WEDNESDAY 12 JUNE 2013



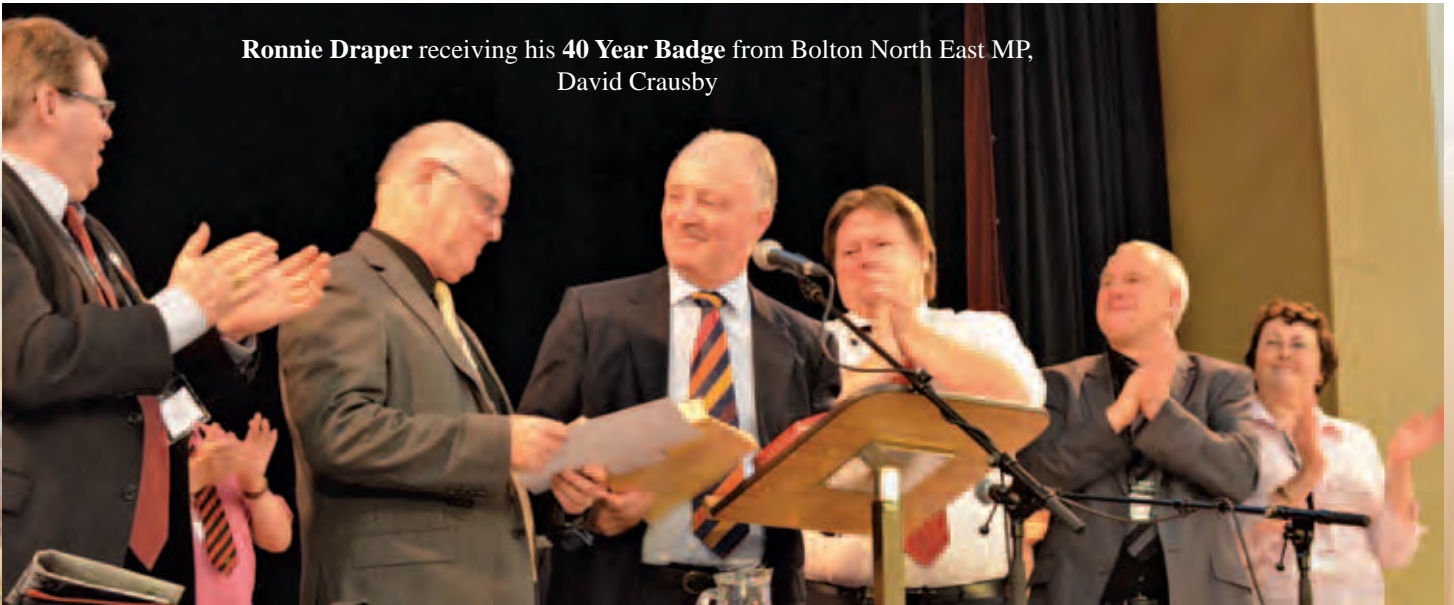
Janine Cokayne makes her point!



David Kirk proving *it's better to die on your feet than live on your knees!*



Steve Finn, our longest-serving FTO, receives his **40 Year badge** from Ronnie Draper



Ronnie Draper receiving his **40 Year Badge** from Bolton North East MP, David Crausby



**SOME HIGHLIGHTS:
FROM THE ANNUAL REPORT...**



Pat Rowley receives his **Gold Award for Organising** from Ronnie Draper



Pete Berry receives the **National Health & Safety Award** from Sadiq Vohra, Partner at Walkers Union Solicitors



Colin Curtis receives the *Thompsons Trophy for Outstanding Organising* from Julie Blackburn, Partner at Thompsons

IS IT ANY WONDER WE'RE SO GOOD – WITH PEOPLE LIKE THESE?



Colin Morgan receives his award for organising on behalf of Burton's, Llantarnum from Ronnie Draper



Lucasz Bemka receives his award for organising from Ronnie Draper



Martin Kelly receives his **40 Year Badge** from Ronnie Draper



... ALL THE WAY TO AULD LANG SYNE

HOVIS

WHAT IT WAS ALL ABOUT...



SOLIDARITY...



ALL IN IT TOGETHER...

WIGAN

PROTEST...



MAKING SENSE OF IT ALL...



AND FINALLY...

A WAY FORWARD!

BAKER'S ASTHMA KNOW YOUR RIGHTS!



AN ARTICLE BY
DAVID GAULER
THOMPSONS
SOLICITORS

THOMPSONS HAS BEEN standing up for the injured and mistreated since the firm was founded in 1921 and has fought for millions of union members, winning countless landmark cases and securing major legal reforms along the way.

Baker's asthma – what is it?

Put simply, baker's asthma is caused by exposure to flour dust or other asthma causing agents in bakeries. It is the second most common type of occupational asthma in the UK.

As well as the dust created by the use of flour itself, the additives and enzymes added during production are also potential asthma-inducing agents. Yeast, egg powder, spices and garlic powder are just some of the many ingredients that have been implicated over the years.

Career-threatening condition

Baker's asthma causes the constriction of the airways and leads to wheezing, chest tightness, breathlessness and coughing which, if left undiagnosed and untreated, may lead to symptoms becoming very severe and persistent. Attacks may lead to hospitalisation.



Exposure to flour dust and other ingredients is regulated by the **Control of Substances Hazardous to Health Regulations (COSHH) 2002** and the Health and Safety Executive has set maximum exposure levels in relation to hazardous substances – including flour dust.

Employers are expected to be proactive in minimising the risk of baker's asthma. They should:

- Reduce exposure to hazardous substances, as much as is reasonably practical.
- Make suitable risk assessments of the health implications of unavoidable exposure.
- Put procedures in place to control the exposure such as through the use of *personal protective equipment (PPE)*.
- Ensure that all employees are properly trained and informed and know how to use protective equipment.
- Monitor employees' exposure to flour and other potential irritants.



An employee with baker's asthma may find that they are no longer able to work in an environment where exposure to flour dust is likely and, since alternative work with no exposure within a bakery is often unlikely, the condition can be career threatening.

Know your rights

Knowing your rights when it comes to workplace health hazards is just one of the advantages of being in a union.

Any member who develops chest complaints that they suspect might be related to their work in food production should immediately contact the union for legal advice and support.

Many members with baker's asthma have successfully claimed compensation because the employer failed to limit exposure to the irritant. Often these members have lost their jobs because there was nowhere they could work and not get exposed.

A member only has three years from the date that they could reasonably have suspected that they were suffering from a medical condition caused by their job to commence court proceedings. It is likely that anyone who misses this deadline will be barred from claiming.

A successful BFAWU claim

A BFAWU member who contracted baker's asthma at *Fine Lady Bakeries* in Banbury successfully recovered **£50,000** in compensation.

- Dawid Dudek was exposed to significant levels of bread and flour dust. Within three years he started experiencing lung problems and was eventually diagnosed with asthma.
- A claim for compensation was submitted to the bakery but liability was denied on the grounds that the dust levels were within approved Health and Safety parameters.
- In support of the denial, Fine Lady disclosed dust level monitoring records but only for a period for two years *after* Dawid had developed his symptoms.

Thompsons made a court application to compel the bakery to provide the correct records – and these showed that leading up to Dawid developing his condition, *the dust levels had been well above safe levels*. The bakery was eventually forced to admit that they had breached their legal duty to Mr Dudek and a settlement was agreed.

Accessing legal assistance

BFAWU members who are concerned they may have developed occupational asthma should get in touch with their branch right away or call the BFAWU legal line on 0800 587 7518.

Thompsons deals with hundreds of cases of occupational asthma every year and ensure BFAWU members always keep 100% of the compensation awarded.

David Gauler is the head of the COSHH Team at Thompsons Solicitors in Birmingham and regularly represents BFAWU members who have been injured from being exposed to harmful substances in the workplace.



Ian and Lisa Nandy, MP
at a Workers Memorial
Day Service

148 DEAD – WE CAN DO BETTER THAN THIS

HSE FIGURES REPORT A FALL in those killed at work as **148** – but that total excludes **20,000** killed from conditions or diseases attributable to their work

The Government trumpets that *only* 148 people got killed in work as proof that their cuts to red tape at work or working at reducing burden and costs as a result of removing unnecessary regulations has not had the effect we feared. Whilst I accept the drop in numbers of dead working people is welcome I don't think it can be viewed as anything other than a *tragedy* for those killed and the loved ones left behind.

Far from *crowing*, they should be hanging their heads in shame as should all who have undermined Health and Safety this way with their campaign to improve profits at workers' expense.

Even more serious, the 148 deaths reported last year were *immediate fatalities* – but they do not include those developing conditions or contracting diseases and, therefore, this represents *less than 1% of total deaths* connected to work. They must be aware that of those most 'killed through work' are as a result of diseases such as mesothelioma and other cancers.

Many occupational diseases are still on the increase and much more needs to be done to protect workers from the long-term effects of their work. Every year more than 20,000 people die as a result of ill-health brought on by their working conditions which would mean the 148 reported should actual read **20,148** – at least.

The government's attacks on Health and Safety, together with the constant media campaign, will see cuts to inspection budgets. Fewer workplaces than ever before will receive a visit from the safety inspector this year.

Workplaces with a good safety culture are being driven down to a more business profit-based approach where *cost* will be the driving factor of employees lives. After all, the burden for being killed and injured at work is also being moved from the employer to us the taxpayer so without fear of costs an employer could quite literally *get away with Murder*.

Ian Hodson
National President

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH)

What is COSHH?

COSHH is the law that requires employers to control substances that are hazardous to health. You can prevent or reduce workers' exposure to hazardous substances by:

- Finding out what the health hazards are.
- Deciding how to prevent harm to health.
- Providing control measures to reduce harm to health – and making sure they are used.
- Keeping all control measures in good working order.
- Providing information, instruction and training for employees and others.
- Providing monitoring and health surveillance in appropriate cases.
- Planning for emergencies.

Most businesses use substances, or products that are mixtures of substances. Some processes create substances. These could cause harm to employees, contractors and other people.

What is a substance 'hazardous to health'?

COSHH covers substances that are hazardous to health. Substances can take many forms and include:

- chemicals
- products containing chemicals
- fumes
- dusts
- vapours
- mists
- nanotechnology
- gases and asphyxiating gases and
- biological agents (germs).
If the packaging has any of the hazard symbols then it is classed as a hazardous substance.
- germs that cause diseases such as leptospirosis or legionnaires disease and germs used in laboratories.

Read more about COSHH and what you need to do in relation to COSHH assessments].



MARK BROOKS
No3 REGION
HEALTH & SAFETY REP
TALKS US THROUGH THE
REGULATIONS

COSHH does not cover

- lead
- asbestos, or
- radioactive substances

...because these have their own specific regulations.

COSHH assessment: Identifying hazard and assessing risk

You are probably already aware of many risks in your trade or industry. A COSHH assessment concentrates on the hazards and risks from *substances* in your workplace.

Remember that hazards and risks are not limited to substances labelled as 'hazardous'.

Making a COSHH assessment

- **Walk around your workplace. Where is there potential for exposure to substances that might be hazardous to health?**

Examples include processes that emit dust, fume, vapour, mist or gas; and skin contact with liquids, pastes and dusts. Substances with *workplace exposure limits* are hazardous to health.

- **In what way are the substances harmful to health?**

Get safety data sheets, and read your trade magazines. Some substances arise from processes and have no safety data sheet – examples include fume from welding or soldering, mist from metalworking, dust from quarrying, gases from silage. Look at the HSE web pages for your trade or industry.

- **What jobs or tasks lead to exposure?**

Note these down. Note down what control measures you already use. For these jobs, *how likely is any harm to workers' health?*

- **Are there any areas of concern – eg, from the Accident Book?**

Examples include burns from splashes, nausea or lightheadedness from solvents, etc

HSE Has provided specific guidance on COSHH assessment called **A step by step guide to COSHH assessment**.

You can apply this to substances hazardous to health. More detailed guidance is in the free booklet on working with substances hazardous to health, **Working with substances hazardous to health: What you need to know about COSHH**.

Safety data sheets provide information on substances that are 'dangerous for supply'. Other substances should have instructions for safe use.

By law, your supplier must give you an up to date safety data sheet for a substance that is 'dangerous for supply'. Safety Data Sheets are often hard to understand, though the *COSHH Datasheet Basics* explanation helps.

Keeping a copy of the safety data sheet is *not* a COSHH assessment.

Control measures to prevent or limit exposure to hazardous substances

The objective of COSHH is to prevent, or to adequately control, exposure to substances hazardous to health, so as to prevent ill health. You can do this by:

- Using control equipment, eg total enclosure, partial enclosure.
- Controlling procedures, eg ways of working, supervision and training to reduce exposure, maintenance, examination and testing of control measures.
- Worker behaviour, making sure employees follow the control measures.
- Changing how often a task is undertaken, or when, or reducing the number of employees nearby, can make an improvement to exposure control.

See, *Working with substances hazardous to health: A brief guide to COSHH*.

You should also look at the HSE REACH web pages for information about what the Regulations mean for users of chemicals.

Control equipment

Control equipment can be general ventilation, extraction systems such as local exhaust ventilation, enclosure, or where the air cannot be cleaned, refuges and respiratory protective equipment.

Other control equipment includes spillage capture, decontamination, clean-up procedures and *personal protective equipment* (PPE).

Ways of working

Control through ways of working includes operating procedures, supervision and training.

It includes emergency procedures, decontamination and 'permits to work' for tasks such as maintenance.

It also means testing all control measures regularly – equipment, ways of working and behaviour – to make sure that they work properly.

You should keep records of examinations, tests and repairs to equipment for at least five years. This helps to identify any trends or variations in equipment deterioration.

Worker behaviour

Where control measures are in place it is important to use them properly. This includes:

- Wearing any PPE necessary.
- Using control equipment.
- Following hygiene procedures.
- Warning supervisors if anything appears to be wrong.

Personal protective equipment (PPE)

Employers are responsible for providing, replacing and paying for personal protective equipment.

PPE should be used when all other measures are inadequate to control exposure. It protects only the wearer, while being worn.

If it fails, PPE offers no protection at all.

Types of PPE

- Respirators
- Protective gloves
- Protective clothing
- Protective footwear
- Eye protection

When deciding about PPE, ask the supplier, your trade association or the manufacturer the following questions:

- *Is it suitable for the conditions of the job?*
- *Does it offer the right level of protection?*
- *What sort of training or maintenance is required?*
- *How do I know when it needs replacing?*

It is important that employees know why they need PPE and are trained to use it correctly. Otherwise it is unlikely to protect as required.

- *Does it fit correctly?*
- *How does the wearer feel? Is it comfortable?*
- *Are all items of PPE compatible?*
- *Does PPE interfere with the job being done?*
- *Does PPE introduce another health risk, eg overheating, entanglement with machinery?*
- *If PPE needs maintenance or cleaning, how is it done?*

When employees find PPE comfortable they are far more likely to wear it.

COSHH: frequently asked questions

COSHH assessment

- *I have just completed COSHH essentials, is this sufficient to use as my COSHH assessment?*

COSHH essentials produces generic advice.

The legal requirement is that the risk assessment must be suitable and sufficient, so check that the downloaded sheets fully describe the task you do. If so, follow the advice in the sheets. Otherwise, think about how else you could use the advice to avoid workers health being harmed. You should take into account any information you have on levels of exposure, such as the results of monitoring, or health checks.

For further information see the HSE publication *A step by step guide to COSHH assessment*.

- *Does my employer have to provide me with a copy of the COSHH assessment?*

Employers must provide information about the hazards, risks and control measures, and instruction and training to use the control measures.

All employers must carry out a risk assessment and those employing five or more employees must also record significant findings. This record needs to be accessible so that safety representatives, inspectors, etc. can examine it.

You can find further information on working with hazardous substances in the HSE publication *Working with substances hazardous to health*.

COSHH: frequently asked questions (cont'd)

- **How do I carry out a COSHH risk assessment?**

Gather information about the hazardous properties of the substances, the work, and the working practices (or find out what the problems are).

Evaluate the risks to health and decide on the necessary measures (to comply with Regulations 7–13 of COSHH)

Record the assessment (if you have 5 or more employees)

Decide when the assessment needs to be reviewed

- **How often should I review a COSHH assessment?**

An assessment should be revisited to ensure that it is kept up to date and an employer should do this regularly. The date of the first review and the length of time between successive reviews will depend on type of risk, the work, and the employers judgement on the likelihood of changes occurring.

The assessment should be reviewed *immediately* if there is any reason to suppose that the original assessment is no longer valid, eg evidence from the results of examining and testing engineering controls, reports from supervisors about defects in control systems.

The assessment should also be reviewed *immediately* if any of the circumstances of the work should change significantly and especially one which may have affected employees exposure to a hazardous substance

The requirement is for a *review* of the assessment. This does not mean that the whole assessment process will have to be repeated at each review. The first purpose of review is to see if the existing assessment is still suitable and sufficient. If it is, then you do not need to do any more.

If it appears that the assessment is no longer valid, it does not mean that the whole assessment has to be revised. Only those parts that do not reflect the new situation need amending.

Whether or not there is any real change in the situation, there is an absolute requirement to review the situation on a regular basis. Without this, there is a danger that gradual change over a period of time goes unnoticed and the assessment becomes unsuitable and insufficient by default.

- **How do I carry out a COSHH assessment for a substance that does not have a Safety Data Sheet, for example dust?**

Some substances are process generated, for example wood dust produced from sawing wood. Employers should regard a substance as hazardous to health if it is hazardous in the form in which it occurs in the work activity. You should find out if there are any health effects associated with working with the hazardous materials identified and look at how workers could be exposed, for example do you use a dry brush to sweep up dust? Use this information to evaluate risks to health and minimise exposure by taking sensible measures, such as using a vacuum cleaner instead of a brush, or keeping lids on containers.

Safety data sheets

- **How do I get safety data sheets and how do I use them?**

If a substance is dangerous for supply, the supplier must send you a data sheet when the product is first ordered, if the formulation changes, or if you ask for a sheet. If it is not dangerous for supply the supplier should include instructions for safe use with the package. Report suppliers who refuse to provide safety information to HSE.

- **We have the Safety Data Sheets for all of our hazardous substances; do we still need to carry out COSHH risk assessments?**

YES. A good safety data sheet (SDS) does not substitute for carrying out and recording a COSHH risk assessment. Gathering SDSs is only the first stage in the assessment process. The SDS will provide information on the hazardous properties of the substances you are using, any health effects associated with its use, how likely it is to get into the air or onto the skin, and what risk reduction measures you should use to control exposure to an acceptable level. However, it will not be specific to your workplace and cannot take into account the particular environment you work in. Working with substances hazardous to health[6] provides more information

Keeping records

- **What needs to be included in a record of health surveillance?**

Record:

- The persons name and National Insurance number
- The substance they are exposed to, and when (start date, frequency of use)
- The surveillance test that is done on them, and the tester
- The outcome: eg *passed/retest/failed* (but not the test data).

Remember that a Health Surveillance record is different to a medical record.

Medical records are generated by a health professional, namely a Dr or Nurse, who is competent as regards the hazard, risks and likely health effects. The information contained in a Medical Record depends on the nature of the medical carried out.

In addition, the Medical Record is medical-in-confidence material and it is the responsibility of the health professional that has created it to ensure that nobody else gets access without informed consent from the individual whose medical record it is.

- **What do I do with medical records if my company is going out of business?**

They can be offered to HSE Employment Medical Advisory Service personnel locally.

Alternatively it can be given to the employee/patient or, with their consent, to their GP as information that may be useful in future.

COSHH: frequently asked questions (cont'd)

- **Do we need to record COSHH assessments on a specific form?**

No. Risk assessments may vary in their complexity, so you are free to use something that works for you. However, make sure you cover the key points:

- what are the dangers, and to whom, doing what task
- what control measures could prevent harm
- using these control measures and checking that they work.

Working with hazardous substances

- **What is a substance hazardous to health?**

A substance hazardous to health is a substance or preparation (mixture) with the potential to cause harm if they are inhaled, ingested, or come into contact, or are absorbed through the skin.

The COSHH Regulations apply to any substance:

- Which is listed in Table 3.2 of part 3 Annex VI of the CLP Regulation and for which an indication of danger specified for the substance is very toxic, toxic, harmful, corrosive or irritant.
- For which the Health and Safety Executive has approved a Workplace Exposure Limit.
- Which is a biological agent.
- Which is dust of any kind, except dust which is a substance within a) or b) above, when present at a concentration in air equal to or greater than 10 mg/m³ as a time weighted average over an 8 hour period of inhalable dust or 4mg/m³ as a time weighted average over an 8 hour period of respirable dust.

- Which, not being a substance falling within sub-paragraphs a) to d), because of its chemical or toxicological properties and the way it is used or is present at the workplace creates a risk to health

- **Do the cleaning chemicals have to be kept in a locked cupboard?**

Locking up cleaning chemicals is sensible if vulnerable people such as children or learning-impaired persons are able to gain access to them.

- **I work with chemicals, but the employer has no procedures in place to control the exposure to them. What can I do?**

Report the matter to your local HSE office or Local Authority Environmental Health Officer. You can do so anonymously.

- **What are the ventilation requirements when working with hazardous substances, what do the regulations require?**

Ventilation of the building – you need good general ventilation, which normally means five to 10 air-changes per hour – talk to a heating and ventilation engineer.

Ventilation of a process, usually called local exhaust ventilation (LEV) means extracting any gas, vapour, fume, mist or gas from a source of airborne contaminant. The rate of extraction depends on the size of the source. The shape of the hood that collects the contaminant cloud depends on the speed and direction of the contaminant cloud. You need to talk to a competent person.

Don't forget that ventilation has little effect on exposure of, or through, the skin.



HEAT IN THE WORKPLACE over the summer months has reminded everyone of the need for better regulations on temperatures. The BFAWU is at the forefront of making a healthier and safer working environment (the Foodworker is from Winter 2011!). Here is an update on our Campaign up to date.

Maximum Working Temperature

The campaign for a maximum working temperature received a good deal of exposure over the summer, with the Early Day Motion (EDM 414) tabled by **Linda Riordan, MP** and with 29 notable signatories, being picked up by several national and local media outlets.

This reiterated the position of the **Cool It! Campaign** that, once temperature reaches the maximum limit, then control measures must be implemented to reduce the heat and/or the effect of the heat on the employee.

The campaign continues to highlight the fact that high temperatures can impact seriously on their health and well-being of workers, with the resulting reduction in cognitive function and attention span being a contributing factor to workplace accidents and even fatalities.

It was agreed at the Parliamentary Group Meeting that the Group should

therefore re-contact the Labour front bench to request another meeting with Ed Miliband, whom we met over 18 months ago and who previously indicated an openness towards the policy.

Since then we have brought together a coalition of sympathetic unions, met with Toby Perkins – Shadow BIS Minister, conducted an on-line survey of union members, and got off the record support from key producers. A letter from the Group has subsequently been sent to the Labour leader and we await the response.

Clearly we are not going to make any progress on this issue under the present Government but as we approach the run-up to the next General Election we need Labour to drive forward towards a clear policy commitment to introduce a statutory limit to a maximum workplace temperature 30°C (86°F) (27°C for those doing strenuous work) at which control measures come into force.

GLYPHOSATE IN BAKERY PRODUCTS

GLYPHOSATE IS THE MOST WIDELY USED WEEDKILLER in the world but its safety is being challenged despite being passed as 'safe' for forty years .

Glyphosate is sold in many formulated products. The best known of these is Monsanto's *Roundup*. As the TV advert says, Roundup is taken up by the whole plant and kills it – above and below ground.

Its ability to kill off troublesome weeds has made it very popular with farmers, public authorities and gardeners. In the mid 1990s Monsanto introduced their *GM Roundup Ready* varieties of maize cotton, soya beans and oilseed rape in the Americas and more recently sugar beet and alfalfa. These are genetically modified to withstand glyphosate and allow farmers to spray growing crops and kill off weeds without killing the entire crop.

However, as Roundup-Ready crops became the norm in North and South America, farmers became very reliant on glyphosate to control weeds. Very quickly the weeds evolve resistance and, within a few years, many problem weeds could no longer be controlled in RR crops and some cotton growers have had to resort to hand pulling the most noxious weeds to prevent their seed from spreading.

In 2012, 49% of all US farms reported having glyphosate resistant weed on the land. The biotech industry's response depends on even greater use of chemical weedkillers. So far nine different weedkillers are approved for use with GM crops to enable US farmers to combat glyphosate resistant weeds. The promised reduction in pesticides use has not happened and the amount applied in the US is now 7% higher than before GM crops were introduced in the mid 1990s.

The use of Roundup directly on RR crops means that pesticide residues are more likely to occur in food than when it is used on weeds alone. To accommodate this, the legal limit for glyphosate residues have been raised , eg, for soya beans in the US the maximum permitted is now 400 times what it was in the early 1990s.

Some non-GM crops, for example, wheat, oats, lentils and peas, are also sprayed directly with glyphosate just before they are harvested. This allows grain to dry more evenly and kills

off weeds, making harvesting easier. As with RR crops this means the legal limit for glyphosate residues in these crops has also had to be raised.

Consequently residues are found in food produced from these crops. Recent Defra surveys have found that glyphosate frequently turns up in bread, flour, other bakery products, cereal bars, lentils and other pulses. Last year 45% of wheat grain samples in the UK contained glyphosate residues. None of the wheat sampled exceeded the maximum level permitted but imported lentils did cause a problem in 2011. The solution, as ever, was to raise the residue limit to make things legal again.

The safety of glyphosate residues for health is a matter of fierce scientific debate because of the lack of testing of the weedkiller for long term low level exposure. Those living near RR soya estates in S.America are particularly vulnerable because of spray drift from field into homesteads and in the Argentine soya belt increases in rates of birth defects have been recorded.

The massive use of glyphosate is also being linked with the decline in frogs and the Monarch Butterfly in the US. In the latter case, it is not toxicity that is the problem but the weedkiller's destruction of the caterpillar food plant. This is being blamed for a 20 year decline in the butterfly's population.

None of the UK Defra samples in 2012 were over the legal limit for glyphosate but evidence from independent studies indicates that the weedkiller and other chemicals used in formulations are injurious to health at very low concentrations. However more than half wheat samples taken in 2012 contained no glyphosate, showing it is possible to grow this staple crop without the food it produces containing glyphosate residues.

Will anything be done to prevent residues? Probably not unless enough people complain that they don't want glyphosate in their bread and cereal bars and demand an end to the practices that make this happen.

Pete Riley
GM Freeze



WIND TURBINES ARE THE WINDMILLS of the future but instead of crushing the husk, they produce large amounts of electric power. Get more than one in a field and you have started your own farm – reaping natural resources, to produce much-needed power in a fast developing world. The use of wind turbines has increased by 25% but still only produces a small proportion of the world's energy.

Wind is a clean source of renewable energy that produces no water or air pollution, and while the wind is free, any operational costs are nearly zero, once they are erected. There are now thousands of these wind farms in many countries around the world, reducing the carbon footprint of these countries, lowering the amount of fossil fuels that they use. Should the UK promote this energy or go with the chosen few that say they are an eyesore to the natural beauty of our country? I believe that we should promote this kind of energy for the benefit of all of us, as most of the turbines are in the hills or out at sea, as this gets the best effects of the natural resources.

Scientists claim they are inventing something new, but the truth is that we have been using wind power for centuries, whether it was used for transportation, with boats and balloons, turning the windmills to grind grains, pump water from wells or, as now, for an important use of energy.

The turbines turn into the wind, and then the rotor blades turn a low speed shaft that turns a gear box which spins a generator, that creates the electricity. This is then either stored in batteries or used in the National Grid.

Wind can be found in all regions of the world whether in the Sahara desert or at one of the poles, it's the most natural resource that the world has.

In the wake of the Fukushima nuclear disaster in 2011, Germany embarked on a massive expansion of renewable energy. The government there decided to phase out atomic plants and increase the opportunities for green power, which is totally different from that of our Tory government who have just sealed a new deal with EDF Energy Company to invest in a new nuclear plant.

Offshore wind turbines could, in the future, provide new fish breeding grounds for the over-fished waters around our coast – using the waters and the turbines either as fish farms or as an artificial reef to attract fish to breed. To see these from the shore is a magnificent sight to see, with the Ferries passing them on the way to Ireland, and the Isle of Man in the Irish Sea.

There are 19 offshore wind farms around the UK producing around 10% of our energy needs. There are dozens of wind farms in the hills and now people are having their own small wind turbines in their gardens or fixed to the roof of their homes.

These home wind turbines produce enough energy to run a home with a little over, which can go into the National Grid to give them a small income. The wind only has to blow at a speed constantly over 5 miles per hour to achieve this. If there is no wind, then no electricity is produced. Any electricity that has been over-produced when the wind is blowing is saved in batteries to use at a time that it is needed. This must be a cheaper way of producing energy, a lot safer and greener.

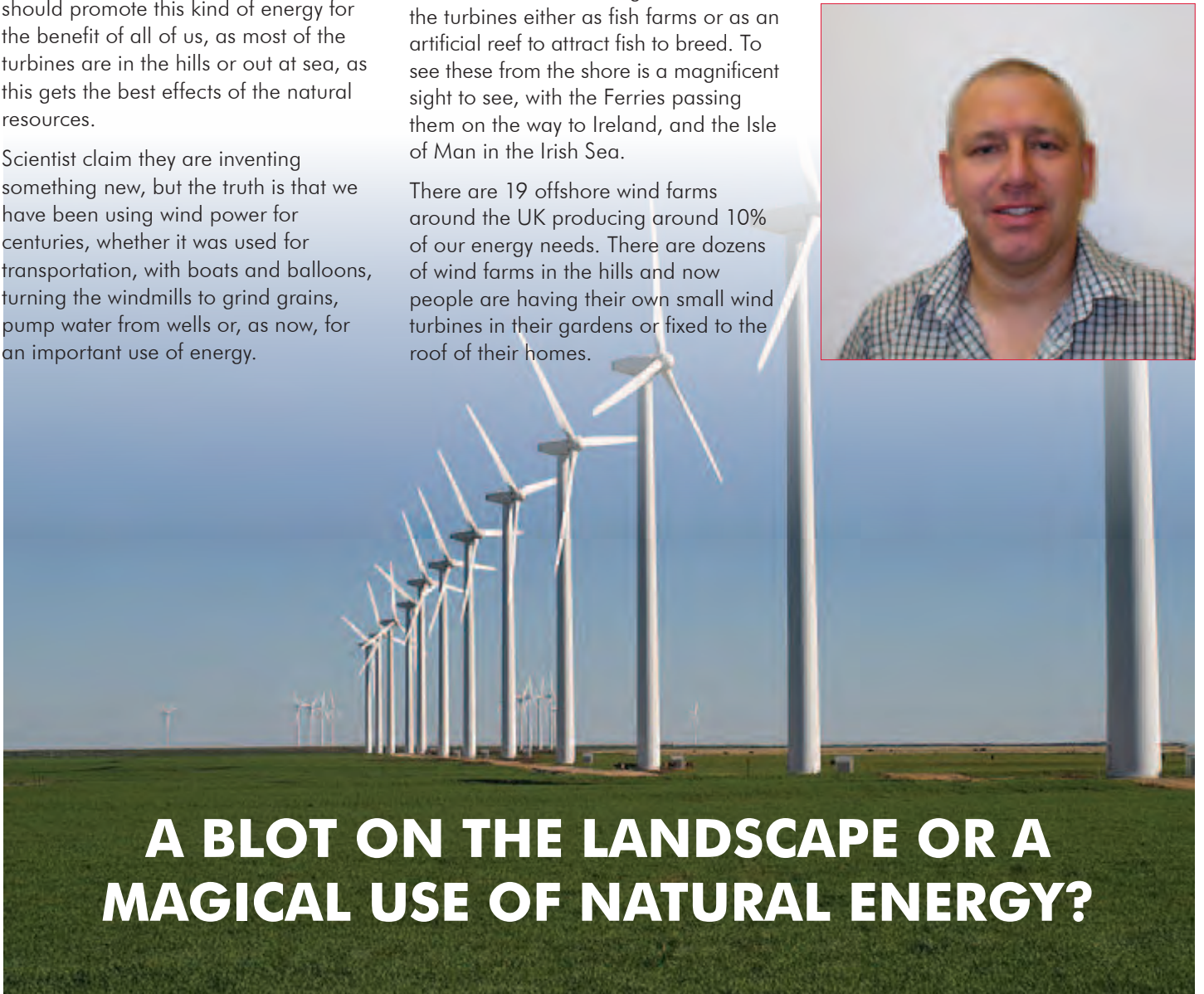
Every time that I see these wind turbines it reminds me of the novel of Don Quixote and his acts of chivalry in the plains of Spain.

To me this is not a blot on the landscape but a magical use of natural energy.

Peter John Fox
National Vice President



**A BLOT ON THE LANDSCAPE OR A
MAGICAL USE OF NATURAL ENERGY?**



The company made you promises, and everything seems fine
 You've shown them what you're made of, as you crossed the picket line

You're working, and you're earning to buy your weekend wine
 But to work and get that money, you crossed a picket line

THE PICKET LINE

Perhaps you don't feel guilty, no morals to define
 Whichever way you look at it, you crossed a picket line

Perhaps at last you're thinking, I know this job is mine
 But don't forget the role you played, you crossed a picket line

Those people fighting for you, with principles that shine
 Are struggling even harder, now you've crossed that picket line

Workers join together, and with unity entwined
 Do not succumb to pressure, and cross a picket line

There's nothing we can't overcome, our strengths we can combine
 There's nothing more degrading, than to cross a picket line

Bill Clegg (ex-Warburtons, Shaw)



REGION 4 40 YEAR AWARDS

SEVERAL PEOPLE IN REGION 4 have been awarded 40 year and 20 year badges.

Sheila Kerrigan (left), who works for Greggs and **John Fitzpatrick** (right), the EC member for Region 4, were both presented with their **40 year badges** and **Free Cards** at the Regional Council meeting in October by The General Secretary, Ronnie Draper, who himself achieved 40 years membership this year.





CHARITY? PIECE OF CAKE!

BFAWU MEMBERS AT MANOR BAKERIES – home of Mr Kiplings and Lyons cakes – organised a homemade cake baking event as part of ‘the World’s biggest Coffee Morning’ for the Douglas Macmillan Cancer Support Group, raising over £290.

So that ‘everyone facing cancer can have a Macmillan team in their corner’, **Margret Garnham** and **Sue Lawton** inspired home baking from themselves and colleagues, bringing cakes into work to sell for charitable donations.

Margret said: *‘I think its really nice how people have contributed with donations and also brought in cakes. It shows a generous spirit for a good cause.’*

The event – which took place on 27th September within the works amenities block – saw sweeping generosity met with home baking par excellence that even Mr Kipling would be proud of.

Sampling the brought in from home treats, staff took time out from some ‘cake

making’ to ‘cake tasting’, grabbing ‘a coffee and a cake’ to further sweeten up the day.

Caked up to the max, the exceedingly long list of cakes included pineapple cream, coffee, chocolate fudge, Victoria sponge, scones, crunchies, apple pies, cup cakes, iced Victoria sponge and banana and chocolate sponge cake.

Margret, whose tempting creations included Victoria sponge, chocolate fudge cake and scones, added: *‘I’d sold 3 before I’d even baked them – and they gave me the money too!’* Selling like hotcakes indeed...

Sue said: *‘Dougie Mac has had a lot of national media coverage on the TV and radio and we’re pleased to have been able to put ‘the icing on the cake’ with our own local twist.’*

The ladies added that, subject to the green light, future events for other charities, such as those that support heart and liver failure, were also a possibility.

HAIR-RAISING EVENT AT MANOR BAKERIES, STOKE!

A BFAWU MEMBER has spun her way to success for the UNHS by taking part in a wig-tastic charity event benefiting cancer patients.

Hayley Cooper, who works at Manor Bakeries, Stoke, made her teaching debut assisting a spinning class of 28 people for **Fresh Hair Wigs**, raising funds for the University Hospital of North Staffordshire (UNHS).

Fresh Hair Wigs offers a state of the art wig salon in the hospital for cancer and dermatology patients, offering a wide range of wigs that can be styled and fitted to tailor-made requirements. They regularly promote fund raising events that have included the Charity Summer Ball at The Britannia Stadium, home of Stoke City Football Club.

Dressed for success wearing wigs, tu-tus and with gentleman posing as ladies, Hayley raised awareness of the spinning exercise at the exceedingly good cake factory and spun around the factory collecting goodwill donations.

Raising over 200 pounds, fellow spin doctors at the Fenton Manor Gym based event took an overall collection of over 1700 pounds, receiving publicity from Stoke City’s ambassador as well as local newspaper, *The Sentinel*.

A self-confessed fitness fanatic and now a *Vibe Spin* qualified spinning instructor, Hayley said: *‘We always like a challenge and it meant a lot to me personally that everyone at Manor Bakeries were all behind the cause and gave so much. People are working to make a living, but this kindness makes a genuine difference to those who need it most’*

She added: *‘Fenton Manor gym were very supportive also, through providing facilities and time.’* The ‘spinsters’ do a charity event yearly, with a two hour spinning class that’s just for fun in 3 happening weeks time.

For more information on **Fresh Hair Wigs** visit:
www.uhnscharity.org.uk



BFAWU OFFICERS AND REGIONAL ADDRESSES

Head Office (email: info@bfawu.org)

Mr. R. Draper, General Secretary
email: ronnie.draper@bfawu.org

Mr. Ian Hodson, National President
email: ian.hodson@bfawu.org

Stanborough House, Great North Road,
Stanborough, Welwyn Garden City,
Hertfordshire AL8 7TA
Tel: 01707 260150/259450

Also Credit Union

Tel: 01707 259455
email: admin@bfawucreditunion.co.uk

No.1 Region (email: region1@bfawu.org)

Mr. S. Finn – Regional Officer
Mobile: 07739 326001
email: steve.finn@bfawu.org

Mr. F. Loveday – Organising Regional Secretary
Mobile: 07739 326002
email: frank.loveday@bfawu.org

Mr D Hunt – Organising Regional Secretary
Mobile: 07793 911326
email: dave.hunt@bfawu.org

Sinclair House
Unit 9, 66 Willoughby Lane
Tottenham
London N17 0SQ
Tel: 0208 801 0980

No.2 Region (email: region2@bfawu.org)

Mr. D. Dash – Regional Officer
Mobile: 07739 326003
email: dave.dash@bfawu.org
Mr. G. Johnston – Organising Regional Secretary
Mobile: 07739 326005
email: gary.johnston@bfawu.org
Mr. J. James – Organising Regional Secretary
Mobile: 07739 326004
email: john.james@bfawu.org

19a West Bute Street
(Rear) The Courtyard, The Docks
Cardiff
CF10 5EP
Tel: 02920 481518

No.3 Region (email: region3@bfawu.org)

Mr. A. D. Lewis – Regional Officer
Mobile: 07739 326006
email: tony.lewis@bfawu.org
Mr. G. Atwall – Organising Regional Secretary
Mobile: 07739 326009
email: george.atwall@bfawu.org

Mr. J. Higgins – Organising Regional Secretary
Mobile: 07739 326012
email: john.higgins@bfawu.org
c/o Thompson's Solicitors
McLaren Building
35 Dale End
Birmingham B4 7LF
Tel: 0121 237 3720

No.4 Region (email: region4@bfawu.org)

Mr. R. Streeter – Regional Officer
Mobile: 07739 326011
email: roy.streeter@bfawu.org
Mrs. P. Nazir – Organising Regional Secretary
Mobile: 07739 326013
email: pauline.nazir@bfawu.org
Mr G Atkinson – Organising Regional Secretary
Mobile: 07834 930002
email: geoff.atkinson@bfawu.org

348 Chester Road
Cornbrook
Manchester
M16 9EZ
Tel: 0161 872 6621

No.5 Region (email: region5@bfawu.org)

Mr. A. Milne – Regional Officer
Mobile: 07739 326014
email: alan.milne@bfawu.org
Mr. I. Wood – Organising Regional Secretary
Mobile: 07739 326016
email: ian.wood@bfawu.org

Mr. S. Vickers – Organising Regional Secretary
Mobile: 07739 326017
email: sam.vickers@bfawu.org
10 Greenside
Pudsey, West Yorkshire
LS28 8PU
Tel: 01132 565925

No.6 Region (email: region6@bfawu.org)

Mr. M. Hanlon – Regional Officer
email: martin.hanlon@bfawu.org
Mr. J. Martin – Organising Regional Secretary
email: john.martin@bfawu.org
2 Tower Road
Clondalkin Village
Clondalkin
Dublin 22

No.7 Region (email: region7@bfawu.org)

Mr. W. Gallagher – Regional Officer
Mobile: 07739 326020
email: billie.gallagher@bfawu.org
1st and 2nd Floor
157 Bloomfield Avenue
Belfast BT5 5AB
Tel: 02890 454242

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

Head Office
Stanborough House, Great North Road, Stanborough,
Welwyn Garden City, Hertfordshire AL8 7TA

I, the undersigned, would like to know more about the benefits of membership of the above Union:

Name (Block letters)

Address

..... Postcode

Where at present employed

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.