



GETTING OUR VOICES HEARD



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SARAH'S
 OPENING
 ADDRESS TO
 CONFERENCE

"...we still have a lot of work to do to turn membership around, improve finances and rebuild our union so it's here long after any of us have retired, but together we absolutely can do it, by trying new things and working together.."

sarah.woolley@bfawu.org

CONFERENCE, I CAN'T QUITE BELIEVE WE are here again, it doesn't feel like 12 months ago since we were last here does it? But what 12 months we have had, right?

We finished last year with 300 more members than we started – a big chunk of that was work in Region 1, so well done Frank, Haroon and all the Branch Secretaries and reps but also **Branch 600**. Membership has continued to grow in that branch since they came over to us early 2023.

The reps are active, they are running campaigns, they put us together such a big piece for the annual report that they had to have their own booklet! Some of the issues they face, I think it is fair to say, are complex – but together we are challenging bad practice in an industry that is full of exploitation, bogus self-employment, properly dodgy people running clubs and platforms who have a lot of money and aren't used to trade unions challenging them, together with a lot of vulnerable people who probably need to be organised and unionised more than anyone.

Yet for years the trade union movement has turned their back on them – because its easier to demean women and people who find themselves in the very broad church of the sex industry for many, many different reasons, than to fight to ensure they have access to basic health and safety, are recognised as workers rather than be forced into bogus self-employment contracts leaving them at the will of people with more power and influence to exploit them and just generally treated as a dirty secret.

The sex industry is the oldest industry in the world and workers within it deserve dignity and respect and to expect to be as safe at work just as anyone else in this room, our union or the wider movement does.

We have had a few firsts in the last 12 months for our union:

- We put in for the **TUC Communications Awards** in 3 categories. We didn't win any (I mean we were up against unions with departments bigger than our total staffing numbers just dedicated to comms), but we got some great feedback that has helped shape things we have produced since.
- We are now recognised as a **Real Living Wage Employer**, because how do we hold the employer where each of you work to that standard if we aren't there ourselves? We have to practice what we preach as a trade union, there is still a lot of work to do internally around policies and other things but we are constantly working on them in the background.
- We have signed up to *Can't buy my Silence's* **Business Pledge** because there isn't a trade union one yet – this commits us to *not* using non-disclosure agreements or clauses to stop anyone in our organisation raising complaints or discussing incidents of sexual harassment, abuse or misconduct, discrimination, retaliation, bullying or other harassment, either at the point of hiring, termination or any other stage.





Speaking of our National President, Ian absolutely wiped the floor with the McDonalds CEO at the select committee last November over the shamefully toxic culture within McDonalds and the lack of action to change it or support the hundreds of predominantly young women who came forward to the BBC. **Nikki Pound** from the TUC was also fantastic and we thank her for her support with that and you know we have **Gareth Lane** to thank for linking that together initially too. He was the one who elevated our members voices and got us in a digital room with the BBC.

We held a parliamentary event showcasing the **Food and Work Network** which we had the idea about and has come to life over the last 18 months and continued to develop and come together with the help of **Michael Calderbank, Tommy Kane** and **Alex Colas**

We have reached out to our retired and free card members asking them if they still want to be involved in the union – there were over 400 that we wrote to, and I will be honest I was only expecting a handful of replies. We received 177 responses which is fantastic and really cemented the position that building a retired members network is absolutely the right thing we should be doing.

We've reached out to as many district branch members that we have accurate email addresses for and invited them into WhatsApp groups and asked them if they want to organise their workplace and what support they need – signposting some to **Organise now** and others to information to set them off building membership, because there is so much potential in those district branches for workplaces branches of the future and we need to set them off in the right way, organising, being active and creating structures as they grow.

We created our very own **Bakers Dozen Manifesto** booklet, put together from asking you what is important to you in your workplace and community. I would strongly urge you to read it and use it when deciding who to vote for on the 4th July..

We had discussions with the **Rosa Luxembourg Foundation**, London Office, about the potential for a *Political Economy and Organising* course, which led to a pilot being run in November and a further 2 courses run last month. 45 people have attended, they have heard far more about my background than I thought I would be sharing and seen me cry after watching 'Nae Pasaran' and again after the appreciation circle to close the sessions.

But how great have they been – learning about the different economic policies implemented and imposed, the impact of changing the power dynamic and creating crises, how we should [and I sound like a broken record, Conference as I say this all the time], how we should be shouting about our wins and using those wins as opportunities to organise – people don't join the union because of the paid officials, **they join because the difference you make as reps in your workplaces.**

And at last count those 45 people have recruited 150 people already and that's only the ones where we have been able to track them via names on the forms or seeing them. **Deborah** and **Joe** have even joined the BFAWU themselves on the back of meeting and spending time with our fantastic reps!

A huge thanks to Deborah, Joe, Lou, Eva and especially Rafael coming over from the America to support us growing our union. I am excited to see how many more members we will make on the back of the courses and there is another funded one yet to run so watch this space.

What else have we done?

We have engaged our members at Greggs, the biggest single employer opportunity for us. If we reach 50% density in the retail side of Greggs, we will *double the union* – we have some work to do to get there, but the plan is to utilise the 'spider web' technique that Nigel Flanagan talks about, empowering our reps to take ownership of their patch of members, create a constant 2-way of communication so members are feeding into what is being raised.

They are getting information back from the union and this is supported by focused emails talking about the work we are doing in Greggs. We are focusing on our *driver* members who have felt neglected, but we now have strong voices representing drivers on the National Committees within Greggs and on our Executive Council. So, they are very much no longer ignored at all. The comms are working as we have people reaching out about becoming more active in the union, becoming reps or supporting the ones that we have and that will continue to develop and grow, with the support of online check off joining the ability to sign up as a member will just get easier too.

We have been involved in campaigns around challenging *minimum service levels* and more recently around *making equality real* and *making austerity illegal* – look out in the post-Conference Foodworker for more information on that. We have been organising MOWI up in Scotland, gaining recognition at WARP foods, pushing for members at Finnebroughs in Northern Ireland, doubling membership in Valeo foods in Norwich and the creation of *Pour not Poor* in Wales.

And between all that we are still negotiating wage deals for our members, challenging poor employers and supporting our member with legal cases.



I want to finish on this..

I was talking to another trade union executive a few months ago, about my journey from Greggs to GS and in the Q&A someone asked, and I am paraphrasing here, they asked how to describe what a union rep is to someone who hasn't got the background of activism some of us have, or are new into it, and I thought that my answer would leave you with food for thought..

We have all worked with someone going through a rough patch – come to work covered in bruises, not bringing a pack-up anymore, stopped coming on work nights out, been quieter than normal, or just looking a little rough around the edges, I am picturing in my mind as I am saying this people I have worked with in those situations.

Being a trade union rep, means to me, making the situation better for those people, and everyone else without them having to ask, changing the world for one person at a time as a bare minimum – pushing for free tea and coffee in the workplace or even toast so that bringing your own snap isn't needed or free sanitary products so makeshift ones aren't created because things are so tight, negotiating pay deals that mean it's a little easier to get through the week or the month, taking the time to check in with members, *How are the kids? Is your partner out of hospital? Are you eating OK?* and pushing for better.

It means recognising that, just because you're alright, it doesn't mean everyone is, and not just focusing on achieving what you want, but what will improve the lives of those around you and those you can't see who are facing different issues.

That for me is what being a union rep, or union official is about, not about coming to Conferences or getting out of work, but about fighting to improve people's lives, one person at a time



Conference we have a lot of work still to do to turn membership around, improve finances and rebuild our union so it's here long after any of us in the room have retired, but together we absolutely can do it, by cutting our cloth accordingly right now, trying new things and working together.

Enjoy Conference, respect each other's differing opinions, debate well, and learn lots in the fringes

Solidarity

Sarah



NATIONAL PRESIDENT IAN HODSON

"Trade unionism and the reason we combine is about supporting one another to get better wage conditions and improve workers' lives. It's not for some of the working class but for all of us."

ENGLAND BURNS AS I write this article; meanwhile, the man whose name is chanted as some white messiah is enjoying the Sun in Cyprus, trying to turn brown with his family while his followers terrorise families in the UK for being black or brown, white supremacy is mainstream the media calls it legitimate concerns about too many immigrants coming into the country and completely ignores the fact the targets of this extreme hate are the families that have heritage that goes back for generations in the UK.

Following a general election that ramped up so-called Britishness and ramped up the rhetoric on immigration to win the votes after decades of poison poured into people's ears about why the country was failing, I can't say I'm surprised at what we are seeing.

Idiots will always be mobilised to do the bidding of the masters. They tug their forelocks and say, "Yes, sir... It's my duty to follow what you say and do as I'm told because I'm incapable of recognising that my actions maintain my lower class sub-servant status, forcing me to accept my impoverishment and allowing it to impoverish my future generations."

You can trace back throughout our history and see how the powerful have consistently undermined the fight for equality and ending poverty by using useful idiots within our class to stop us from securing the future we all deserve. *Patriotism*, they call it, values tradition, and it's lapped up today.

Our Britishness makes us burn down libraries because books are the enemy. We burn down Mosques because, in 2019, we won our country back by electing someone who was one of us as PM, a man who partied while your nan died due to political failure, during the Covid crisis as for his oven-ready deal that actually created a small boat crisis that is the catalyst for all of these so-called legitimate concerns.

The reality is people who voted Tory have got what they voted for, but of course, accepting that you voted for it doesn't really sit well with those who chose to vote against their interests because, once again, they were herded like sheep to vote to keep power in the hands of the few rather than for someone that wanted to actually build a fairer more equal society.

Trade unionism and the reason we combine is about supporting one another to get better wage conditions and improve workers' lives. **It's not for some of the working class but for all of us.**

Some within our membership hold the view that it's easier to blame those who look different to us rather than organise to win better pay and conditions and wonder why they struggle. It's not hard to see why the bosses love a workplace divided and cannot make any real change and get a fair share of the profits your labour creates.

As trade unionists, our duty is to stand with each other – not just with the ones who look like us but with each of us, and to reach out to those not in the union to build our strength to win a better future we all share. It's our duty now as human beings to support each other against the rising tide of Fascism and defend our communities from the politics of hate. This ideology slaughters the innocent for being different from them.

No one is born hating others. It's taught. However, my education taught me that inclusivity breeds success and that we are stronger together than we are divided. I'm not religious, but I know and respect the many who are. I'm not gay, but I understand that whom we fall in love with is a right we are born with, and we have a right to choose the lives that make us happy. I am white, but that's just how I was born due to the area of the world I was born in due to nature. I don't have a flag I am attached to as I'm a member of the global human race, and we don't have a flag that represents us.

The flag used to whip up nationalism usually is a representation of some historic battle and victorious grouping who stole the land from another and gave it to us because they tell us we have to be proud of it.

I don't have a king to bow down to, but I understand that some do and respect their right to do so, I prefer to put my faith in humanity and those that inspire me. The hardship we suffer is not due to migrants. It's not because we are full and overrun by migrants, you can't get a GP appointment, but the deliberate act of defunding by the Government of our NHS because its agenda has been to get more privatisation into it to allow profit to be made from its backers and its friends.

The housing issue isn't because people came here to rebuild the country following the Second World War. It's because the political parties sold off our council housing and haven't built any replacements for decades – because it's more profitable to create a new class of landlords whose wealth is created by supplying, in too many cases, a substandard rented sector. They say social cohesion has broken down because these migrants haven't integrated yet. In every workplace, we have people from different backgrounds who stand up for each other and every dispute this union has ever had proves it. But it doesn't end there. Migrants have helped shape so many positive aspects of how we live. A Friday night is still going to the pub, but we now have a choice of foods available from the different communities that have shared with us their wonderful food, which has become how we go out on dates or spend evenings with our family.

Our country has been enhanced – not been made worse – by our fellow human beings from different places.

Not all immigrants worship Islam. Some are Christian, some Jewish or follow other religions and some have no religion. In the UK you can choose to be religious or not. Those who recognise the Catholic religion don't question why Nuns dress the way they do, but some feel able to ask why a Muslim woman dresses in a similar fashion, for the same religious reasons.

Some of the greatest players who have graced our football pitches are from foreign lands, but when they score we celebrate as if they are from down the road. We travel to enjoy holidays abroad, but (unlike the many who come here and learn our language) we expect them to speak English, while demanding migrants integrate with us.

If we are to improve our lives, it's not by telling our kids to hate others or to attack those who look different. **It's by working together in all our interests.** The blame shouldn't be placed on those without power but those who have used it to cause the problems we face.

This country is not full. It's been badly let down by politicians who choose to extract wealth and resources from our communities to benefit those whose wealth and privilege seem unsatisfiable. We need and deserve better. We need unity in our community, as in our workplaces. We need to defeat the forces of hate and division that lead to so much misery.

We want to be happy in our lives, and for me, that will only be achieved when we unite and recognise that we are one race, the human race made up of people from different places

In Solidarity.

Ian



OUR AWARD WINNERS

Olive Molloy Young Members Award



Shannon Osborne Branch 529 Greggs Gosforth

Shannon has stepped up at her site as we had a few reps resign. She has helped to make sure all new membership forms are processed and has helped with members in shops and Q9. She has just completed her Stage 1 course.

Dermv Best* National Health and Safety Award



John Owens Branch 432 Allied Hotplate

John was put forward for the Health and Safety award for his tireless work not only in his branch but also in the region where he chairs the regional conference. He is also our representative on the national committee; he has put a lot of time and energy in supporting members over many years.

*Dermv Best

This is the first year we have made this award in Dermv's name. He wrote us a lovely letter acknowledging this. It ended:

"Give my regards to all attending conference, and give my congratulations to John Owens for being the first to win the well-deserved Dermv Best Award."

Pat Rowley Organising Award



Branch 529 Greggs Gosforth reps collectively

The Branch 529 Greggs Gosforth reps team as a collective made 84 members in 2023 and 33 so far in 2024. They have also had the ongoing issue with URTU at BNDC where John Martin has been supporting as well as his site.

Conference Membership Competition winner



Bobby Basra Branch 302 Allied West Brom

Last year we set you a challenge, the first delegate to make 10 new members after conference and the person who made the most members in the second half of the year. **Bobby Basra** smashed it out of the park, he had made 27 members by the end of July and 47 by the end of the year! Which is fantastic.

305 members were made in total across the sites that we could track after the competition was launched, so we are going to do it again this year – ensure your names are on the forms so we can track them.

ULR award

Unfortunately we didn't receive any nominations this year!

Special shout out to:

John Martin, Branch Secretary of Branch 529 Greggs Gosforth

We were approached by Brian Swann a member of branch 529 who said the following:

"Branch 529 would like to recognise our branch secretary John Martin for all his commitment he has put in dealing with issues with URTU at our BNDC site. Not only this but he has been very supportive in reassuring the members at the Gosforth site that we are in strong position being part of the BFAWU. I would also like to mention John's fantastic charitable work in raising funds for the Greggs Foundation. I would greatly appreciate it if the above point could be mentioned at this year's BFAWU Conference. We have put together a Certificate for John as thanks for the work he has done."

Executive Council Guest to Conference



Dave Suddards ex-Branch Secretary Branch 561 British Bakeries

50-year Membership Award



John Fitzpatrick Branch 430 Liverpool District

FEEDBACK FROM CONFERENCE 2024

95% of respondents said they were satisfied overall as a delegate giving it 4/5!

Key take-aways from conference

- *We are in this together*
- *Conference is in good hands*
- *Get organised and recruit!*
- *As a union and no longer affiliated it seems confusing politically. There is some confusion around that and I'm not in total agreement with all the unions policies*
- *Great debating & made you really think about the motions*
- *An overall excitement on moving forward*
- *Knowing you are not alone*
- *Meeting people and new delegates I found it overall very interesting.*
- *I thought it was informative and helpful*
- *Many of us are witnessing the same problems no matter who we work for. It is essential that we organise ourselves to make our Union stronger within the workplace to resolve these issues. Health & Safety reps are powerful.*
- *Getting more confident in speaking*
- *Good knowledge base of members but not enough of them.*
- *What are union is trying to achieve ie lobbying the government*
- *The struggles that we not just as a branch but as a union were similar.*
- *Be bold, even if you think you can't*
- *Listening to the mental health always sticks with me how brave and courageous people are*
- *Some of the new and young delegates brought many good ideas and spoke on several motions*
- *More familiarity with the overall concept & structure, of how the conference runs*
- *Empowerment to make my branch better*
- *Comradeship meeting and sharing issues with people who are on the same wavelength*
- *Hazards magazine, can I subscribe? [£11.90]*
- *We need to organise more*
- *Felt equipment to deal with union business at the branch*
- *For me it was pay plan and useful for my membership*
- *National Presidents speech to Conference.*
- *The health and safety need more attending and support*
- *Nothing in particular*
- *Delegates were free to express their opinions*
- *I don't have the time to list it all as I've spent too much time putting a report together to distribute to Branch 547 on the event – can share if requested. The people, the democracy, the passion, the stories, the education, the materials, the camaraderie, the updates/insights, the networking and connections... It's endless.*
- *The Networking and the honesty from some of the speakers on personal issues*
- *It was very eventful and in line with the general election*
- *Unity in strength. **SOLIDARITY!***

Feedback on the fringe meetings

knowledge and a chance
 lot of information Thompsons H&S
 bin men good choice
 gunn interesting H&S
 life story good idea
 great way wide choice
 confidence watkins
 Thomson H&S choice of topics
 fringe meeting
 good feedback
 meetings are a good
 feedback from all delegates
good
 Perfect for learning

Additional feedback on logistics

excellent conference
 beers and wines beer
 minute drive
 venue was clean
 conference meeting
 beer was cheaper
 draught beers
 Better rhna facilities
 bit isolated
 conference
 far
 good
 place to have the conference
 great selection
Better
 venue
 conference packs
 lot more struggle

Further feedback on accommodation, food and refreshments

definitely tried
 excellent conference
 variable prices
 alcoholic drinks
 cake fridge choice of food
 vegetarian choice
 lots of options
 Yarnfield
 choice
 friendly
 meals available
 accommodation was lovely
 Food could be better
Food
 options
 salad
 salad bar
 vegan offering
 Vegan XYZ

You generated lots of ideas for future fringe meetings and stalls too which is **great!**





CONFERENCE: MOTIONS CARRIED

The full list of motions debated by Conference can be found in the **Final Agenda 2024**. Motions lost, withdrawn or 'Out of Order' are not included here, but some motions were *remitted* for debate on a future occasion.

For a copy of the Agenda, please visit the website (www.bfawu.org) and search for **Conference Documents – Agenda** is first on the list.

If you can't find it, email info@bfawu.org to request a link.

Rule Changes and New Rules

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

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

3 Rule 15.2 Branch 253

This Conference agrees to amend rule 15.2 by inserting: If the delegates are elected as the representatives to the national safety committee, the branch may elect a further delegate after 'For the purpose of RCs' delegates, the factory and shops membership must be counted separately.'

8 Rule 15.2 Executive Council

Rule 15.2 Branch Delegates

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

9 Rule 15.6 Executive Council

Rule 15.6 Regional Council Meetings

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

General Motions

Union Policies

12 Branch 258

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

14 Branch 405

That this conference agrees to embrace the words of Tony Benn's Quote "If we can find the money to kill people, we can find the money to help people".

15 Branch 258

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

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

16 Branch 558

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

18 Branch 405

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

19 Branch 432

That this Conference agrees that our Union fully supports the Royal Mail Postmasters who were wrongfully accused of stealing money from the post office for their names to be cleared all monies returned to them and compensation paid to them as well. And those responsible for causing this miscarriage, there should be no hiding place and no protection from the establishment.

20 Region 558

That Conference agrees to challenge ruthless changes in companies' proposed changes to their pension scheme.

21 Region 3

That being a union that represents many migrant workers we should make sure that Leaflets are in different languages.

25

Branch 432

That our union look at restarting the Union Towns/ People's Powered projects in Wigan again

Safety, Health and Environment

27

Region 3

That the union lobby to have food workers have sick pay paid at 100 percent from day one. Food workers are essential workers who kept everyone feed during COVID risking their lives to do so, and should be regarded as such.

29

Region 3

Repetitive Strain injuries is something that the BFAWU should lobby the government to improve legislation in. We need to improve our health and safety legislation surrounding Repetitive Strain Injuries in the workplace and hopefully this will become a thing of the past.

30

Region 4

That the Government should ban the 'emergency' use of bee-harming pesticides in the UK.

32

Region 4

To give statutory rights to green representatives in the workplace for paid time off for training and carrying out their duties and functions in this role

33

Region 3

The BFAWU thinks that our healthcare workers are a national treasure and should not gradually lose pay in real terms every year. This means that the government is pushing healthcare workers to leave the country for better wages and conditions elsewhere.

34

Executive Council

That this Conference agrees that we should encourage all branches to ask every Shop Steward to take on the role of Safety Rep to enable them to strengthen health and safety in their workplace.

36

Executive Council

This Conference agrees that the recent exposure of McDonalds and its failure to deal with sexual harassment where its CEO admitted to receiving 1 or 2 complaints a week shows the urgency of the need for legislation to protect workers.

Conference agrees that the BFAWU should lead a campaign on this, the aim of such a campaign would be to bring into being a new requirement for reporting cases of sexual harassment and violence similar to the need to report accidents in the workplace (RIDDOR) so that employers who are not fulfilling their duty of care towards their employees in this area are held to account.



Conference agrees that the campaign should aim to achieve at least the following:

- A new reporting line to be set up which takes anonymised details of the incident and forwards the complaint to employer, which generates a reference number.
- Once a complaint has been raised the anonymised complaint becomes reportable and remains one of the companies' reporting requirements until both parties agree that the situation has been resolved satisfactory.
- That the 3-month less one day rule for such issues be removed to recognise that such cases are often not reported due to fear or some other substantial reason in a particular timeline. We have seen for example in the Jimmy Saville cases, reports have been ignored due to the individual complained about.
- That a new, cross-cooperation panel is agreed to overview sexual harassment in the workplace between TUC EHRC and the HSE.
- Workers represented by TUs are consulted in such cases and any agreements with employers include representation through the members union or TUC-appointed facilitator.
- Workers not represented by TUs can seek support from TUs, with all time funded by employers.
- Workers should be trained on a recognised programme agreed via Tripartite EHRC, HSE and TUC to enable them to take part in any discussions.

37

Executive Council

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

Conference notes that the:

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

Conference believes:

- We need a rapid transition away from oil and gas to prevent catastrophic climate breakdown.
- Failing to take urgent measures to transition away from fossil fuels puts jobs at risk from sudden climate events or their economic consequences and foregoes opportunities to build in a timely way the larger skilled workforce needed across the whole economy without which decarbonisation cannot happen.
- Inequality and declining standards of living for working class people are explicitly locked into a fossil-fuelled market economy and austerity policies.
- The costs of transition to a decarbonised economy and society must not fall on those least able to pay.
- Transition policies must be generated by state investment.
- We must resist attempts aimed at using climate to divide working people; this only serves elites and distracts us from our common interest in jobs and a secure future.



- Political posturing on net zero policies does not help our class and we must fight for policies that address climate change and environmental degradation rooted in economic and social justice.
- Trade unions and workers in all sectors are central to transition plans.
- Workers in other countries are our allies.

Conference agrees to fight for:

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

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

Workplace

41

Region 4

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

42

Executive Council

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

Household

43

Region 5

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

44

Branch 582

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

45

Branch 580

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

Community

48

Branch 390

Around 1.52 million people worked in the adult social care sector in England in 2022/23. This is more than in the NHS. Around a quarter of the workforce were on zero-hours contracts, including 54% of home care workers. The concern is that care workers are not paid enough for their hard work. Using their personal car and phone to work is not considered when they get paid.

The mileage given is far less than what petrol costs to drive from house to house. The time given to drive to house to house is also not enough. Each visit to a service user's house is paid for by the minute. If all tasks are complete workers must stay until all the time is up for the call. For example, if a visit is for 30 minutes and the tasks completed takes 15 minutes, workers must wait until the extra 10-15 minutes in order to get paid the full amount. This Conference agrees that this state of affairs is not good enough. Zero hours contracts should be banned, as per previous Conference motions, and the time taken to travel between clients should be paid. There should also be a mileage allowance that covers both fuel and vehicle depreciation at market rates.

50

Branch 582

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

51

Branch 459

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

52

Branch 582

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

53

Branch 580

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

54

Branch 459

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

55

Branch 580

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

56

Region 3

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

57

Region 5

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

58

Region 5

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

59

Region 4

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

Education

60

Region 5

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

61

Region 3

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

Equalities

63

Branch 390

This Conference agrees that union literature and forms should be gender neutral, words such as 'chairman' should not be used. Any instances should be notified to head office and then be rectified as soon as possible.

64

Branch 390

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

66

Region 3

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

67

Executive Council

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

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

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

- Use the term 'disabled people,' 'disabled workers,' in education, 'disabled pupils/students' (not 'people with disabilities,' 'workers with disabilities' or 'pupils/students with disabilities'). [An exception: use 'people with learning disabilities'/'people with learning difficulties' as chosen by this group of disabled people].
- Use 'non-disabled' people (not 'able-bodied' people) to describe people who are not disabled.
- Use 'impairment' to describe an individual's physical, sensory, or cognitive differences. 'Disability' is what is caused by the barriers in society.
- Avoid 'suffering from'. Use 'person with', 'person who has' or 'person living with' an impairment. E.g., a person who has Long Covid.
- Use 'invisible impairments' (not 'hidden disabilities').
- Use 'wheelchair user' (not 'wheelchair bound').
- Avoid describing people as 'vulnerable'. Be more specific. Why are people in this group more at risk? Are they disabled? Are they from disadvantaged backgrounds? Are they more at risk due to poverty or isolation? With regards to Covid, use people 'at higher risk of infection,' for example.
- Use 'access needs' or 'access requirements' (not 'special needs').



- Use 'inform' to describe someone telling their employer about their impairment (rather than 'disclose').
- Use 'mental distress,' 'trauma' or 'mental health conditions' rather than 'mental illness' or other terms that pathologise mental distress.

- Use ‘neurodivergent person’/ ‘autistic person’/ ‘dyslexic person’ (not ‘person with autism’ / ‘person with dyslexia’).

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

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

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

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

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

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

The Social Model of Disability

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



International

68

Branch 390

This Conference calls for an immediate ceasefire, from all sides, in the Palestinian conflict. We condemn Israeli aggression and the forcing of Palestinians to leave their homeland. We demand that the building of Israeli settlements in West Bank stop, and existing ones be given back to the Palestinian people.

The United Nations needs to call a meeting in which a new resolution is passed to ensure Palestinians are given back their land which has been taken by the Israeli government by force. We also demand that all Palestine refugees from neighbouring countries should be able to return to their rightful homeland. Justice should prevail for lasting peace in which both Muslims and Jews live side by side as they were living before for centuries.

69

Region 3

The BFAWU is in total agreement and stands in solidarity with the South African government in its case against Israel in the International Court Justice

71

Region 3

That the BFAWU places its support and solidarity in the Boycott Divestment and Sanctions movement against Israel because of the apartheid regime it operates against the Palestinians.

74

Region 3

The BFAWU disagrees with any Free-market trade deals that includes Bilateral investment treaty with an Investor State Dispute Systems and say they are an anathema to democracy. We as a union should lobby any Government to withdraw from such treaties and do not

negotiate any new ones that contain such parts to future trade deals.

75

Executive Council

The BFAWU pledges to challenge harmful and divisive language by.

- Calling out the use of words that alienate and demean migrants and refugees.
- Standing up and challenging language which encourages division and harms migrants and refugees.

Conference notes that there has been an increase in hostile language which is fuelling tension and hostility towards migratised and racialised groups in the UK, including migrants and refugees.

At the Bakers Food and Allied Workers Union, we have been leading the way in challenging the narrative around migration for some time.

We understand that language forms the foundation of how people navigate global immigration systems and how they are treated.

Conference agrees that we run a dedicated campaign to exploring the ramifications of certain language and show solidarity to migratised communities by standing up against harmful narratives. We want to campaign for a society in which the migrant experience is respected and valued.

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

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

Miscellaneous

76

Executive Council

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

Conference understands that there are a number of Morning Star Readers and Supporter groups around the UK in geographical areas. Conference agrees that it would be great to have a BFAWU Morning Star readers and supporters' group. Which would be a means of connecting BFAWU members committed to increasing readership, raising funds and spreading the reach and influence of the Morning Star with each other and the wider membership.

Composite Motions Carried

Comp 2 (Motions 26 and 35)

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

If politicians don't protect us, we must organise to defend ourselves. Scientists predict that temperatures in the UK will rise to 40 degrees every other year. Neither party likely to form the next government has a plan.

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

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

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

We further call on the trade union movement to provide resources and organise a collective response to stop employers from passing on the burden caused by the failure of politicians to act by campaigning for a furlough scheme to be introduced for all workers at such times. Conference also agrees to lobby for a legal limit on workplace heat and a commitment from government via constitutional law that this is carried out.

Original motions: 26 (Branch 558) and **35** (Executive Council) **Composite 3**

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

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

Composite 5

This Conference agrees that the Tory Government's Strikes (Minimum Service Levels) Act 2023 is an attack on our right to withdraw our labour as a tool to improve our working conditions. As such we should, at national and branch level, raise awareness of this legislation and the responses to it, including that of the TUC. Conference also agrees to repel any anti trade union laws and supports the right to strike.

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



Emergency Motions Carried

1 **Branches 356/331**
Recently with the rejection of Narendra Modi at the Indian election with the BJP losing to majority it is time this country needs to take stock of its relationship with the worlds largest democracy. With Modi being weakened we have an opportunity to support those who stand for human rights against racism and islamophobia

2 **Branch 558**
That this conference agrees that Kevin Sinfield is awarded a knighthood due to his tireless campaign for raising awareness for MND for his fallen team mate Rob Burrows
This we believe is the biggest act of nobility seen by the working class in recent history and has the trade mark of true chivalry.

Remitted Motions

The following motions were remitted for later discussion in the EC

24 **Region 3**
The BFAWU should provide promotional materials for Roadshows e.g. pens, badges etc for roadshows that are suitable for that site.

31 **Region 3**
There should be materials in dealing with mental illness in the workplace.

40 **Region 5**
That this Conference agrees that when cyber-attacks happen on individuals' personal data concerning employment issues that this trade union acts swiftly to defend the member.

49 **Branch 459**
That this Conference agrees that Dentists should be able to charge a fee for patients who do not turn up for the planned appointments please support

62 **Branch 405**
That this Conference agrees to use the legislation for Union Learning Representatives (ULR) which gives them the same rights as a Health and Safety Representative, giving them paid time off for these union duties.

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

65 **Branch 390**
This Conference agrees that increasing the age at which the state pension is paid has been a disaster for workers in our industry. The stress, strain and general wear and tear on our bodies is a lot worse than in other, less manual, industries.
As such we want the state pension to revert to being paid at 65 and will instruct our parliamentary group to lobby for this change.

Composite 4

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

2023 FINANCIAL STATEMENT TO MEMBERS

Under Section 32A of the **Trade Union Reform & Employment Rights Act 1993**, the Union is obliged to give the following Statement of Finances to members.

1 Salaries

Executive Council Members – In 2023 no payments were made to members of the Unions' Executive Council under Rule 21.1 (p)

National Officers – In 2023 the salary paid to the General Secretary was £53,136. Other benefits paid to and/or on behalf of the General Secretary were £20,280.

2 Income and Expenditure of General Fund

Total Income 2023	£2,840,168
Total Expenditure 2023	£2,728,193

3 Contributions from Members

Contributions from members in 2023 totaled £2,342,123

4 Political Fund

Total Income 2023	£26,493
Total Expenditure 2023	£24,169

5 Benevolent/Social Funds

Total income 2023	£5,106
Total Expenditure 2023	£4,070

6 Auditors Report to Members:

Opinion

We have audited the financial statements on pages 1 to 15 of Bakers, Food and Allied Workers Union (the 'Union') for the year ended 31 December 2023. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2023 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the **Trade Union and Labour Relations (Consolidation) Act 1992**.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law.

Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Council with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Council are responsible for the other information. The other information comprises the information included in the Annual Report of the Executive Council, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Executive Council's report.

We have nothing to report in respect of the following matters which we are required to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the Union has not maintained a satisfactory system of control over its transactions; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Executive Council

As explained more fully in the *Executive Council's responsibilities* statement on page 16, the executive council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the executive council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the executive council are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material

misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Capability of the audit in detecting irregularities, including fraud

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks. Based on our understanding of the Trade Union, and through discussion with the executive council and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to GDPR and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements.

We also considered those laws and regulations that have a direct impact on the preparation of the 3 financial statements such as the **Trade Union Act 2016** and **Labour Relations (Consolidation) Act 1992 (Amended)**. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements.

Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements forming the bases of significant accounting estimates; and

- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance and reviewing correspondence with relevant tax and regulatory authorities; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Obtaining a bank audit letter at the reporting date to verify the cash at bank balances; and
- Identifying and testing journal entries, in particular any manual entries made at the year-end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the

reasonableness of accounting estimates and related disclosures made by the Executive Council.

- Conclude on the appropriateness of the Executive Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Union's members, as a body, in accordance with the **Trade Union and Labour Relations (Consolidation) Act 1992**. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

1st June 2024

Chartered Accountants/Statutory

Auditors

Springfield House

Springfield Road

Horsham, West Sussex

RH12 2RG

7 Members Complaints:

A member with any concern over, or complaint about these Accounts or the handling of the Union's finances, can avail themselves of the following procedures:

- Under Rule 25.1 members have the right to inspect the Union's books. This can be done by contacting Head Office.

- Members can raise any questions on the Union's Accounts or financial affairs by writing to the Executive Council via Head Office.
- A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the

officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Conclusion

Every Branch Secretary has been supplied with a copy of the full, detailed Accounts of the Union for 2023.

Any member wishing to avail themselves of these Accounts should contact their Branch Secretary.

Alternatively, copies of the Union's Accounts for 2023 are available from Head Office, free of charge to members.

STATEMENT TO MEMBERS REGARDING POLITICAL FUND CONTRIBUTIONS

Members who joined on or after the 31st of March 2018 and opted to contribute to the Union's political Fund are reminded of the Union's Rules in relation to this contribution:

- 1 A member of a trade union who has given an opt-in notice may withdraw that notice by giving notice to the union (a 'withdrawal notice').
- 2 A withdrawal notice takes effect at the end of the period of one month beginning with the day on which it is given.
- 3 A member of a trade union may give an opt-in notice or a withdrawal notice:
 - a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
 - b) by sending it by e-mail to the following email address: politicalfund@bfawu.org;
 - c) by completing an electronic form provided by the union which sets out the notice and sending it to the union by electronic means with instructions by the union; or
 - d) by any other electronic means prescribed under the 1992 Act (as inserted by the 2016 Act).

Full copies of these Rules may be obtained by contacting your local BFAWU Office or Head Office.

Sarah Woolley
General Secretary

Legislation requires us to ballot members to renew their commitment to the Political Fund. The last such ballot took place in June this year. These are the results:

Report of Voting

CES

BFAWU (BAKERS, FOOD AND ALLIED WORKERS' UNION)

BALLOT ON RETENTION OF A POLITICAL FUND

CLOSE OF VOTING: NOON ON FRIDAY 7 JUNE 2024

QUESTION: THE RESOLUTION is that the political objects set out in section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 be approved as an object of the Union. Do you vote in favour of the Resolution?

RESULT	Number of votes	% of valid vote
Yes	1,736	97.2%
No	50	2.8%

Number of ballot papers distributed:	16,901
Total number of ballot papers returned:	1,793
Turnout:	10.6%
Number of papers found to be invalid (blank/spoiled):	7
Total number of valid papers to be counted:	1,786

The ballot papers will be stored in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by the Trade Union Reform and Employment Rights Act 1993).

As Scrutineers appointed in accordance with Section 75 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by Schedule 1 of the Trade Union Reform and Employment Rights Act 1993), we are satisfied as to each of the matters specified in subsection 78(2) with regard to the ballot. The following points should also be noted:

- 1) The person appointed under section 77A to carry out the storage and counting of voting papers was Civica Election Services.
- 2) The person appointed under section 77A to carry out the distribution of the voting papers was Civica Election Services.
- 3) A copy of the register of voters (as at the relevant date) was examined in accordance with section 78(2A)(i). The examination took place at our own instance and did not reveal any matter that should be brought to the attention of the trade union.

We draw your attention to sections 78(4), 78(5) and 78(6). 78(4) requires that a copy of this report be published and made available to all members of the union within a three-month period from today. This, however, does not mean that every member must be notified individually.

CIVICA ELECTION SERVICES

The Election Centre • 23 Clarendon Road • London • NE 9JW • 020 8305 3909 • civica.con@electionservices.com • support@scrutins.com
To read our privacy policy please visit our website: <https://www.scrutins.com/privacy> | Registered in England, number: 02592092

EC ENVIRONMENTAL REPORT – AUGUST 2024

IT'S ESTIMATED THAT 30% of the world's greenhouse gas emissions are due to food-system emissions and considering that food production is a leading cause of the rise in greenhouse gases, it's about time we start acknowledging which of our favourite foods have the highest carbon footprint.

The total greenhouse gases from food is expected to be 2.2 tonnes of CO₂ per person, per year.

Once you consider that food needs to be grown, processed, transported, distributed and prepared, it's no surprise how big of an impact food production can have on the environment.

In one survey, fifteen of the UK's favourite meals and desserts were analysed to find out which one has the highest carbon footprint.

Which meal has the highest carbon footprint?

Steak and ale pie came out on top for having the most carbon emissions, with 48,664g of CO₂e to make the classic British dish, or 6,083g of CO₂e per portion.



According to the findings, if you were to cook a steak and ale pie every week for a year, it would be the equivalent of travelling 16482.3km, *the same distance to fly from London Heathrow to JFK nine times!*

The classic Sunday dinner, **roast beef and Yorkshire puddings**, came in second place with 14,419g of CO₂e produced. Making this dish every week for a year is the equivalent to flying from London Heathrow to the Algarve and back.

In third place was the true British staple of **fish, chips and mushy peas**, having 5,802g of CO₂e.

Which dessert has the highest carbon footprint?

Out of all the desserts in the study, **spotted dick** was found to be the least carbon efficient sweet treat, producing 2,275g CO₂e.

It's concerning to see this study showing the sheer amount of carbon emissions our favourite meals produce, with the steak and ale pie swiping the top spot.

To combat this in an everyday sense, small changes can be made. Start by growing your own fruit or vegetables or opt to shop local. Shopping locally for food can lower your carbon footprint by reducing transportation emissions and supporting sustainable farming practices within your community. Businesses can adjust their approach by buying British seasonal produce and amending menus to suit the season, as it requires fewer resources for cultivation and preservation.

Summary

So, where do we stand with our food now? *It's time to shop local and opt to buy British seasonal produce to reduce your carbon footprint associated with transportation. You'll be supporting local farmers and enjoying fresher and more nutritious food.*

MEAL	TOTAL CO ₂ e PER RECIPE	TOTAL CO ₂ e PER PERSON
Steak & Ale Pie	48,664	6,083
Roast Beef & Yorkshire Puddings	14,419	1,802
Fish, Chips & Mushy Peas	5,802	1,451
Cornish Pasty	4,163	694
Full English Breakfast	3,771	1,886
Shepherd's Pie	3,291	823
Spotted Dick	2,275	379
Toad in the Hole	1,925	481
Scotch Egg	1,401	175
Bangers, Mash & Onion Gravy	1,290	323
Bread & Butter Pudding	1,251	209
Beans on Toast	1,221	1,221
Trifle	873	87
Eton Mess	574	96
Scone, Jam & Cream	323	40

COMMUNICATING WITH BEREAVED PEOPLE: A PRACTICAL GUIDE TO HAVING BETTER CONVERSATIONS

PayPlan®

IT WAS NATIONAL BEREAVED PARENTS DAY on 3rd July 2024, an awareness event established by the charity *A Child of Mine* in 2020 to honour bereaved parents and to break the silence around the death of babies and children.

This year's theme was "You Are Not Alone", encouraging everyone to talk and to be there for bereaved parents.

If a colleague, friend or relative is bereaved – whether through the death of a child or someone else close to them – do you know what, and what not, to say? The National Bereavement Service has put together this quick guide to help you have better conversations, especially in that first encounter which many of us find daunting.

1 Anticipate

Don't cross the street to avoid meeting someone who is newly bereaved, or – unless they've communicated that this is their preference – launch into a work-related conversation with no reference to what has happened to a colleague on their first day back at work. A little thought in advance and, while the conversation may feel slightly awkward, it will be one that is genuine and leaves the bereaved person feeling that their grief has been recognised and acknowledged.

2 Acknowledge:

Always acknowledge what has happened unless you've been given specific instructions otherwise. "I was sorry to hear..." – you may not even complete the sentence before the bereaved person responds. Their response will demonstrate whether that's sufficient, or whether they want to have a longer conversation.

3 Listen

Not just with your ears, but with your eyes and body language. For some people a spontaneous hug is exactly right, but for others it will be intrusive.

4 Focus

This interaction must always be about the bereaved person's experience and their preferences. It is not the time to reminisce about all the people you know who have died.

5 Be honest – with kindness

If you didn't know the person who has died, you don't need to invent. Concentrate on the bereaved person instead, or facts about the deceased person you know from your friend or colleague. If your colleague complained about how loudly their partner played music then "I guess the house may seem quiet now?" may show you have remembered what they have said but recognise that all changes are challenging in early bereavement.

6 Never make assumptions

Never assume anything about the relationship of the bereaved person with the person who has died, nor about their belief systems or their end-of-life experience. There are very few religions that guarantee that someone is 'in a better place'. "At least they didn't suffer" is also a major assumption. None of us can really know this, and pain and suffering can be spiritual, moral and emotional, as well as physical. What appears superficially to have been a successful marriage may have, in reality, been characterised by years of abuse of varying kinds.

7 Be specific with offers of help

"Let me know if there is anything I can do" is too vague. Are you saying it just to be polite or do you really mean it? The bereaved person can't be sure. Offers of meals for the freezer, lifts to go shopping, sharing the school run or help with gardening, DIY or other chores are often needed and, even if not, show that your offer is genuine. If it is likely that a newly bereaved person will be inundated with visitors, then tea, coffee, biscuits and loo roll will all be helpful.

When is your experience relevant?

You may have experienced a bereavement in the past in similar circumstances. You may choose to have a quiet word with your bereaved colleague or friend, or send a note or an email acknowledging this, saying "You may not know this about me but my son took his own life years ago. I'm here for you if you want to talk about what has happened."

Need more help? Access practical bereavement support from our partner, the National Bereavement Service.



The NBS supports anyone who has experienced a bereavement, including sudden or traumatic bereavement, with practical and emotional information and advice from professional bereavement advisors with lived experience.

They can help you to comply with legal requirements, signpost you to providers such as funeral directors and solicitors and provide a listening ear that helps you through a very difficult time. Their expert advisers also help anyone to plan ahead for their own death, from Wills and Lasting Powers of Attorney to considering funeral costs.

For personal, confidential, and practical help following a bereavement, or for advice when planning your future, call the NBS on **0800 0246 121** or visit www.thenbs.org. If you are experiencing financial difficulties, they can transfer you to one of our experienced advisers at **PayPlan** to discuss your circumstances.

If any individuals we speak to disclose that they are struggling with the impact of bereavement, then due to the partnership we have in place, we can transfer a client directly to the National Bereavement Service hotline or make an online referral.

What you can do next

If you or someone you know is experiencing financial difficulties because of bereavement, you can call us on 0800 072 1206. We're open from 8am–8pm Monday to Friday and 9am–3pm on Saturdays.

Alternatively, visit www.payplan.com/BFAWU to speak to us via live chat.

MEMBERS GET WINDFALL TAX REFUNDS!

Case Study 1

59 YEAR OLD GREGGS EMPLOYEE and BFAWU member, *Tom Johnson* (name changed for confidentiality), registered recently and received a large tax refund after taking advantage of the specialist tax review the BFAWU has offered members for more than 10 years via leading employment tax specialists, **The Tax Refund Company**.

Tom registered for his review in April 2024, following receipt of an email from the BFAWU explaining how members are entitled to a tax review and how hundreds of members have received refunds after using the service.

Following a detailed assessment of his last 4 years tax affairs, it became apparent Tom had missed out on a work-related tax relief he was entitled to use and The Tax Refund Company subsequently submitted a file to HMRC requesting they amend Tom's records and recalculate how much tax he should have paid.

On updating Tom's records, HMRC noticed that they actually owed Tom **£1,233** from 2018/19 and 2019/20, both years that would ordinarily be outside of the deadline for being refunded. Unfortunately, as they did not have an address on file for Tom at the time this became due, they had never sent him the refund. Although HMRC had subsequently been given an address in the following years, HMRC had never issued the refund. However, the file submitted by The Tax Refund Company resulted in HMRC identifying their error and, together with a refund of £492 for tax overpaid in the past 4 years, HMRC refunded Tom a total of £1725.

Although a unique case, Tom would never have received this money had he not appointed a tax specialist to review his tax.

Case Study 2

Like Tom, 48 year old Morrisons Factory Worker and BFAWU member, *Steve Ward* (name changed for confidentiality), also asked The Tax Refund Company to review his tax in April 2024.

On completion of his review, their tax experts were able to identify that Steve had been missing out on work related tax reliefs for the past 4 years and had been eligible to take advantage of some extra tax relief as a result of his wife's low income. Following submission of a file by The Tax Refund Company, Steve has now received a total of **£838** from HMRC and will be paying less tax this year and in future years.

Although these are exception cases, it goes to show that letting an expert check your tax can have some surprising results.

How do I start my tax review with The Tax Refund Company?

First visit www.checkmytax.co.uk/bfawu * and

Click **Start here** to check if you have a valid claim.

Please note:*

- The review is free.
- Where you recover money from HMRC as a result of the review there is a fee of 31.67%+VAT of the amount recovered, subject to a minimum fee of £31.67+VAT.
- No fee is payable on money recovered from HMRC for the current tax year.
- If you get an unexpected tax bill as a direct result of completing a review, *it will be paid for you.* (T&Cs apply)



TAXrefundCo.
...tax made simple

EC YOUNG MEMBERS REPORT

National Issues

Housing

THE HOUSING CRISIS was mentioned back in March in the House of Lords, and the new Labour government has put forward a plan to build 1.5m homes across the country.

This will go some way to alleviating the current needs, and which will allow younger people who want to own their own homes to believe it to be possible – considering a large majority of the younger generation tend to house share with up to 5-7 people in most homes renovated from 3/4 bedroom properties, *which only benefits landlords*.

The new legislation is being enforced to hold landlords accountable for a lot of issues that they have been getting away with for years.

Wages

Tackling the disparity of wages for younger ages groups is said to be in the works. Considering the minimum wage is given to people over the age of 18–21 (depending on workplace) which means people under the age and have left full time education is getting paid less for the same work which is unfair to say the least.



Network Meeting Report –

Increase the 'Young Members' ages to 35 to expand progression within the union, circulating education from experience young members and motivation within the young age groups – this must be a rule change to be put forward to the next Conference.

Setting up social content to express the work the union does because a large majority of people going down the ages rely on social media platforms as opposed to typical news outlets. This will make people more aware of what the movement is doing and could potentially increase membership with little effort.

Examples such as **YouTube, TikTok and Instagram**, which are platforms mostly used by the younger generations.

Setting up chats for regions to keep momentum rather than waiting for a catch up in the quarterly regional council meeting, this would also keep the information as updated as possible when it comes to the meeting, and for more people to be aware of what RC meetings entail and to stay in the loop.

Young Members Network

A network has been created with a handful of young members, which in the future there's hope that this will be the backbone of future reports. However, because it is being created from scratch it is going to be a slow process – but with active members and support this, could be a huge benefit for the union to live on stronger than ever.



HORNCLIFFE BEER AND MUSIC FESTIVAL

MOIRA KAY SENT US IN this fantastic photo of the BFAWU flag flying proudly at the recent **Horncliffe Beer and Music Festival** held on the 7th July – a festival of music, food and more!

Berwick Trade Union Council was one of the sponsoring organisations of the event which has been running since 2019 (having a break like most events did during covid and returning in 2022), and building ever since!

We love receiving pictures of members (and our Flags) out and about – send them in to:

Sarah.Woolley@bfawu.org

AN **ONLINE COURSE** FROM THE MARX
MEMORIAL LIBRARY & WORKERS' SCHOOL

TRADE UNIONS, CLASS & POWER

From 3 September for 8 weeks, this course will introduce students to the Marxist perspective on trade unions. Students will learn how Marxist concepts can help understand key practical issues for unions and union activists and shed light on the history of the trade union movement.

Topics covered by the course will include;

- Trade Unions Today and Yesterday
- Exploitation
- Turning points for the Trade Union Movement
- How the Ruling Class has Fought Back - and the limits to its power.

REGISTER HERE

<https://www.marx-memorial-library.org.uk/education/current-and-forthcoming-courses>





The perfect venue for your union events

Proudly union owned venue



Every penny you spend at Quorn Grange Hotel enables the GFTU to provide high quality trade union education for our movement.

01. Goodacre

Ideal for your branch or regional development day, the Goodacre is the biggest of our rooms and has a capacity of 120 guests cabaret style. We can provide screen, projector, and other stationary.

02. Oak Panel Room

Our most elegant room. This high class space, provides a real sense of occasion for your next meeting. A screen and projector is available. Maximum capacity is 20 cabaret.



Ideal for your union meetings



03. Classroom 1

This is our largest classroom spaces and can host 20 comfortably. This fantastic space includes access to latest hybrid technology we have available a digital interactive screen, stationary and refreshments.



Classroom 2

Our newest available room, this state of art classroom provides a fantastic space for your next union event or training session. Max capacity is 16, we have available a digital interactive screen, stationary and refreshments.

04. Bluebell room

The perfect room for that next committee strategy meeting for your branch and region. The bluebell room is located in the newest part of our hotel and comfortably fits up to 10 people.



GFTU QUORN GRANGE HOTEL: THE WORKERS' RETREAT



Ideal for your next union event

05. Pricing and packages

DAY DELEGATE RATE

£40 affiliated union rate

£45 non-affiliated union rate

Price includes:

Meeting room hire, two tea and coffee breaks, two course buffet lunch.

24 HOUR RATE

£141 affiliated union rate

£157 non-affiliated union rate

Price includes:

Meeting room hire, two tea and coffee breaks, two course buffet lunch and two course dinner, accommodation and breakfast the next morning.

“By using our venue you are not increasing the profits of hotels and conference centres, but you are funding trade union education for future generations.”

Gawain Little, General Federation of Trade Unions, General Secretary

☎ 01509412167 ✉ mail@quorngrangehotel.co.uk

📍 88 Wood Lane, Quorn, Loughborough, LE12 8DB

WORK YOUR BRAIN

WORDSEARCH

How many words can you find?

B	N	A	L	P	Y	A	P	B	P	E
W	H	R	E	F	U	N	D	E	T	Z
O	F	O	Y	O	U	N	G	A	O	R
Q	U	O	R	N	G	R	A	N	G	E
D	S	R	E	N	N	I	W	S	E	C
X	R	A	M	K	C	A	L	M	T	R
O	M	M	O	T	F	L	A	G	H	U
N	O	I	T	A	R	G	I	M	E	I
C	A	P	I	X	A	K	K	F	R	T
E	K	S	O	C	I	A	L	F	F	B
C	O	R	N	I	S	H	W	A	L	E

WORDS CAN GO IN ANY DIRECTION (inc diagonally)!

Clue: you will find all of the words in this Foodworker... if you look closely enough!

SUDOKU

Fill the 9x9 grid with numbers so that each row, column and 3x3 section contains all of the digits between 1 and 9

4	6		1					2
3			2	7		4		
2	8		9					6
	9	2	5	1		8	7	
				6			2	
		4			9			
9			7	5	1		3	
1		8	6		3			
5	7	3				6	9	1

difficulty: very easy

1 2 3 4 5 6 7 8 9

Prizes to be won!

These puzzles are designed as a piece of fun to keep your brain active and perhaps while away a bit of time on your break. There are, however, prizes to be won!

If you have completed a puzzle, take a picture of your answer and mail it to us at BFAWU Head Office:

foodworker_puzzles@BFAWU.org

We will check each entry and will contact you by email if you have won a prize.

Entries must be received by **3rd October 2024** and winners will be announced in the next Foodworker.

CROSSWORD

1		2		3		4		5		6		7
8								9				
10						11						
				12								
	13						14			15		
						16						17
18		19							20			
								21				
22						23						
24								25				

Across

- 1 Bay (5)
- 4 Serious collision (5-2)
- 8 Group within a group (7)
- 9 Sort of line dance (5)
- 10 Large town (4)
- 11 Capsize (8)
- 13 Track (5)
- 14 Anaesthetic (5)
- 18 Left-hander (8)
- 20 Worry (4)
- 22 Electromagnetic telecommunication (5)
- 23 Flagellate (7)
- 24 Brings up (7)
- 25 Entice (5)

Down

- 1 Invertebrate creature (6)
- 2 Seafood choice (7)
- 3 Playthings (4)
- 4 Record cover (6)
- 5 Free from error (8)
- 6 Member of the Indian majority (5)
- 7 Type of Chinese cracker (5)
- 12 The exact middle of the day (4,4)
- 15 Aural membrane (7)
- 16 Falls into disuse (6)
- 17 Thoroughfare (6)
- 18 Fragment (5)
- 19 Mammary gland in cows (5)
- 21 Baptismal bowl (4)

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JOIN THE

BAKERS, FOOD AND ALLIED WORKERS UNION

If you or any of your work colleagues are interested
in what the BFAWU can offer, scan the QR code to find out more
and *Join this Great Union!*

