



**REMARKABLE AGREEMENT
SIGNED AT WARBURTONS**



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EDITOR'S NOTES

"...It has been an honour and an absolute privilege to be the General Secretary of this great union for the last five years and I look forward to continuing to work with you all for the next five"

sarah.woolley@bfawu.org

I WANTED TO START my first editorial of 2025 by thanking everyone for their support towards my re-election. It has been an honour and an absolute privilege to be the General Secretary of this great union for the last 5 years and I look forward to continuing to work with you all for the next 5.

There have been a lot of changes since I started the role. Some, like utilising digital methods of communication, were driven by the lockdowns during the height of Covid so that we could keep in touch when unable to physically meet, others have been to respond to the changing world of work and from feedback from you, our members. We have tried new things like changing the way we run Conference, setting up regular network meetings and all member emails, and re-visited ideas of the past re-shaping them so they are fit for today's workplaces.

Through every change and idea, the interests of our members, who are the lifeblood of our great union, have been at the forefront of everything.

Fighting, and winning, for you

As a smaller union we have punched above our weight, winning for you and protecting your rights at work. From successful wage negotiations, to growing our membership through recruitment strategies, fighting closures and job losses and taking the fight straight to politicians at Westminster, Edinburgh, Cardiff and Belfast, as your General Secretary I have, at all times, fought and stood with you.

At all times I have been open, honest and transparent. I have listened to you and put your workplace experiences, your views and your priorities at the heart of everything I do and everything the union does.

We have engaged with members through regular surveys and network meetings to hear from you what our campaign priorities should be. Your input has driven campaigns on pay, improved employment rights, better health and safety and the right to food.

I am determined to ensure that our union is equipped and battle-ready for our future campaigns as is our Executive Council. That is why when I pushed development training for reps at our Conference and political education with the likes of the *Rosa Luxembourg Foundation*, the General Federation of Trade Unions and the Food and Work Network they agreed as they could see the huge potential it gives us as a union..

We also continue to seek to influence politicians and the government through the work of our Parliamentary Group at Westminster to make sure the voices of BFAWU members are heard in Parliament although we no longer affiliate to the Labour Party, it is important that we work with MPs to make sure your voices are being heard.

What does the future look like?

Looking ahead to the future, the intention is to build on our success and fight tooth and nail for you to make sure you have fair pay, as well as dignity and security at work. We will continue to fight for our members, recruit and grow our trade union, I will work with our members on our campaigning and organising priorities and will always put members interests first.

Communication is key

To achieve this, we will continue to build on the improvements to our union's communications and utilise digital tools and training to support our engagement with the membership and to make sure that our reps and the union are well prepared for battles to come.

We will use the information we get from you to help us organise and campaign as effectively as possible and I will continue to work hard with our Executive, employees and branches to build our membership and ensure that we win for our members by putting pressure on employers and politicians to improve the pay and working conditions of our members.

Holding employers to account

When the worst happens, such as the situation we saw before Christmas at Branch 558 Rathbones in Wakefield, I will be there to support our members and utilise our contacts to apply pressure through Early Day Motions, contact with local MPs, challenging the decisions made by CEOs with no links to our industry and in the room itself at the table challenging the management teams who are removing our members jobs.

“At all times I have been open, honest and transparent. I have listened to you and put your workplace experiences, your views and your priorities at the heart of everything I do and everything the union does.”

I would like to thank the reps at 558 for holding it together throughout the redundancy process, the way they galvanised the branch through regular branch meetings and even increased membership through the process was inspiring, and whilst it got tense at times, I truly believe we negotiated the best possible package for our members who didn't want to stay in the 'new world' whilst protecting our members' pay until October this year who felt they had no option other than to stay until then.

To all of those 558 members who have moved onto new ventures, we wish you all the luck and look forward to seeing you around your new workplaces – whether in already-recognised workplaces or as we begin to organise those who have moved into new territory.

Farewells

At the beginning of this year we discovered that our bid for the Scottish Union Learn fund has been unsuccessful for the next round, we are all disappointed in this news, not least of which because of the personal impact it has on **Rafal Obrebski**, who has done a brilliant job over the last 9 years supporting our members in Scotland develop and learn new skills as well as drawing new groups of workers into the BFAWU.



Unless anything changes between now and the end of March, Rafal will leave us to move onto a new adventure from April. I know he will be missed by everyone who has had the pleasure of meeting him, whether at branch, regional council, or at Conference, though the hooch hangers may not be missed as much!

Thank you Rafal, for all your support.

Roy Streeter, Regional Officer for more years than he would care for me to put in print, is retiring at the end of March to start a new chapter, one that hopefully will be long, healthy and filled with memories.



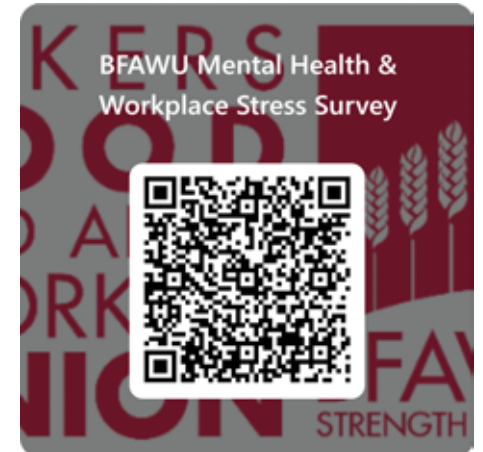
Roy has always gone above and beyond for members in Region 4 – often getting into sticky situations with employers as a result! There is no doubt in anyone's mind that he puts the union and our members first, and I know he will leave a huge hole in the region, and some big boots to step into.

Thank you, Roy, for your dedicated support for our members over the many years you have been an activist and an officer. *Have a lovely, well-deserved retirement.*

See you at the next round of Network meetings if not before!

Workplace Stress Survey

Mental health is one of the most significant factors in determining our well-being in the workplace. BFAWU has long championed greater awareness and recognition of these issues in the work environment whether its modifying employer attitudes to their workers' difficulties or raising awareness of what we can do to help our colleagues in times of stress.



To increase our influence in this field, we need *information*. To help us get it, the **National Health and Safety Committee** have put together a survey. I want to encourage everyone who reads this to use the QR code to access and complete the survey and to pass it on to colleagues to complete as well.

The more information we have, the more effective our campaigns and initiatives.

In Solidarity

Sarah





NATIONAL PRESIDENT IAN HODSON

“Low pay wages are not keeping up with rising costs, leaving many unable to afford the basics, and food poverty means that many food industry workers are going hungry even though they make sure the nation is fed”

THE COST-OF-LIVING CRISIS is pushing workers into more profound hardship. Wages are stagnating, bills are soaring, and millions are struggling to afford food, rent, and heating. But while ordinary people suffer, corporations are making record profits, and billionaires continue to amass wealth.

For too long, politicians have put profits before people, protecting the interests of the wealthy while forcing working-class communities to bear the burden of economic mismanagement. Enough is enough.

Why join the Bakers, Food and Allied Workers Union (BFAWU)?

If you work in the food industry, whether in bakeries, food production, hospitality, retail, or distribution, the BFAWU is your union. We fight for:

- **£15 minimum wage** for all workers – reflecting the *real* cost of living.
- **Ending zero-hour contracts** because secure work should be a *right*, not a privilege.
- **Full employment rights from day one** – we provide our labour from the first day we begin work, we should expect rights *on the same day*.

- **Fair and full sick pay** to make sure that no one has to choose between health and paying the bills.
- **Repealing anti-union laws** – allowing workers to stand up for their rights without fear.
- **Public ownership of essential services** such as water, energy, and royal mail – public services must serve *the people*, not private profits.
- **The Right to Food** – no worker should go hungry while food corporations rake in record profits.

The crisis facing Food Workers

The people who produce, distribute, and sell the nation's food are facing unacceptable levels of hardship.

Low pay wages are not keeping up with rising costs, leaving many unable to afford the basics, and food poverty means that many food industry workers are going hungry even though they make sure the nation is fed.

The refusal to scrap cruel benefit caps and the removal of winter fuel support have pushed families into deeper poverty and soaring energy bills: 88% of BFAWU members report cutting back on heating because they can't afford it.

Meanwhile corporate profits are soaring, and billionaires grow more prosperous daily. It's time to stand together and fight back.

The rise of division and hate: We Stand Against It

Rather than tackling low wages, job insecurity, and underfunded public services, politicians and the media try to divide us. They blame *migrants* but it's not migrants driving down wages or cutting public services, it's greedy employers and politicians who refuse to tax the rich or protect workers' rights.

Politicians want us to accept their politics that divide us, it's better for them if we blame disabled people and unemployed people for claiming benefits to survive, but the real scandal is corporate tax avoidance and billions lost to government corruption. And because they are now deporting so many people, or claiming too, and our lives haven't improved, they need a new front and the target is Diversity, Equality, and Inclusion (DEI), but DEI is flexible work arrangements, ramps, pay equity, changing tables in men's bathrooms, relaxed dress codes, being able to take time off for hospital appointments. **DEI benefits us all** – exploitation and inequality only benefits those at the top who are desperately clutching at straws to maintain their positions.

The truth is, the far right whether it's Reform UK, Trump, or Elon Musk, is not on the side of workers. They protect the super-rich while attacking unions, public services, and working-class people and driving down wages and stripping back safety measures to bank more profits.

Why mainstream politics won't solve this crisis

Let's be honest, the Tories have spent decades dismantling worker's rights, attacking unions, and making life harder for ordinary people. They created this crisis, and they will never fix it. Labour, under Keir Starmer, has abandoned its working-class roots. It has refused to back striking workers, dropped its pledge to renationalise essential services, and failed to reverse cruel welfare policies. Instead, it echoes Tory rhetoric on immigration and public services. Reform UK is just the far right in disguise. They offer nothing but more division, more racism, and more excuses for why wages are low and services are failing, all while protecting the billionaires who exploit us.

The truth is simple: politics will only change when we, as workers, demand it.

We need YOU to fight with US

We know that waiting for politicians to act is not an option. The only way to win is through collective action, strong union organisation, and worker-led campaigns.

If you're not already a member of the BFAWU, now is the time to join and stand with your fellow workers.

Getting active involves attending union meetings, sharing your experiences, and helping organise your workplace.

If you want to get involved, we can show you how, for example we can show you how to write to your MP, provide information on important protests, and we need you to support union-backed campaigns like *End, Not Defend*.

The cost-of-living crisis is not just a political issue. It is a worker's issue. The BFAWU will continue to fight until every member is paid fairly, treated with respect, and guaranteed a life of dignity.

We must continue to speak the truth about what is happening beyond the UK. Western democracies have been wrong to ignore the genocide in Palestine. What Trump is proposing is *ethnic cleansing*.

Instead of declaring war on poverty, governments are fighting a war on *humanity*. We say: **NO MORE!**

***Together, We Will Win
In Solidarity.***

Ian

BREAKTHROUGH WARBURTONS AGREEMENT SIGNED



Ian formally signs the Agreement alongside James Warburton, of the next generation of the Warburton Family

THE BFAWU ENGINEERS COLLECTIVE AGREEMENT, effective from 5 January 2025, heralds a transformative era for hourly-paid engineers at Warburtons, showcasing remarkable progress in pay, conditions, and job security.

The new deal sees enhanced pay structures, embracing higher hourly rates, structured apprentice progression, and overtime payments.

This agreement places a strong emphasis on work-life balance and flexibility, implementing clear shift patterns, requiring a minimum 48-hour notice for emergency shift changes, and ensuring predictable working hours. Engineers can now choose between extra leave or additional pay for holiday flexibility, along with 100% sick pay after six months of service.

A groundbreaking 35-hour pay guarantee offers income stability during quieter times, while compensation for shift changes safeguards earnings. The agreement amplifies career development through structured job evaluation, ongoing professional growth, and a clear pathway for apprenticeship progression.

Overall, this agreement signifies a monumental leap toward securing fair pay, enhanced working conditions, and enduring job security for Warburton's engineers, inspiring a brighter future for all.

Marc Eccles

HEATSTRIKE – PREPARING FOR 2025

LAST AUGUST THE TUC unanimously passed a motion to go on Heat Strike whenever temperatures rise above 36°C in the UK.

The motion also made demands for a *maximum working temperature* (the UK currently has a legal maximum temperature for transporting livestock but not for workplaces), a *heat furlow scheme* so workers don't pay to stay safe in extreme weather and a *climate action plan*.

The Bakers Union (BAFU), who have been campaigning for legislation on workplace temperature since 2008, brought the motion and representatives of the **National Education Union, the Communication Workers Union, the Society of Radiographers, the Fire Brigades Union, the University and Colleges Union** and **Unite** spoke in support.

The journey to the TUC passing this motion began on Tuesday 19th July 2022 when the temperature in Coningsby, Lincolnshire rose to 40.3°C, the highest temperature ever recorded in the UK. Over 600 people died as a result of the extreme heat that day.

At the time I was working with the *Extinction Rebellion* media team.

That summer we watched as people in their thousands flooded towards the movement, which had been struggling to regain its explosive pre-pandemic engagement. They were driven to action by the visceral reminder that the climate crisis had decisively arrived on our doorsteps. It became apparent that people are ready to step up and take action on climate change, but only when they can feel that the crisis has arrived. It was also clear that no one in the movement was organising specifically around the unpredictable trigger events of extreme weather.

A few of us who had cut our teeth organising in Extinction Rebellion decided it would be a good idea to design a rapid response plan for extreme heat in the UK. We called the plan *Heat Strike*. The action we set out in Heat Strike is not a balloted and legally-sanctioned strike, but it is a way for workers and communities to engage in a refusal to work in extreme heat and use this refusal to show the government that the climate crisis does not exist in a parallel world to the economy. We met with climate groups, unions, big health NGOs, disability rights groups and anyone who could see what increasingly extreme heat spikes would mean for the people they represented

We got a pretty positive reception all round, but Heat Strike really took off amongst trade unions.

The much repeated story that pits climate activists and workers against each other in a battle over decarbonisation versus jobs would have people believe that we are not natural allies. There are obvious reasons why Heat Strike has had some success in bringing the two groups together – the name and the demands combining workers rights and climate action, for instance – but there is another perhaps less immediately apparent, but maybe more significant, reason. The trade union movement and the grass roots climate movement have something important in common: *organising is our bread and butter*.

So, while big environmental NGOs – who would perhaps be seen as our more natural allies – stalled on conversations concerning their brand and association with Heat Strike, unions got to work, helped by people from groups like *Tipping Point UK* who have dedicated time to nurturing relationships across the climate and union movements.

For roughly the last two years, global weather patterns have been in the grip of *El Niño*, which has escalated already-rising temperatures to unprecedented extremes around the world. For the UK, however, that has meant low pressure forced up to northern Europe, bringing relatively cool summers for the last two years. *La Niña* is predicted to begin as this year comes to an end though, meaning we could start to see extreme heat spikes in the UK again from next summer.

In the wake of a big vote of confidence from the TUC last week, the Heat Strike team are preparing for summer 2025. We have a flatpack of actions for anyone to take part from home or at work. From spring 2025 we'll be organising Heat Strike events and things people can do in their local communities. We're building a network of people who've decided they don't want to face the heat alone, and when temperatures rise above 36°C *we'll come together in a national Heat Strike!*

Nuala Lam
Organiser with Heat Strike

You can find out more at:
www.heatstrike.uk
or get in touch with them at:
info@heatstrike.uk



This article was originally published in The Centre for Climate Crime and Climate Justice Blog.

ZERO-HOURS CONTRACTS

LEARN ABOUT THE **Employment Rights Bill**, and see where it falls short of what workers need, in the **IER expert fact sheets**.

EMPLOYMENT RIGHTS BILL FACTSHEET 3

IER
Institute of
Employment
Rights

Zero-Hours Contracts

Version 01 - 13th January 2025

Introduction

Labour's Plan to Make Work Pay: Delivering A New Deal for Working People expressed a clear commitment to 'Securonomics', which 'will give working people security in their day-to-day lives – this involves banning exploitative zero hours contracts'.

This was understood to mean ending 'one sided' flexibility' and ensuring that 'all jobs provide a baseline level of security and predictability'. Not only would exploitative zero hours contracts be banned: 'everyone' will have 'the right to have a contract that reflects the number of hours they regularly work, based on a twelve week reference period'.

Labour's Plan to Make Work Pay: Delivering A New Deal for Working People insisted that the Party had 'an ongoing commitment to protect the integrity of these policies' and that it 'will put in place anti-avoidance measures where necessary'.

What does the Bill say?

- It requires employers to offer 'guaranteed' hours to some zero-hours and low-hours workers;
- The guaranteed hours will reflect hours actually worked over a reference period - probably 12 weeks.
This means that if someone is on a zero-hours contract but in fact works an average of, say, 20 hours a week over 12 weeks, they might expect to be offered a guarantee of 20 hours a week or more (but the details are still being worked out);
- Workers will be free to refuse an offer of 'guaranteed hours' and continue to work zero/low-hours contracts if that suits them.

What are the defects?

- It is not known what 'low-hours' workers are; employers will probably try to use low- rather than zero- hours contracts to get round the law;
- The new rules won't apply to certain 'temporary' contracts but there is a lack of clarity here; for example, will seasonal workers be deprived of protection under this loophole?
- The proposed new rules don't apply to agency workers;
- There are insufficient safeguards on the face of the Bill to ensure that workers are not coerced into refusing an offer of a guaranteed hours contract, thereby remaining on a ZHC;

AND

- Only employees can bring claims for unfair dismissal, if they are sacked for trying to use the new rights; other workers don't have that option.

What needs to be done?

There is a need to close loopholes:

- employers ought not to be able to avoid the new rules by using low-hours contracts;
- the rules about temporary contracts are liable to be abused by some employers; the definition of "temporary" needs to be clear, and limited; and
- workers should have a right to revoke their rejection of an offer of guaranteed hours (in the same way they can withdraw an agreement to work long hours under the Working Time Regulations).

There is a need for better protection for workers who exercise their rights:

- A worker should have the right to seek advice from an independent trade union before making a decision about whether or not to accept an offer of a guaranteed hours contract;
- The worker must have a right to be accompanied by a trade union official under the Employment Relations Act 1999, section 10 in any meeting to discuss the offer; and
- Workers should be protected from detriment (including dismissal) for exercising their new rights under the Bill.

FYI

This is one of 8 expert factsheets on Employment Rights.

These, and a range of the other resources that are available, can be found on the IER website!

www.ier.org.uk/resources/the-employment-rights-bill-erb-2024/



For further details and recommendations see IER's **Suggested Amendments to the Employment Rights Bill (2024)** or scan this QR Code.

ier.org.uk
[@IERUK](https://twitter.com/IERUK)

PLANNING YOUR FINANCES

PayPlan®
BUDGETSMART

How can I improve my financial health?

SO MANY PEOPLE use the New Year to kick start a health plan and look after their bodies, but the New Year can also be the perfect opportunity to review your *financial* health.

The holiday season is expensive, with food, presents, clothing, and events all adding up alongside all of the standard household costs. If you're already struggling with debt, this is likely to have increased, or if you've overspent over the festive period, you may be worrying about how you'll be able to repay this balance.

Here are some ideas to help improve your financial health in 2025.

Create a budget

Sit down and work out what you're spending your monthly income on, you might be surprised when you work out exactly where it's going. It can be a great opportunity to cancel subscriptions that you're not using or review your energy provider to see if you can get a better deal.



You can use our free budget planner, **BudgetSmart** which is available on the website. Try to build in a buffer when you work out your budget to plan for the unexpected.

Check you're not missing out on any benefits

It's important to check you're not missing out on benefits you may be entitled to. Whether you're already receiving benefits, unsure of your eligibility, or have previously been told you don't qualify, it's worth taking a moment to use a **benefits calculator**. It's quick, confidential, free, and takes less than ten minutes.



Review your household costs

You can use comparison sites to find the best deals for bills, such as your gas and electric or broadband deals – some offer vouchers or discounts for you to switch to.



Try to ensure you don't let policies auto-renew (such as broadband and home insurance), as they may auto-renew at a higher price than you're already paying, and you may be able to get a better price elsewhere.

Try and complete a savings challenge

The *no-spend challenge* can be an ideal way to devote a month or two to cutting back on spending. The idea is that, during the timeframe you choose, you commit to spending money only on necessities like groceries, bills, and toiletries. Then, you cut out any non-essentials such as *streaming services* or *days out*.



This can be an ideal way to get back on track after overspending over Christmas and you may review your spending habits along the way by seeing how much you could be cutting back on going forward.

After the no-spend period, you can use your leftovers to pay off debts or put them into your savings account.

Another great idea to try is the **£1 challenge**. If you can, put £1 aside each day and by the end of 2025 you'll have £365 in your pot!

Tackle your debt

If you're struggling with debt, get some help in 2025. Carrying the burden of debt can weigh you down and it can be overwhelming to know where to start. **The good news is, we're here to help.** Call us on **0800 072 1206**. We're open from 8am – 8pm Monday to Friday and 9am – 3pm on Saturdays.

Alternatively, you can visit our www.payplan.com/bfawu to speak to us via live chat or for more information.

If you're looking for ways to make the most out of your money **BudgetSmart** has hundreds of easy actions you can take to improve your monthly budget.

www.payplan.com/bfawu

THE BFAWU CREDIT UNION

Making your savings work for you!

THE BAKERS, FOOD AND ALLIED WORKERS CREDIT UNION (BFAWCU) is open to all members and family as well as employees of the Union. It gives members the opportunity as a group of people in a common bond to save together and lend to each other at a reasonable rate of interest.

The BFAWCU offers members the chance to have control over their finances by making their own savings work for them. Regular savings form a common pool of money which in turn provides many benefits for members.

The Credit Union exists only to *serve* its members, not to *profit* from them. **It is non-sectarian, non-political and continues the tradition of co-operative self-help.**

Becoming a member

Joining the BFAWU Credit Union is easy. If you are over 16 years of age, a simple application form with proof of ID & proof of address is all that is needed for members of the BFAWU. Most employers who recognise the Union agree deductions from wages/salaries, so it is an easy way to save. Membership is open not only to members – we also run a junior savings account where savings can be made on behalf of children and grandchildren.

So what are the details?

- There is a minimum savings of **£2 per week** or **£10 per month**.
- Members of the Credit Union are required to pay a one off **£5 joining fee**
- There is a **£2 annual account fee**
- Every year a dividends (currently 2.5%) is paid on your previous year's savings

Each member becomes an owner of the Credit Union

Every person who saves with the BFAWCU automatically becomes an *owner* and has a say in its running. Each member has one vote in the running of the Credit Union. As a democratic financial co-operative, the Credit Union is controlled by its members.

Benefits of membership

Most financial institutions are in the business primarily to make a profit. – **your Credit Union is different.** The BFAWU Credit Union is in business solely to help its members. It is owned by its members and regulates its affairs in the best interests of its members.

As a member of the Credit Union you can enjoy many benefits including:

- Control over your own finances



- Encouragement and advice on a regular savings programme
- Loan availability at relatively low rates of interest, which remains consistent even during times of economic turbulence
- Security of savings through the **Credit Unions Fidelity Bond**

How can I withdraw my shares?

Withdrawals can be made at any time. You must complete a Share Withdrawal Form which is available from the Credit Union Administration Office:

Stanborough House
Great North Road Welwyn Garden
City Herts AL8 7TA
01707 259455

admin@bfawucreditunion.co.uk

- Please remember that at certain times we deal with a large number of payments, so plenty of notice is always appreciated.
- We do not deal in cash – all payments are made by cheque, or by direct credit to your bank account.

How do I know what I have saved?

Just call the Credit Union **Administration Office** – just quote your membership number and we will give you your balance (once you have answered a few questions to confirm your identity). We will also send you an Annual Statement of your account.



What guarantee do I have that my share savings are safe?

All your savings are insured – at no cost to you. Our Supervisory Committee (who are themselves Credit Union members) can come to the office at any time and inspect the books of account.

We are also registered with the *Financial Conduct Authority* who require us to complete forms showing how we are managing your money, and make regular submissions regarding our financial position.

At the end of each year, our accounts are certified by independent auditors. They make a report which is presented at our **Annual General Meeting** for members. Copies are always available for those who request them.

Junior Accounts

You can also open an account for a child under the age of eighteen. You can obtain a *Junior Account Application Form* from your local contact or direct from the Credit Union. On the form you just have to give us your name and BFAWCU membership number, along with the name, address and date of birth of the child for whom you're opening the account, and details of how deposits will be paid.



You will be able to make withdrawals from this account but no loans can be based upon the savings in it. You undertake to assign control of the account to the child concerned when he/she reaches eighteen.

Loans

- **When can I apply for a loan?**
You can ask for a loan application when you have been saving for 3 months.
- **How much can I borrow?**
During your first year of membership you may apply for loans of up to twice the value of your shares, providing that the total amount of the loan does not exceed £3000.



continued

During your second year of membership you may apply for loans of up to three times the value of your shares, again providing that the total amount of the loan does not exceed the value of £3,000.

- After the second year of membership, you may apply for loans of up to £4,000 in excess of the shares you hold.

Interest on loans is charged at 1.75% on a diminishing balance (equivalent of 21% APR). The length of repayment is up to two years but members can pay it off quicker if they so choose. (Example interest on a loan for £4000 over 2 years would be £903 – total amount repayable £4903).

Please note that Loan approval is not automatic, our Credit Committee must look at each application, and make sure you can afford the repayments.

What happens to my savings when I have a loan?

We would prefer you to continue to save at your normal rate, but you must continue to save at least £2 per week or £10 per month whilst you repay your loan. If you run into financial difficulty and cannot make a payment YOU MUST contact the Credit Union office.

Your savings are frozen as security against your loan. Your savings still belong to you, but you cannot withdraw them until you have saved more than the loan you owe. So, the more you can save whilst you are repaying your loan, the sooner your savings are released to you.

Contact

For more information about the Credit Union, you can:

- Speak to your local Union representative
- Contact the Credit Union Administration Office:
Stanborough House, Great North Road, Welwyn Garden City, Herts, AL8 7TA
01707 259455
admin@bfawucreditunion.co.uk

Bakers Food & Allied Workers Credit Union Limited is authorised and regulated by the Financial Conduct Authority – FCA Number 213873

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

SAVE RON TODD HOUSE

The Legacy of Solidarity

IN THE HEART of the trade union movement lies a vital symbol of solidarity, justice, and working-class heritage: **Ron Todd House**. Named after one of the most influential leaders of the **Transport and General Workers' Union (TGWU)**, this iconic space represents the values Ron Todd championed throughout his life – *equality, fairness and unwavering support for working people*. Today, Ron Todd House is under threat, and **we need your help**.

A legacy worth protecting

Ron Todd House has been more than just a building – it's been a hub of education, activism and practical solidarity.

Over the years, the Ron Todd Foundation has used this space to deliver vital support to trade union members, including solidarity workshops, educational events, and over 15,000 parcels of support to those in need. It's a place where the values of the trade union movement come alive, inspiring generations to fight for justice and equality.

But now, this historic site is at risk of being lost. Without urgent support, we could lose not only a physical building but also a powerful symbol of everything Ron Todd stood for.

Why We Need Your Help

The cost-of-living crisis has hit working people hard, and spaces like Ron Todd House are needed more than ever to provide practical assistance and a sense of community.

The **Save Ron Todd House** campaign aims to raise the funds necessary to preserve this space and ensure it continues to serve as a beacon of hope for trade unionists and working people across the country.

How you can support us

We're calling on all trade union members, activists, and supporters of social justice to join this campaign. Here's how to help:

- **Donate to the Crowdfunder:** Every contribution brings us closer to our goal. You can donate here: www.crowdfunder.co.uk/p/save-ron-todd-house.
- **Spread the Word:** Share this campaign with your union branches, colleagues, and friends. The more people know about the fight to save Ron Todd House, the greater our chance of success.
- **Visit the Foundation Website:** Learn more about the foundation's work and its impact on the trade union movement at www.rontoddfoundation.org.

A Call to Action

Ron Todd once said, *"If you don't fight, you lose."* This campaign is our fight to preserve not just a building, but a legacy that has empowered so many. Together, we can ensure that Ron Todd House continues to inspire, educate, and support those who need it most.

Let's come together as a movement, just as Ron Todd would have wanted, and save this vital piece of our history.

Bianca Todd



Workplace Wins!

UNIONS ARE TRADITIONALLY very poor at communicating what they do for members in the workplace. But if we don't shout them out, few, apart from the affected members will ever know and we'll be feeding the myth that unions are no longer relevant in today's world.

Most of the work our union reps do are the small things but add them up across the UK and the overall impact is *huge*.

Often it is about simply ensuring members have a voice in changes happening to them at work. BFAWU stewards', safety reps' and activists' greatest service to members is *preventing bad things happening in the first place!*

To make it easier for us to capture these wins and promote them, we have put together a quick set of questions to gather information. There are separate forms for reps and members to allow for the different perspectives!

We will review all the feedback we receive and use it to produce case studies and good practice advice to share with other BFAWU members and, perhaps, attract new ones!

Who knows, your big win could provide us with an article in Foodworker!

So, scan the code and let us know what you and your Union have done brilliantly!



NETWORK DATES 2025



20th January
17th March
9th June

15th September
17th November



27th January
24th March
23rd June

22nd September
24th November



21st January
18th March
10th June

16th September
18th November



28th January
25th March
24th June

23rd September
25th November



22nd January
19th March
11th June

17th September
19th November



29th January
26th March
25th June

24th September
26th November



23rd January
20th March
12th June

18th September
20th November



30th January
27th March
26th June

25th September
27th November



24th January
21st March
13th June

19th September
21st November



31st January
28th March
27th June

26th September
28th November

Meeting notes from previous network meetings can be found in the relevant section of the BFAWU website: www.bfawu.org

A BRIEF GUIDE TO BEING...

...A BFAWU GREEN REP

The role of the green rep

ANY BFAWU MEMBER with an interest and drive to progress workplace solutions in addressing the climate and ecological crisis is encouraged to put themselves forward to be elected to this role within their branch.

Green reps can work in a similar way to other union reps by raising awareness of green issues in the workplace and making sure they are included in the negotiating/ bargaining agenda.

The main concern would be to agree a joint approach.

BFAWU green reps are a fundamental part of the branch organising and bargaining machinery. Their role is vital in ensuring that employers address the climate crisis and sustainable ways of working, ensuring the workforce is fully engaged with in the transition to greening our industry.

The name used for green reps is very much up to the local branch, BFAWU refer to them as 'green rep' as it is an increasingly recognised term and often in the eyes of employers encompasses issues outside of their often very narrow view of an environmental agenda. Others may refer to them as 'climate reps', 'environment reps', 'sustainability reps' and so on.

Organising and action

Green reps are encouraged to progress the following within their branches:

- Considering how you can work in your branch to raise awareness around *the green agenda*.
- Consulting with members around climate and ecological emergency issues – surveys and discussion forums can be useful for this.
- Organise members around climate and ecological emergency issues.
- Attending and encouraging members to attend courses related to climate and sustainability as a means of initiating work in this area.
- Ensure environmental and climate issues have a place on the agenda at branch meetings.
- Getting involved in BFAWU national and regional environmental networks and structures (where these aren't present, look at *initiating* them)
- In conjunction with your branch, negotiate with management around policies and procedures.
- Familiarise yourself with current BFAWU policies.
- Sit on relevant employer committees to represent your branch on climate and sustainability issues.
- Develop a local BFAWU strategy to respond to employer initiatives.
- Monitor workplace environmental and sustainable standards.
- Conduct a *workplace environmental audit* (templates are available on the BFAWU website or by contacting green@bfawu.org)
- Work with other branch reps (ULRs/H&S) to address and highlight *workplace, local and national and environmental issues*.
- Take part in BFAWU's quarterly **Green Reps Network** (see page 11 for meetings) to learn more about what is happening at other branches and share best practice
- Work toward negotiating *facility time* for the role of a standalone BFAWU green Rep



A BRIEF GUIDE TO BEING...

...A BFAWU WORKPLACE REP/SHOP STEWARD

THE PURPOSE OF ANY trade union is to advance the interests of its members. Unions do this by negotiating collective agreements and by lobbying to improve laws that affect the membership.

Whether you are an existing BFAWU activist, or you are considering taking on a more active role within your BFAWU branch there is a course for you to support your journey.

Unions also represent their members by seeing that employers do not violate their collective agreements or laws (health and safety, human rights, etc.) that affect the members.

Union members must work together to force employers to pay staff properly, to provide safe working conditions, provide us with job security, etc.

Even in the worst of times unionised staff do better than those with no protection.

The difference between members of an effective union and unorganised staff, or members of a passive branch, is the difference between *bargaining* and *begging*.

The difference between bargaining and begging is *the power to effect change*. Unionised staff who act together and support one another have more power than individual staff who often can't even complain about working conditions, harassment by supervisors, racism, or being passed over for promotions for fear of being labelled a troublemaker.

In short, members of strong branches have a lot more say about what happens at work compared to staff with weak or nonexistent unions.

Unions are not just insurance policies where you pay your dues and expect someone to solve your problems for you.

Unions are self-help organisations where the members work together to solve common problems.

Your role as a workplace rep

The rep is primarily a problem solver.

In some cases, 'solving' could mean mediating a dispute between two members, talking informally to a line manager, helping a member to submit a written grievance, or referring a problem to the local committee.

A rep builds confidence and promotes mutual support.

Confidence and mutual support are achieved when the rep involves other staff in the creative resolution of a member's problem or grievance.

The rep encourages members to find solutions together by facilitating problem solving.

The rep is also the key link between the membership and the leadership of branches.

The rep should pass on important information about union activities and encourage membership involvement in union activities.

The rep should also pass on complaints about the union to the local committee.

Since effective reps have a good understanding of the problems and concerns of the members they represent, they should be consulted about things such as management proposals and campaigns undertaken by the branch, so that the concerns of the membership are taken into account before any of these proposed activities are adopted.

Duties of branch reps

Reps should:

- Introduce themselves and explain their function to all new members in the department/shift or immediate workplace.

- Explain the role of the union to new members.
- Investigate all complaints made by members and pass them on to the branch committee to see if they can be resolved informally.
- Attempt to deal with complaints that are not grievances with informal discussions with managers, union members, or members of the union executive.
- Act as a referral agent for members with personal problems that require expert assistance.
- Keep the committee informed about all complaints and how each has been dealt with.
- Keep members informed about important settlements made by the local association.
- Encourage members to attend meetings where negotiating issues will be discussed.
- Pass on the members' priorities to the committee.
- Ensure that the members are informed about all membership meetings and about the important things being discussed at these meetings.
- Pass on complaints about the union and about any barriers to union activity to the committee.
- Keep union bulletin boards up to date.

Tips for reps

- Introduce yourself to all the new employees and make sure they understand your function.
- Keep the members informed about union activities by distributing notices of meetings, agendas, minutes of meetings, union publications, information about important grievances, settlements etc.
- Never turn anyone away that comes to you with a complaint. You may not think the problem is important but the person complaining probably feels differently.
- Listen carefully, take notes and ask questions to clarify the basis of the problem and the desired solution. If you think you need advice, contact the committee.

A BRIEF GUIDE TO BEING...

...A BFAWU UNION LEARNER REP

Roles and responsibilities

A ULR's roles and responsibilities may include:

- Working with other union reps raising BFAWU's profile through learning
- Increasing awareness of the benefits of learning
- Providing advice and guidance on learning to fellow workers
- Ensuring equality in learning
- Identifying and promoting learning opportunities
- Identifying and addressing barriers to learning
- Conducting learning surveys to identify employees' needs and interests
- Forwarding details of course and individual learning outcomes to your National ULR Committee member
- Compiling and submitting learning case studies
- Supporting young workers in formal training such as Apprenticeships
- Addressing meetings of employees on learning opportunities
- Negotiating paid time off for employees to learn
- Negotiating redundancy support training
- Promoting the value of training and learning among local management
- Promoting education for workplace reps, safety reps and members.

When you are elected as a ULR, your Full-Time Officer/Branch Secretary (as appropriate) will inform your employer in writing and notify them you are requesting paid time off to attend training for your role.



Every BFAWU rep has a role to play in building the union locally. An essential part of this is communicating effectively with members and non-members alike.

As a ULR, you will have opportunities to talk to your colleagues about their learning needs. You may talk to members who otherwise may not have very much contact with the union. This is a great opportunity to talk to them about their concerns at work, about the union and to get them to do something or, if they are not already a member, to *join the union!*

Your legal rights as a ULR

The Employment Act 2002 sets out the statutory rights of ULRs in organisations that recognize trade unions. ULRs have a number of formal functions that can be performed, and for which paid time off from their normal duties should be given:

- Analysing learning and training needs
- Providing information and advice about learning
- Arranging learning or training
- Promoting the value of learning
- Consulting the employer about such activities
- Undergoing training for their ULR role.

Union members are also entitled to time off to use the services of ULRs, although there is no legal requirement on the employer to pay them for this.

Facilities for ULRs

In addition to time off, your employer should provide the following as a minimum requirement to you as a ULR:

- Arrangements for confidential consultation with the members you represent.
- Use of a desk to prepare paperwork.
- Access to secure facilities for storing correspondence.
- Access to a computer with the provision of an email account and access to the organisation's intranet and the internet
- Access to internal and external telephones
- Access to duplicating, printing facilities
- A noticeboard on which to display learning information.
- Reasonable time off work for trade union members (and non-members) to access the services of a ULR where it is not possible for practical reasons for meetings to take place outside normal working hours.
- Access to appropriate information such as policy documents and approved codes of practice, copies of relevant statistics.

A BRIEF GUIDE TO BEING...

...A BFAWU SAFETY REP

Trade Union Safety Reps save lives!

There are plenty of health and safety laws that should protect workers, but without trade union organised workplaces including Safety Reps, employers can ignore their legal duties.

Every year across the UK more than 50,000 people die because of exposure to toxic and hazardous work. Many more thousands develop life-impacting ill health and disabilities.

The BFAWU Safety Reps role is to make sure your boss deals with the risks, takes a precautionary approach and provides the equipment needed to do the job and prevent injuries and ill health.

Who can be a BFAWU Safety Rep?

Only a trade union can appoint or elect a Safety Representative.

You need to be a BFAWU member to be a BFAWU safety rep.

Safety Reps are independent of the employer, which means the employer cannot decide who carries out the role, it is up to trade union members to decide who will represent them.

The employer has to provide facilities and paid time off for the Safety Rep to carry out the role and they must provide paid release to attend trade union health and safety training.

There are specific laws to ensure that the Safety Rep can carry out their duties – **the Safety Reps and Safety Committee Regulations 1977** – also referred to as **the brown book**:

<https://www.tuc.org.uk/sites/default/files/BrownBook2015.pdf>

What do BFAWU Safety Reps do?

BFAWU Safety Reps are expected to:

- Carry out a minimum of 4 inspections in the workplace each year.
- Talk to all workers about their health and safety concerns and raise them with management.
- Investigate accidents or incidents and report health and safety problems to management.
- Make sure your employer doesn't cut corners or put anyone in danger.

...and much more!

Safety Reps are trained by the union on how to carry out the role.

The right to go home safe and well!

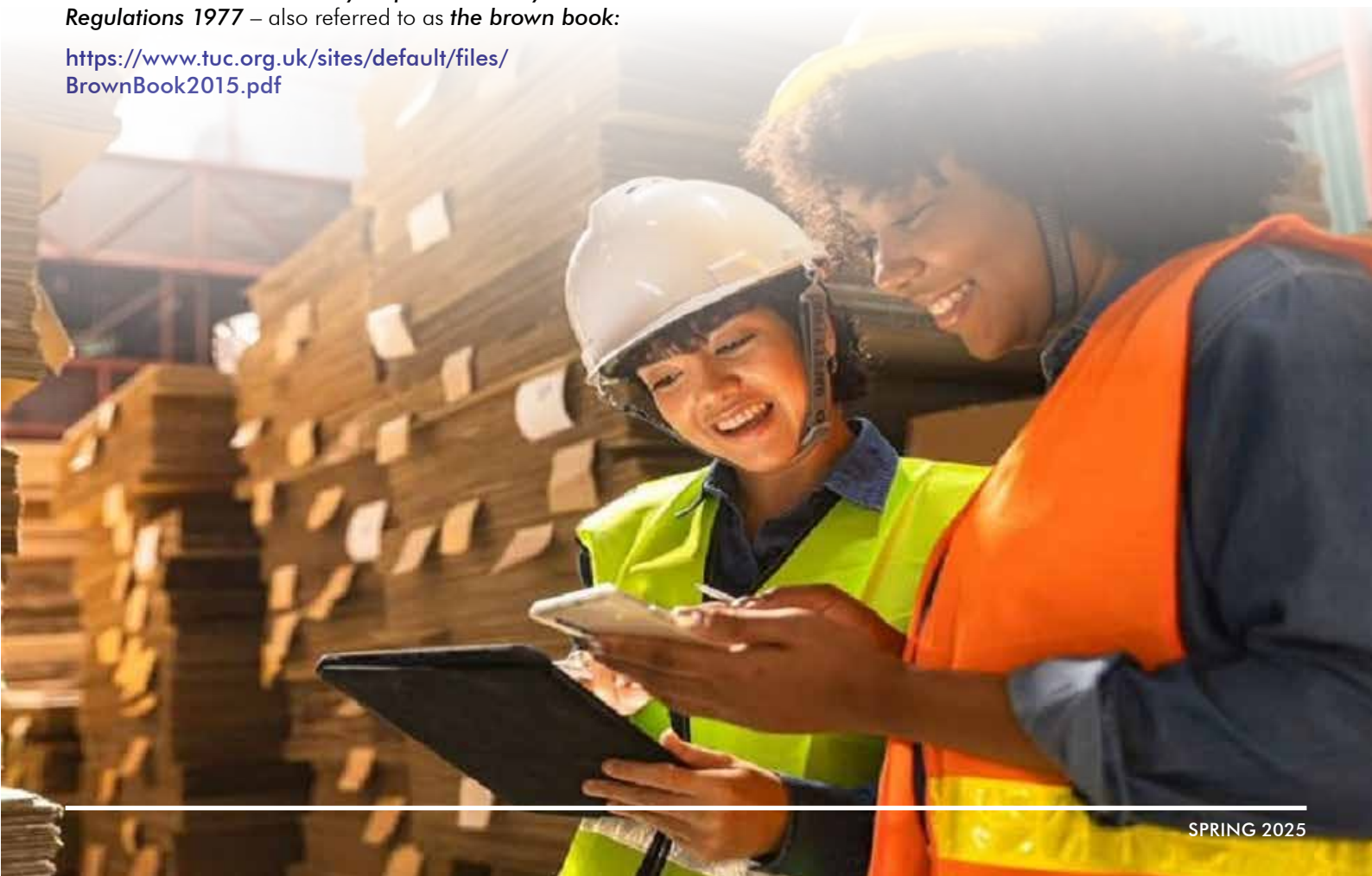
Everyone has the right to not be injured or made ill by work.

Safety Reps make sure their employer is carrying out their legal duty to ensure the mental and physical safety of their workers.

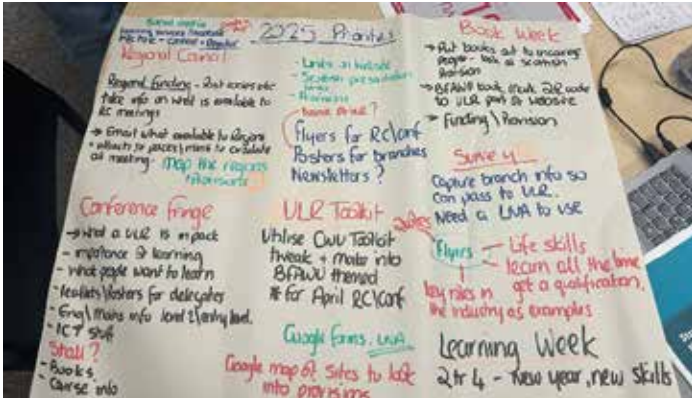
Health and Safety at work is a vital organising opportunity and helps strengthen the trade union organisation through recruitment, involvement and activity.

Health and Safety at work affects everyone and concerns everyone.

The BFAWU Safety Reps' role is crucial in the workplace



BFAWU NATIONAL ULR COMMITTEE



Learning Week

Having a learning week was felt to be a good opportunity to utilise social media, showcase what is available for member, where there are projects these can be highlighted and call out for members to become ULRs too.

Key priorities to work on:

- Mapping out provisions for learning in each of the regions, starting with mapping where members are based at work so that provisions can be sought out that are relevant
- Develop a *flyer* and *workplace poster* about learning and the ULR role
- Use the *CWU ULR toolkit* as a good practice example of creating a BFAWU toolkit for ULRs.
- Survey BFAWU members around their learning needs and inform ULRs where relevant.
- Looking into developing a *Learning Newsletter*
- Develop a *Conference fringe* around the importance of learning/what people want to learn
- Look at a **Learning Week** in the December quarter

PRIORITIES FOR 2025

AT THE JANUARY MEETING, as well as normal business, the Committee spent some time looking at what it would like to achieve over the next 12 months and more long term regarding getting learning back on the agenda within the union. This included discussions on:

Promoting Life Skills

People learn so many things naturally and without realising. How can we highlight this to remove some of the anxiety and ease people's worries about learning?

Exploiting social media

How can we reach out to people about learning, the union and the link between the two? We also need to reach young people where they are looking and channels such as Tik Tok and other social media platforms are where we need to be to do that, not just on the learning side, but the union generally too.

Engaging with Book Week

Book Week, looking at provisions around the nations, encourage members to bring books into work so that they can be shared and reading encouraged.

Regional Council Involvement

Regional Councils, including a briefing specifically about the importance of learning, having information about what provisions are available and where.

Provide a ULR Handbook

An updated ULR handbook is needed. After looking at other unions' versions it was agreed that the CWU style of a toolkit was great and that we could create something similar to use within the BFAWU for reps to understand the role and responsibilities

Establishing member needs

Surveying members to identify learning needs is something we could do nationally initially but ensuring that members can identify their branches so that data can be passed onto ULRs is important otherwise the ULRs cannot perform their function efficiently.

Presence at Conference

Having a fringe at Conference felt important so that we can engage with delegates about the importance of learning and getting it back on the agenda.



BFAWU on the international stage

Robbie Woodland, ONE HUNGRY CORNISHMAN who wants to make a difference and Branch Secretary of Branch 282, has been in contact with a village in Kenya, where a group of 11 young people have come together to play the beautiful game. To achieve their dream, they needed a ball and kit to play properly though!

The branch along with the wider district branch covering Kernow have sponsored the team, providing balls and kit with BFAWU proudly on display so that they are able to play and enjoy the sport!



IN PRAISE OF CARERS

A poem by
Member
Handsen Chikowore



They are welcoming, warm, friendly and amazingly approachable
Discharging their duties with distinction, excellence and success
Despite long hours toiling in complex and perplex atmospheres
They never ditch core values enriched in person centred care
Their appetites are fixed on enhancing lives through health promotions
They constantly draw strength from reservoirs of caring nature
Harnessing all that matters to make enjoyable lives for the vulnerable people

Even in circumstances littered by challenges and violence
They remain fixed on their principles and professionalism and patience
Their duties are marinated in empathy and sympathy
They also combine consistent compassionate love with kindness
And concentrate on making meaningful differences
Which go beyond size of pay packet and direction
Because they believe in quality standards that protect and promote health

PRESENTATIONS



Sadiq Vohra

SADIQ VOHRA [LEFT] of *Slater Gordon Solicitors* is pictured being presented with a pewter baker and a certificate of appreciation together with a *thank you* card from **Frank Loveday** (Region 1 FTO) [centre] and **Ian Hodson** National President [right] at Regional Council

Ian thanked Sadiq for his 25 years of service, looking after members of the BFAWU.

Sadiq has contributed many articles to *Foodworker* in addition to his work on behalf of our members over the years. He is moving to a new challenge with a new company.

We wish him well for the future

iphone photograph

Hovis, Forestgate

VIJAY JHALL [CENTRE], A UNION MEMBER and a shop steward, is shown being presented with his **40 years Membership Certificate and Badge** by **Frank Loveday** (Region 1 FTO) [left] along with his Branch Secretary **Mohammed Mushtaq** [right].

Vijay has worked for over 40 years at Forestgate and seen many changes over the years but still enjoys his work.



WORK YOUR BRAIN

WORDSEARCH

How many words can you find?

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

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

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

difficulty: medium

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								26				
						27						
28								29				

Across

- 1 Drunk (6)
- 5 Ornamental flowering shrub (6)
- 8 Omelette essential (3)
- 9 Whine (6)
- 10 Yearn (6)
- 11 E.g. the Romanovs (5)
- 13 Athletic shoe (7)
- 14 Pains (5)
- 17 Periodic (5)
- 20 Fuzzy (7)
- 22 Long-continued practice (5)
- 25 Leaning letter (6)
- 26 Mature animals (6)
- 27 Did possess (3)
- 28 Stump up in advance (6)
- 29 Creeping (6)

Down

- 2 Republic containing the northernmost point in Africa (7)
- 3 At no time (5)
- 4 Vale (4)
- 5 Con (7)
- 6 Clap (7)
- 7 Strange and mysterious (5)
- 12 Observe (3)
- 15 Facial deformity (7)
- 16 Incomplete (7)
- 18 Acknowledgement of debt (1,1,1)
- 19 Become less dark (7)
- 21 Coming after (5)
- 23 Moved back and forth (5)
- 24 Instructed (4)

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Branch 601

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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!*

