



PAY RISE? ONLY IF WE ARE PREPARED TO FIGHT!

Everyone is talking about the pay rise. The government has increased the minimum wage to £8.21. This is a 4.9% increase. The company easily finds the money to pay this - but when the union asks the company for a pay increase, they always have a long list of excuses why they can't pay. But we know they can! Bakkavor gross profit for 2018 was £486.6 million!!!

Over two years ago, during the last pay claim, GMB asked for the London Living Wage, which was £10.20 at the time. The union - and then workers- ended up agreeing to a few pence more. **The union is now asking for £1 more an hour for every skill grade. Will the union, and workers, accept anything less...?? It is in our hands!!**

The company won't give us a big increase unless we start fighting together. We have started well: 97% of union members stood together and rejected the company's 2% wage increase from January-March 2019. Good! Why should we accept their crumbs?!

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What Are Other Bakkavor Workers Doing?

Bakkavor workers in other towns are also fed up with bad pay! In November, Bakkavor workers in Spalding voted to work-to-rule to protest against the company's rubbish 2.5% pay offer. This means following all the company's rules exactly. If we did this, everything would slow down and the managers would start going crazy! But they can't punish us because we are just following their own rules! Something to keep in mind...

And Bakkavor workers in Scotland are on strike! They are refusing to work overtime and also stopping work. They are asking for over £9/hr. Striking is the only way management will give us more. Would you be prepared to strike for more money..?



GET IN TOUCH!

Write to us. Talk to us when we distribute. If you want to meet, tell us when and where. If you want us to talk to workers at the other plants and create a link, tell us. You don't have to give your name. Are you being bullied or do you know someone who is? Are health and safety rules not being followed? What tricks do the managers do when there is an audit? The more of us who share information, the better this bulletin will be!

In Cumberland, a petition was signed by many workers, who put forward their own pay claim. Good! We need more actions like this!

But 'unity' means more than just voting to accept or reject a pay offer. We have to stop being afraid and start taking responsibility for our own situation. We can blame the union for not fighting hard enough for us, we can blame the company for never giving us more. This is all true, but what are we going to do about it?!

1. We should organise our own meetings and not sit around waiting for the union to lead us.
2. We should stop being lazy and scared and start fighting for some dignity and respect!
3. If you are in the union, go to their meetings in groups and find out what exactly they are doing and more importantly, say what YOU want to happen. Unless we get involved in the decisions ourselves and show our support, we can't complain.

Cumberland rainbow shift

Hygiene workers at Cumberland have been told they will lose 2 hours of pay in the new rota. Bakkavor wants to reduce the working day from 5 to 4 days meaning workers would get only 38 hours pay instead of 40. This is all about Bakkavor saving money. Some workers are saying NO! It is not acceptable for workers to take home LESS money when we already get paid so little. Unless workers stand up together and refuse, Bakkavor will continue to treat us like idiots.

Rule no.1. Never sign anything without speaking to the someone first. Say you need advice and will not sign! You cannot get into trouble for refusing to sign immediately!

Bully of the month

This lady is SCARY! As Operations Manager at Cumberland she rules with an iron fist, trampling over anyone who walks in her path. She crushes them with her big and heavy feet. She shouts in their faces. People tremble as she thumps around. She has had lots of practice too, she used to work at Gate Gourmet. She eats low-paid workers for breakfast and is hungry again by lunchtime. Avoid this animal at all costs!



ଅଧିକାଂଶ ଲୋକମାନେ କାର୍ଯ୍ୟାଳୟରେ କାର୍ଯ୍ୟ କରିବାକୁ ଆସିବା ପାଇଁ ସକାଳୁ ଉଠିବାକୁ ପଡ଼ିଥାଏ । ସେମାନେ କାର୍ଯ୍ୟାଳୟରେ ଉପସ୍ଥିତ ହେବା ପାଇଁ ସକାଳୁ ଉଠିବାକୁ ପଡ଼ିଥାଏ । ସେମାନେ କାର୍ଯ୍ୟାଳୟରେ ଉପସ୍ଥିତ ହେବା ପାଇଁ ସକାଳୁ ଉଠିବାକୁ ପଡ଼ିଥାଏ ।

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