

# **DON'T SUFFER IN SILENCE**

**DEALING WITH  
PROBLEMS AT WORK:  
A STEP-BY-STEP GUIDE  
FOR BREWERY WORKERS**



**Brewery workers are proud to be part of a tradition stretching back thousands of years. Whether it's sourcing hops, mashing in, kegging and canning, delivering to pubs, working in sales, or pulling the pints, you and your coworkers contribute to putting a beer in people's hands at the end of a hard day or a relaxing weekend.**

**Modern brewing methods and equipment allow us to produce more beer than ever before, but it's still not easy. You and other brewery workers face challenges on the job: long hours, early and late shifts, unpaid work, bullying, sexual harassment, and physically dangerous labour. Whatever the issue, no one should face it alone.**

**We're writing this pamphlet because we know that problems at work are best faced head-on, with support, and at the earliest possible opportunity. Don't wait until things reach a breaking point. If there's a problem at work, be proactive. Speak to your coworkers about the issue and tackle it together. To help, we've written out some basic steps that you can take.**

**Of all the steps, steps one and three are the most important. If you have a problem at work, leaving your job cuts off a number of legal and procedural pathways to see problems resolved. The ones that remain often take even more time, effort, and money.**

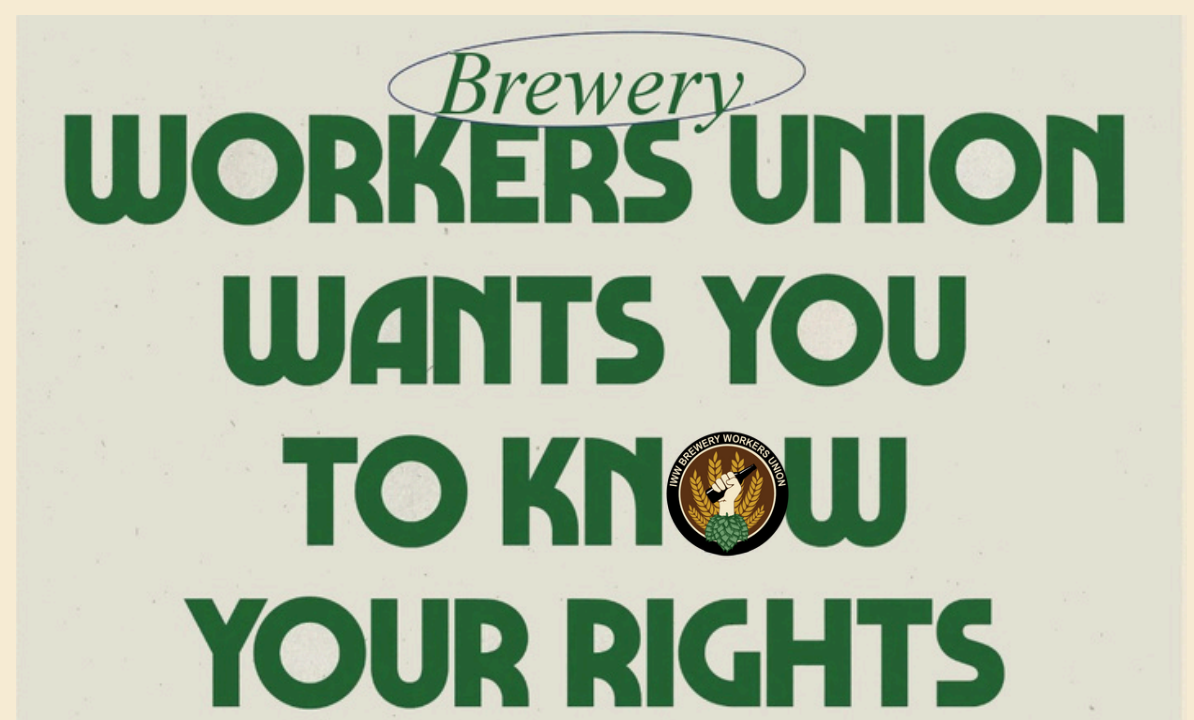
**Workplace issues are just like questions: if one person has one, chances are someone else has the same one. Unfortunately, these problems tend to continue until enough workers get together and make management take it seriously. Find coworkers with the same problem, get some supporting advice, and bring the problem to management together.**

**So, with that in mind, read on. Share this with your workmates and anyone you think could benefit.**

**We've got your back.**

# STEP ONE: DON'T QUIT

**Too many breweries rely on staff leaving, allowing them to keep offering the same bad conditions again and again.**



**Stay! It's the employer who needs to change - not you!**

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## STEP TWO: TAKE NOTES



**What happened? When? Who said what and how did it make you feel? Were there any witnesses? Are there any relevant emails? Make notes and a timeline and keep them somewhere safe.**



## **STEP THREE: DON'T SUFFER IN SILENCE**

**Speak to your workmates. Problems at work rarely affect just one person, so there's a good possibility others may join you in speaking up. Plus, just having someone you trust alongside you can make all the difference.**



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## **STEP FOUR: GET SUPPORT**



**Collect all your relevant documents (contract, handbook, etc.) and contact the union. A rep can walk you through next steps, whether that's an email to your manager, a grievance, or a group petition.**



# STEP FIVE: RAISE THE ISSUE

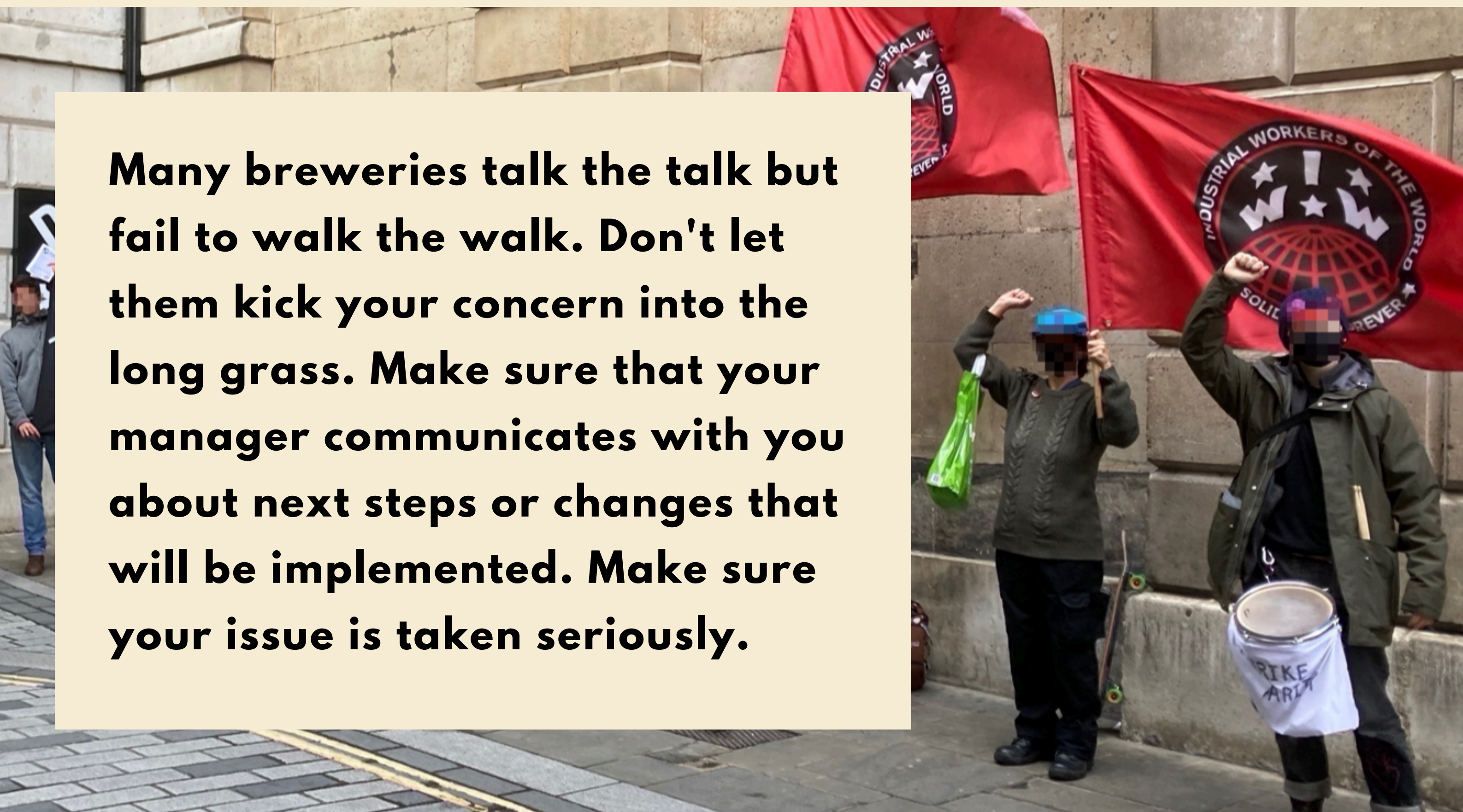
**Whatever you decide on for your next step, it's important to go in with a plan. Do you have someone who can join you in meetings? What happens if management says no or never responds?**



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# STEP SIX: FOLLOW UP

**Many breweries talk the talk but fail to walk the walk. Don't let them kick your concern into the long grass. Make sure that your manager communicates with you about next steps or changes that will be implemented. Make sure your issue is taken seriously.**



# SUCCESS STORY!

“ The IWW have been a massive help in me reclaiming my unlawful fine from my previous employer. Getting into this conflict with employers I thought I had a fair relationship with is very uncomfortable and upsetting, but the IWW took the brunt of the conversation out of my hands and secured the payment I never thought I'd see, for which I'm massively thankful.





# VICTORY!

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Thank you for the advice! It was finally resolved today. I told them in person I had contacted the union and that seemed to give them a bit more persuasion to get it sorted!



“ Just to let you know I received the funds from the brewery that wrongfully dismissed me. Thanks a lot for your help and support

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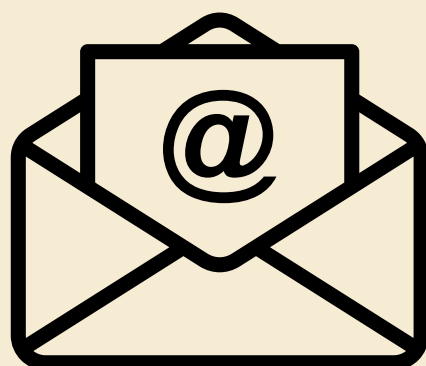
**We are here to improve conditions across the brewing industry.**

**We support brewery workers fighting for secure contracts, wages that allow us to get a mortgage or start a family, safe working conditions, and a voice on the job.**

**We offer training on everything from health and safety, to how to raise issues with the boss to specific legal issues: redundancy processes, zero-hours contracts, and an introduction to disciplinary and grievance processes.**

**Don't hesitate to reach out if you'd like to arrange a session for you and your workmates or to discuss an issue at work. For more information check out our website or drop us an email.**

**We've got your back.**



**[breweryworkers@iww.org.uk](mailto:breweryworkers@iww.org.uk)**

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