



FOBTOB Bulletin

Monthly Newsletter

May 2023

• Issue No. 11

MAY DAY CELEBRATION (2023)

The Nigerian Labour Congress (NLC), Trade Union Congress (TUC), FOBTOB, and all Nigerian Workers joined their counterparts across the world to celebrate this year's Worker's Day which was tagged "Workers Right and Socio-Economic Justice" on Monday, May 1st, 2023 at Mobolaji Johnson Arena, Onikan Lagos.

The Lagos State Deputy Governor, Dr. Obafemi Hamzat, who represented the Governor, praised the workers for their resilience and made commitments towards the improvements of their welfare.

Speaking at the May Day celebration, he expressed his administration's commitment to resolving all outstanding issues affecting the welfare and service entitlement of all workers in the state.



A cross-section of Members in attendance.



FOBTOB Members welcomed Dr Obafemi Hamzat.



March Past at Onikan Lagos



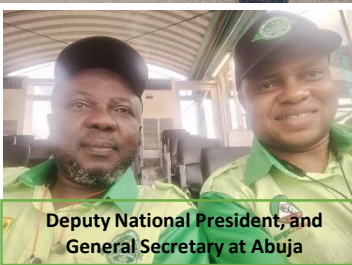
Celebration in Abuja – Seven Up Bottling Company Branch



NBC Branch celebration Abuja



Dufil Branch celebration Port Harcourt



Deputy National President, and General Secretary at Abuja



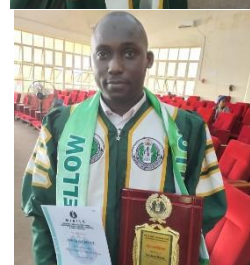
Nestle Nigeria Branch celebration

The National President's May Day Message –

"On behalf of the National Executive Council of Food, Beverage, and Tobacco Senior Staff Association (FOBTOB), I, Comrade Jimoh Oyibo, National President, felicitates with the entire Members of the Association on the occasion of the year 2023 International Workers' Day celebration themed 'Workers Right and Socio-economic Justice.' The celebration of the day for Nigerian Workers which ought to be filled with fanfare has rather become the time for sober reflections due to the National economic quagmire, insecurity, unwarranted suspicion of each other, loss of jobs, and several anti-worker policies perpetuated by some employers. It is safe to admit, that our sector, the Food, Beverage, and Tobacco, has been faced with the following challenge; Difficulty in raw material sourcing, Access to Forex, Multiple Taxations, Unnecessary demurrage occasioned by Port congestion, and dual exchange rates. etc. The consequences of the challenges above, unfortunately, ended up negatively impacting the average worker's take home. . ." Despite the hard realities faced as a people, the President encouraged everyone to keep hope alive and partner with Employers by showing understanding, when necessary, without compromising the office with a view to sustaining the business's survival and growth.

INVESTITURE

The National President Comrade Jimoh Oyibo and Comrade Solomon Adebosin (General Secretary) alongside the Branch Chairperson of International Tobacco Company Limited in the person of Comrade Azeez Raji were all conferred with the Fellow of the National Labour Institute (fnli) of Micheal Imoudu National Institute for Labour Studies (MINILS) Ilorin on 9th May, 2023 at Ilorin.



We congratulate the Awardees.

COURTESY VISIT TO FLOUR MILLS PLC

On 11th May 2023, the National President led a team on a courtesy visit to Flour Mills Nigeria Plc, Apapa, Lagos, to meet with Mr. Wale Adediran, the Human Resources Director of the Company. The visit coincided with the birthday celebration of Mr. Adediran. The General Secretary, in his opening remarks, appreciated and celebrated Mr. Adediran on the occasion, making reference to his level of understanding, maturity, love, and cooperation displayed during all industrial engagements. The National President in his speech expressed appreciation for the assistance rendered to the Branch when required. The President, however, emphasised the issue of salary overlap, and salary disparity within the Flour Mills Group in Nigeria; the outstanding meeting to discuss appendix B and monthly samples which were not granted to Premium Edible Oil Limited and Premium Cassava Limited Staff. He called on the Human Resources Director to address these issues with the urgency they deserve. The President further urged Mr. Adediran to remain in the Company until the Union's NJIC proposal is submitted, discussed, and signed, because of his importance and influence as NJIC Chairman. In conclusion, the President expressed the hope that the membership strength will increase coupled with the fact that Flour Mills is one of the founding Branch of the Association and should lead in terms of the membership drive.

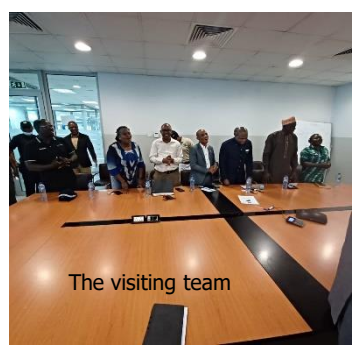
Nigeria, but he advised the Association to present its proposal early enough to AFBTE for pre-meeting, which he believed would have a positive impact on the NJIC negotiations. He also responded to the issue of salary disparity and salary overlap within the company, and explained that because the employees work in different locations, it was not practicable to pay them the same salaries and allowances, due to the difference in the cost of living. He promised to intervene and ensure discussions on Appendix B and monthly products for staff in the Company were concluded before his exit.

AWARD

The African Quality Achievement Award Technical Committee recognised and awarded Northern Nigerian Flour Mills Plc on 22nd May 2023 the Africa's Best Quality World Class Flour Mill Company of the Year under the common seal of African



Mark of Quality (AMQ) at the Civic Centre in Lagos. Congratulations to the Branch and FOBTOB as a whole.



The visiting team



The National President presented gifts to the celebrant.

The Human Resources Director in his response appreciated the National President and his team for the visit to the Company. While addressing the issues raised by the National President, he noted that he will not make any promise on the NJIC agreement because he will soon retire from the service of Flour Mills of



**When nails grow long,
We cut nails not Fingers.
Similarly misunderstanding
grow up, cut your Ego, not
your relationship.**



COST OF INDECISION
by
Comrade Adebayo Aderogba,
mni

The quality of life is proportional to the quality of decisions one can make in life. Decision-making is a source of trouble and anxiety for many people. Some people are afraid to decide their next move or undecided on how to cope with a situation, while others move forward to action and gain the results of their actions. Indecision always comes with a heavy cost at times. Decisions and actions are the ingredients that propel you forward and drive you toward the implementation of your goals. Without decisions and action, one would be in a state of prolonged procrastination without doing and/or chasing anything that means cost. Cost at unimaginable levels including your relationships, health, financial status, personal development, work, etc.

When this happens, how do you remedy it? There are various approaches but the first is to understand the causes of the problem.

The Causes of Indecision

Many times, it may take you a long period of time to reach a decision or implement one. This is normal but it becomes a deeper problem when you refuse to take a decision or postponed decision-making indefinitely.

Indecision is fraught with many reasons that include fear, analysis paralysis, anxiety, etc. all of which can delay a decision process and invariably delay decision-making to an extent. Any of these factors can overwhelm, pause, or stall decision-making actions.

The Cost of Inefficient Decision-Making

There is no iota of doubt, that indecision cost money, time, opportunities, resources, and a lot of effort in trying to catch up with the things that should be done in a prior time and the cost can be great depending on the situation or the status of the people involved.

Imagine you found yourself in a position where you need to take split-second decisions or you need to act on impulse. Life can create such challenges and you need to be ready to rise above the circumstances. Failure to do so can create conditions for the growing of indecision and thus create isolation, imbalance, and thought paralysis that negates specific decisions.

The exordium of no-action situations can create long-run effects and the growing of indecision, building tendency you may have adopted which unavoidable would lead you to procrastination, energy, money, opportunities, and focus drainage. In turn, long procrastination periods would lead to ineffectiveness, and weakness to decide and reaching your goals. The only cure is to assume ownership of your actions and the outcome of the results produced.

Take Ownership of your Actions

There is need to change one's mindset, to be able to own your action(s), the results you produce and to shift from your current situation to a high-studious situation in which:

- You completely own your initiatives, actions and their results
- Adopt proven and scientific-based methods in order become more effective and productive,
- Embed the no-complain rule, start using your resources effectively and creatively without blaming others,
- Set clear and SMART goals and priorities,
- Keep-on moving forwards.